

Southern California Teamster

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

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October 1, 2020

NO on 22



By **Shane Gusman**
California Teamsters'
Chief Lobbyist

We've had many ballot fights throughout the years here in California, mostly when we are under attack from greedy anti-Union, anti-worker interests. This year is no different

Proposition 22 brought to us by tech billionaires goes right to the heart of every gain workers have made in a century or more. It not only strips workers of every right and benefit under the law, but also eliminates their ability to

organize and join a union.

Now the billionaires behind this initiative would have us believe that this is good for workers. Prop 22 would declare as a matter of law that Transportation Network Co. (TNC) employees, like Uber and Lyft drivers, and Delivery Network Co. (DNC) employees, like Door Dash drivers, are independent contractors simply because they are dispatched from an app on a phone. They claim that these drivers are entrepreneurs and want all the trappings of being in business for themselves.

Sound familiar? For Teamsters, it should. It's exactly what big business told the world when they convinced

lawmakers to deregulate the trucking industry. That debacle cost us countless members and ultimately drove down wages and benefits in the entire industry.

So, when the tech billionaires say Prop 22 is good for workers, don't believe the hype. It forever ends the minimum wage, the right to overtime, the right to meal and rest breaks, unemployment benefits, workers comp, and every other important benefit TNC and DNC drivers are entitled to and should be getting now. It also ends any chance of these workers to join a Union, sealing their fate to be low wage workers into the future.

All of labor is united in opposition to Prop 22, but this fight

is particularly important to our Union. Many of our members are drivers who work for employers that compete or will compete directly with TNCs and DNCs. For TNCs, think school bus drivers and public transit. For DNCs, think UPS and any other parcel delivery services. And don't forget that these companies won't be satisfied with the workers covered in Prop 22. Uber is already getting into the trucking business and Amazon already uses DNC drivers. If Prop 22 passes, our own employers will be under tremendous pressure to convert to this economic model.

Make no mistake, this threat is real. Make sure you are registered to vote and vote **NO** on Prop 22!

GROW Act: Round 1 Goes to Teamsters, Mack Says

Western Conference of Teamsters pension plan Union chairman Chuck Mack reported last week that months of efforts to prevent the GROW Act from moving forward legislatively have paid off.

GROW, a terrible federal legislative effort to rob

from financially healthy pension plans---like the Western Conference--to prop up wobbly plans is contained from moving forward currently, Mack said.

"Don't get me wrong," he said. "We are ever vigilant in communica-

tions with politicians, their key staffers and others about keeping an eye on GROW and other legislative boondoggles affecting the plan."

"We're not done by a long shot, but we're looking real good right now. I must say the western

states Local Union political coordinators, Joint Council Presidents, members and retirees stepped up when we asked them the last several months and it was influential and felt in this fight. Of course, the Teamsters in Joint Council 42 performed second to

none making hundreds of phone calls, and sending emails and videos to these politicians."

Our concern, Mack said, is what bills may be available for folks looking around to attach GROW too.

"We're not done---always be ready," Mack said.

CHAIRMAN'S REPORT

So. Cal. Food Contract Update

By **Lou Villalvazo**, Negotiating Chairman

Brothers and sisters, we've been in ongoing negotiations with both Ralphs/Kroger and Albertsons since August. As I write this, we are in the last few days before the contracts are set to expire in September.

The Union's negotiating committee submitted several comprehensive non-economic proposals to the companies. The proposals were based on the members' responses to the questionnaires and feedback provided to stewards and Union representatives.

The Union proposed many things that affect our members at work daily. We have conducted well over a dozen

negotiating sessions with the employers basically stonewalling, rejecting and asking for takeaways.

Ralphs and Albertsons invited a mediator from the Federal Mediation and Conciliation Service (FMCS) to join our negotiations to facilitate progress. Over the past months of August and September the mediator has been involved between both parties and we have made some progress on some issues.

The mediator's job is simply to facilitate an agreement and avoid a labor dispute. The Union's goal is to obtain a fair contract that addresses the membership's concerns

and we intend to utilize all the tools at our disposal to achieve that goal.

The Local Unions have conducted informational update meetings and took strike authorization votes over the past weeks. I want to thank all our members for participating in these meetings and voting. We had the greatest turnout in over 30 years and your vote was loud and clear.

I ask our members to be patient, remain vigilant and stand in solidarity with each other during this process. As I write you, we are in the last week prior to these contracts expiring.

Regardless of what happens, rest assured that your

Union negotiating team is committed to negotiating a fair contract for our members.

Remember, it is going to take all of us working together to achieve this goal.

If things went well then, we have a new contract that our members accepted. But if we still don't have a contract by the time you received this edition, then more than likely we are in the middle of a fight. I ask all our members in Joint Council 42 and throughout Southern California, to be ready to support these sisters and brothers in their fight for a fair contract, by participating in all the activities and actions.

**Nov. 3
Endorsements**

**California
Hawaii
Nevada**

—Are Inside—

In San Berdoo, It's NO on U

San Bernardino County Teamsters have a primary mission in the November 3 election---vote NO on Measure U. That's the measure that would gut fire protection and Union jobs in the coun-

ty's Fire Protection District (FPD).

The infamously anti-worker Howard Jarvis Taxpayers Assn., and a handful of local shadow groups, have successfully placed Measure U

on the ballot for voters in San Bernardino FPD communities. If passed, Measure U will result in over \$40 million in cuts for emergency services funding. This will be a

continued page 3

CALIFORNIA Teamster November 3 ENDORSEMENTS

PROPOSITIONS

14 – Research bonds – No Recommendation
 15 – Funding schools – **YES**
 16 – Affirmative action – **YES**
 17 – Parole amendment – No Recommendation
 18 – California voting – No Recommendation
 19 – Tax transfers – No Recommendation
 20 – Parole restrictions – No Recommendation
 21 – Rent control – No Recommendation
 22 – Job classification – **NO**
 23 – Dialysis clinics – **YES**
 24 – Privacy law – No Recommendation
 25 – Bail – **YES**

State Assembly

AD 35 Dawn Addis
 AD 39 Luz Maria Rivas
 AD 40 James Ramos
 AD 41 Chris Holden
 AD 43 Laura Friedman
 AD 44 Jacqui Irwin
 AD 45 Jesse Gabriel
 AD 46 Adrin Nazarian
 AD 47 Eloise Reyes
 AD 48 Blanca Rubio
 AD 49 Ed Chau
 AD 50 Richard Bloom
 AD 51 Wendy Carrillo
 AD 52 Freddie Rodriguez
 AD 54 Sydney Kamlager
 AD 55 Andrew Rodriguez
 AD 57 Lisa Calderon
 AD 58 Cristina Garcia
 AD 59 Reggie Jones-Sawyer
 AD 60 Sabrina Cervantes
 AD 61 Jose Medina
 AD 62 Autumn Burke
 AD 63 Anthony Rendon
 AD 64 Mike Gipson
 AD 66 Al Muratsuchi
 AD 68 Melissa Fox
 AD 69 Tom Daly
 AD 70 Patrick O'Donnell
 AD 72 Diedra Nguyen
 AD 74 Cottie Petrie-Norris
 AD 75 Kate Schwartz
 AD 76 Tasha Boerner Horvath
 AD 78 Chris Ward
 AD 79 Shirley Weber
 AD 80 Lorena Gonzalez

State Senate

SD 17 John Laird
 SD 21 Kipp Mueller
 SD 23 Abigail Medina
 SD 25 Anthony Portantino
 SD 27 Henry Stern
 SD 29 Josh Newman
 SD 31 Richard Roth
 SD 33 Lena Gonzalez
 SD 35 Steven Bradford
 SD 37 David Min
 SD 39 Toni Atkins

U.S. Congress

CD 8 Chris Bubser
 CD 24 Salud Carbajal
 CD 25 Christy Smith
 CD 26 Julia Brownley
 CD 27 Judy Chu
 CD 28 Adam Schiff
 CD 31 Pete Aguilar
 CD 32 Grace Napolitano
 CD 34 Jimmy Gomez
 CD 35 Norma Torres
 CD 38 Linda Sanchez
 CD 39 Gil Cisneros
 CD 40 Lucille Roybal-Allard
 CD 41 Mark Takano
 CD 43 Maxine Waters
 CD 44 Nanette Barragan
 CD 45 Katie Porter
 CD 46 Lou Correa
 CD 47 Alan Lowenthal
 CD 48 Harley Rouda
 CD 49 Mike Levin
 CD 50 Ammar Campa-Najjar
 CD 51 Juan Vargas
 CD 52 Scott Peters
 CD 53 Sara Jacobs

LOS ANGELES COUNTY

District Attorney
 Jackie Lacey

Supervisor

#2 Herb Wesson
 #4 Janice Hahn
 #5 Kathryn Barger

L.A. City Council

#2 Paul Krekorian
 #4 David Ryu
 #6 Nury Martinez
 #8 Marqueece Harris-Dawson
 #10 Mark Ridley-Thomas
 #12 John Lee
 #14 Kevin De Leon

L.A. Comm. College Bd

#1 Andra Hoffman
 #3 David Vela
 #5 Nichelle Henderson
 #7 Mike Fong

L.A. Unified School Bd.

#1 George McKenna
 #5 Jackie Goldberg
 #7 Patricia Castellanos

ABC Unified School Dist.

#1 Leticia Mendoza

Alhambra Council

#4 Sasha Renee Perez

Bell Gardens Council

Pedro Aceituno
 Maria Pulido

Bellflower Council

#4 Luis Melliz

Carson Mayor

Jim Dear

Carson Council

Jawane Hilton

Commerce City Council

Oralia Rebollo

Covina Valley Schools

#3 Christopher Harris

Cudahy Council

Jose Gonzalez

El Monte HS District Bd.

Carlos Salcedo

El Monte Mayor, Council

No endorsements

Gardena Council

Mark Henderson

Glendale Council

At-large Dan Brotman

Hacienda-La Puente Schools

#1 Taro O'Sullivan

Hawaiian Gardens Council

Francisco Noyola
 Reynaldo Rodriguez

Hawthorne Mayor

Haidar Awad

Long Beach Council

#2 Cindy Allen
 #6 Suely Saro
 #8 Al Austin

Long Beach Comm. College Bd.

#4 Herlinda Chico

Long Beach Unified School Bd.

#2 Tonia Reyes Uranga

Maywood

Council Frank Garcia
 Jessica Torres
 Clerk Flor Aguiluz
 Treasurer Mary Mariscal

Montebello School Comm.

Fernando Chacon

Montebello Council

Jack Hadjinian

Pasadena Mayor

Victor Gordo

Pasadena Unified School Bd.

#2 Wayne Hammack
 #4 Scott Harden

Pomona Council

#6 Miranda Sheffield

Pomona Mayor

Tim Sandoval

Rio Hondo College Bd.

#2 Estela Magana
 #4 Gary Mendez

Valley County Water Dist.

Director Ralph Galvan

Water Replenishment Dist.

#5 Vera Robles DeWitt

West Hollywood Council

John Erickson
 Sepi Shyne

IMPERIAL COUNTY El Centro Council

Jason Jackson

ORANGE COUNTY Supervisor

#1 Sergio Contreras

Municipal Water Dist. O.C.

#3 Tyler Diep
 #4 Stacy Taylor

O.C. Water Dist.

#6 Cathy Green

Anaheim Council

#4 Avelino Vasquez
 #5 Steve Faessel

Brea-Olinda School Bd.

#2 Keri Kropke

Buena Park Council

#3 Susan Sonne
 #4 Art Brown

Centralia School Bd.

#4 Lamiya Hoque

Costa Mesa Council

#2 Loren Gameros

Costa Mesa Mayor

Katrina Foley

Fullerton Council

#1 Fred Jung

Garden Grove Council

#2 John O'Neil
 #6 Kim Bernice Nguyen

Garden Grove Mayor

Steve Jones

Huntington Beach Council

Billy O'Connell
 Dan Kalmick

Irvine Mayor

Farrah Khan

Irvine Council

Tammy Kim
 Lauren Johnson-Norris

Midway City Sanitary Bd.

Tyler Diep

No. O.C. College Trustee

#4 Miguel Alvarez

Orange Mayor

Adrienne Gladson

Placentia-Yorba School Bd.

#2 LaShe Rodriguez

Rancho Santiago College Bd.

#1 Zeke Hernandez
 #3 Sal Tinajero
 #7 Loretta Sanchez

Santa Ana Mayor

Claudia Alvarez

Santa Ana Council

#1 Cynthia Contreras
 #3 Mark McLoughlin
 #5 Juan Villegas

Santa Ana School Bd.

Oscar Reyes

Tustin Council

Letitia Clark

Tustin School Bd.

#1 Allyson Damikolas

RIVERSIDE COUNTY

Indio Council

#1 Erin Teran

Riverside Unified School Bd.

#3 Angelov Farooq
 #4 Darlene Trujillo-Elliott

Temecula Council

No endorsements

SAN BERNARDINO COUNTY

Measure K Vote NO
 Measure U Vote NO

Supervisor

#5 Joe Baca Jr.

Colton Council

John Echevarria

Needles Mayor

Jeff Williams

Redlands Council

#2 Eddie Tejada
 #4 Ivan Ramirez

Rialto Council

Rafael Trujillo

San Bernardino College Bd.

#1 Frank Reyes

San Bernardino School Bd.

Heather Johnson
 Gwen Dowdy Rodgers

Western Muni Water Dist.

#5 Fauzia Rizvi

SAN DIEGO COUNTY Escondido Council

#2 Vanessa Valenzuela
 #3 Don Green

National City Council

Jose Rodriguez

Palomar College Bd.

#2 Nina Deerfield

Palomar Health Bd.

#6 Jeff Griffith

San Marcos Council

#4 Neil Kramer

SAN LUIS OBISPO COUNTY Grover Beach Mayor

Jeff Lee

San Luis Obispo Mayor

Heidi Harmon

Teamsters: Joe Biden for President

Your VOTE MATTERS!

HAWAII Teamster November 3 ENDORSEMENTS

U.S. Congress

CD 1 Ed Case
CD 2 Kaialii Kahele (D)

State Senate

SD 2 Joy San Buena Ventura (D)
SD 5 Gilbert Keith-Agaran (D)
SD 9 Stanley Chang (D)
SD 19 Kurt Fevella (R)
SD 22 Donovan Dela Cruz (D)

Hawaii State House

#3 Richard Onishi
#5 Jeanne Kapela (D)
#13 Lynn Decoite (D)
#14 Nadine Nakamura (D)
#15 James Tokioka (D)
#17 Gene Ward (R)
#18 Mark Hashem (D)
#20 Jackson Sayama (D)
#25 Sylvia Luke (D)
#33 Sam Kong (D)
#34 Gregg Takayama (D)
#37 Ryan Yamane (D)
#39 Ty Cullen (D)
#40 Bob Mcdermott (D)
#41 David Alcos (D)
#43 Stacelynn Eli (D)
#44 Cedric Gates (D)
#47 Sean Quinlan (D)
#50 Patrick Branco (D)
#51 Lisa Marten (D)

Kauai County Council

Bernard Carvalho Jr.
Arryl Kaneshiro
Kuali'i KipuKai

City of Honolulu Mayor

Keith Amemiya

Honolulu City Council

#3 Esther Kia'aina
#7 Radiant Cordeiro
#9 Will Espero

Honolulu Prosecutor

Steve Alm

Maui County Council

Alice Lee
Wailuku-Waihe'e Waikapu

Mike Molina
Makawao-Ha'iku- Pa'ia

Tasha Kama
Kahului

Stacey Crivello
Molokai

Tom Cook
South Maui

Alberta De Jetley
Lanai

Yuki Lei Sugimura
Upcountry

Office of Hawaiian Affairs-At-Large

Keoni Souza

NEVADA Teamster November 3 ENDORSEMENTS

U.S. PRESIDENT

Joe Biden
U.S. Vice President
Kamala Harris

U.S. CONGRESS

#1 Dina Titus
#2 Patricia Ackerman
#3 Susie Lee
#4 Steven Horsford

STATEWIDE QUESTIONS

#1 **YES**
#2 **YES**
#6 **YES**

JUDICIAL Supreme Court

B - Kristina Pickering
D - Ozzie Fumo

Court of Appeals

Bonnie Bulla

STATE SENATE

#1 Pat Spearman
#3 Chris Brooks
#4 Dina Neil
#5 Kristee Watson
#6 Nicole Cannizzaro
#7 Roberta Lange
#11 Dallas Harris
#15 Wendy Juaregui-Jackins

#18 Liz Becker

STATE ASSEMBLY

#1 Danielle Monroe-Moreno
#2 Radhika Kunnel
#3 Selena Torres
#4 Connie Munk
#5 Brittney Miller
#6 Shondra Summers-Armstrong
#7 Cameron Miller
#8 Jason Frierson
#9 Steve Yeager
#10 Rochelle Nguyen
#11 Bea Duran
#12 Susan Martinez
#13 Thomas Roberts
#14 Maggie Carlton
#15 Howard Watts II
#16 Cecelia Gonzalez
#17 Claire Thomas
#18 Venecia Considine
#20 David Orentlicher
#21 Elaine Marzola
#24 Sarah Peters
#26 Vance Aim
#27 Teresa Benitez-Thompson
#28 Edgar Flores
#29 Lesley Cohen
#30 Natha Anderson
#31 Richard "Skip" Daly
#32 Paula Povilaitis
#34 Shannon-Bilbray-Axelrod
#35 Michelle Gorelow
#37 Shea Backus
#39 Deborah Chang
#40 Sena Loyd

UNIVERSITY REGENTS

#5 Nick Spirtos

STATE BOARD OF ED.

#1 Timothy Hughes
#2 Katie Coombs
#4 Mark Newburn

CLARK COUNTY Commission

A - Michael Naft
B - Marilyn Kirkpatrick
C - Ross Miller
D - William McCurdy II

School District Trustee

A - Lisa Guzman

Southern California Teamster

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B - Jeffrey Proffitt
C - Tameka Henry
E - Alexis Salt

RENO

Ward 1 Jenny Brekhus
Ward 3 Oscar Delgado
Ward 5 No recommendation
At-Large Devon Reese

SPARKS

Ward 1 Wendy Stolyarov

Ward 3 Quentin Smith
Ward 5 No recommendation

WASHOE COUNTY Commission

#1 Alexis Hill
#4 No recommendation

School District

A - Scott Kelly
D - Kurt Thigpen
E - Angie Taylor
G - Craig Wesner

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In San Berdoo, It's NO on U

disaster for many communities already living in danger due to a fire season that gets longer and hotter each year.

Teamsters Joint Council 42 stands with our heroes on the front lines and behind the scenes within fire departments across the region. As California's wildfire season continues to ravage communities across the state, corporate interests seek to make deep cuts to firefighting resources in San Bernardino County.

The county fire dept. provides services for residents in 60 communities/cities and all unincorporated county areas. The brave men and women — many of them Teamsters — who fight these fires need our help. Teamsters Joint Council 42 urges all members living in San Bernardino County FPD communities to vote NO on Measure U November 3.

Measure U will lead to cuts in both emergency fire and paramedic services, lengthening response times in life-threatening medical emergencies — putting our families at greater risk. By cutting firefighting services, U will force the county to close local fire stations, reducing first responders' ability to

protect residents from deadly wildfires. Consequently, homeowners in mountain and desert communities — where fire stations will be forced to close — will have difficulty obtaining fire insurance.

Measure U was pushed to the ballot by a millionaire Florida resident named Eric Steinmann, who owns numerous vacant parcels of land throughout the county region. Many of Steinmann's properties contain cell phone towers, a known cause of wildfires. Steinmann is using Measure U as a scheme to avoid paying taxes on his properties by gambling with the lives of residents in the San Bernardino County FPD. The well-financed proponents of Measure U will claim that the cuts triggered by its implementation are the trimming of budgetary fat. This is not budgetary fat. This is a matter of life and death for too many in our communities.

Teamsters across Joint Council 42 must recognize that if these special interests see victory in San Bernardino County, they will be encouraged to come for others soon after that. Take a stand and protect our vital public services by voting NO on Measure U.

VOTE NO IN SAN BERNARDINO COUNTY

Measure K: Another Stinker in SB County

Those nasty wealthy folks continue to try to buy their way into running our democracy.

In San Bernardino County they have paid the way to have Measure K on the ballot, limiting the terms of country supervisors to one!

K would limit the fulltime supervisors' remuneration to \$5,000 a month and that includes health and life insurance, communication de-

vices, retirement and...well, just about everything. That means that only rich wannabe politicians could afford to run for and maintain a family while working as a supervisor.

The wealthy want "one and done" because they know they would be voted out anyway after one term of mis-serving the citizens of San Bernardino County.

No on K.

Hawaii Local 996

By Wayne K.S. Kaululaau
President



Aloha, brothers, and sisters. Six months have passed since COVID 19 reared itself into our island community, causing anger,

confusion, frustration, unemployment, and uncertainty.

Teamsters remain essential workers, operating buses while transporting people from home to work and back. More than ever, people with severe challenges require Teamsters transport these select passengers to doctor visits, dialysis and shopping for essential items.

Since the beginning of the coronavirus pandemic, shop stewards, business representatives and Union leadership discussed with the management at Oahu Transit Services Inc. dba TheBus to ensure members would not be adversely affected during these unprecedented times.

Work schedules were modified with continued service to the 110 routes serving the communities on the island of Oahu. Run guarantees are provided operators whose current run hours are less than before—extra list operators who may not make enough hours are guaranteed 40 hours weekly.

After many years, maintenance personnel were eligible four hours overtime daily wiping down the buses' interiors after deep cleaning.

As the para-transit vans age, the Union has been in conversation with lawmakers on the need for continuous upgrades and increasing the van fleet. A safe working van operated by a well-trained operator takes the most fragile community members to and from home, doctor appointments, dialysis, rehabilitation, and other life-altering trips.

Hazard pay is provided technicians at Liberty Dialysis and members such as surgical, anesthesia techs, nurses' aides, dieticians, housekeepers, and maintenance at Kapiolani Medical Center for Women and Children.

Teamsters working at HC&D, Hawaiian Cement, and B&C Trucking will have work opportunities thanks to the Community Workforce Agreement with the city and county of Honolulu. In contrast, public works projects over two million dollars to include Teamsters. Before the agreement, the three companies excluded for many years due to material deliveries to the job sites, not covered work (hot cargo).

The Union is moving forward with plans to start a training program for Teamsters in the movies. Training is vital to ensure members keep up with certifications and understand the complexities

of the industry.

A first contract was completed for Southern Glazer's Wine and Spirits Hawaii. The road to becoming a part of the Union was long and hard-fought. Mahalo to brother Asi Fakaosi - Organizer, for an excellent job.

Teamsters at SA Tech Honolulu secured a new contract providing increased wages and benefits. These members transport military personnel and equipment to and from Schofield Barracks.

Twenty plus cases of COVID-19 reported at UPS facilities statewide: Initially, UPS management failed to promptly notify workers and the Union, occasionally having workers continue to work in uncleaned areas. The administration could not deep clean affected areas due to a personality conflict with a manager responsible for facilities. The managers declined to provide daily cleaning of the facilities or provide each worker with gloves, hand sanitizers, masks, and other personal protective equipment. Talking with management was like being in a washing machine, round and round. Late one evening, a call was made to the operations manager, letting him know the media would be waiting at the facility's front gate in the morning. Low and behold, by the time morning arrived, the facilities went through deep cleaning, and PPE readily available for workers, drivers, pre-load, and air.

Due to COVID-19 travel restrictions in Hawaii and Guam, an extension to the upcoming negotiations postponed. A 14-day quarantine makes travel difficult during this time. Our members work at Anderson Air Force Base as electronic technician maintenance.

Until the travel restrictions lifted and air travel resumes, members from Hertz and ALSCO remain on leave. Everyone in the state is hopeful the COVID-19 numbers drop, and Governor Ige re-opens without haste, travel to Hawaii.

Organizing efforts are challenging, especially on the neighbor islands. Each island or county has different requirements for entry. The future looks good to organize Sysco, school bus, trucking, Coca-Cola, and rail.

In collaboration with UHA, Kaiser Permanente Hawaii, Times Pharmacy, and Benefit Plan Solutions, free flu shots have been provided to members who work at TheBus, The Handivan, Hawaii Cement, HC & D, and Aloha Petroleum during September. Arranging for the event held during the workday provided a great option for anyone wanting a flu shot. The employers provided the facilities and the medical groups provided workers with fruit for breakfast.

Times are tough, and everyone should stand firm and heed medical professionals' advice by wearing a mask, social distance, washing hands often with warm water, and stay safe for you, friends, and family.

In closing, I would like to share some Hawaiian values. We share and Live

Aloha:

Malama - tend to the needs of others. Ho'omau - to endure or press forward. Ho'omanawanui - bear with patience. Lokahi - seek unity. Pono - live righteously. Kuleana - take responsibility. Kupa'a - stand firm. Ha'aha'a - be humble. Laulima - work together. Ohana - we are all connected.

"He eha i kekahi, he eha no na mea a pau". An injury to one is an injury to all. "i ka lokai" - in solidarity!

Local 1932 San Bernardino County Public Employees

By Randy Korgan
Secretary-Treasurer



Teamsters Local 1932 is getting ready to mobilize members and the public-at-large to support

candidates and measures that will work for working people on Election Day this November. Very soon, members will find in their mailbox a list of endorsed candidates and ballot initiatives that were approved by the Local 1932 Political Action Committee. Ensuring that endorsed candidates and our desired outcome on select ballot initiatives are successful will require many Teamsters' hard work. Get involved — our Union cannot allow our communities to change for the worse without a fight.

On the other side of many of our endorsed candidates and ballot measures — not exclusively, but too often — are candidates and initiatives backed by big money. In San Bernardino County, an out-of-town mogul is seeking to reduce his tax bill at the expense of more than 60 cities and communities and all unincorporated land, who need funding for fire protection services. Moreover, this mogul seeks to punish lawmakers by imposing strict compensation and term limits to turn the job into the plaything solely for the very rich. Across the state, tech oligarchs are pushing through anti-worker initiatives like Prop. 22, and are seeking to defeat pro-community initiatives like Prop. 15. It's a consistent story that we need to rally against as Teamsters. Please get in contact with your business agent so that you can get involved with on-going political action. We are the last line of defense for working people, and it's time to make our voices heard.

Local 1932 is continuing to protect the interests of members as the COVID-19 crisis carries on. Members of our Union have reached out about the need for increased testing of COVID-19 throughout the region. Local 1932 has worked hard to meet this need. Since Monday, August 17, testing for all Local 1932 members has been available every Monday in the parking lot at 4th St. and Sierra Way in San Bernardino. Hundreds of Teamsters have undergone testing at this site. As the situation develops, we will look for opportunities to expand Teamster testing into other region areas — Visit Teamsters1932.org for testing details.

Relatedly, we must stress that Teamsters have a long history of supporting one another, not just in the workplace but also outside the workplace. When a member encounters a struggle outside the workplace, fellow Teamsters should be there to let them know that they are not alone in those

struggles. That's what it means to be a brother and a sister in the International Brotherhood of Teamsters. This is especially true during times of crisis. Members of the Teamsters Local 1932 Women's Committee created the Relief Committee to coordinate those efforts. Check out the new "Members Helping Members" section of our website to learn more about their heroic efforts.

In conclusion, it is with a heavy heart that we share news of the deaths of brothers John Pina, Anthony De la Torre, and Michael Tolbert, who passed away recently due to complications from COVID-19. John, Anthony, and Michael were public servants at Arrowhead Regional Medical Center, the City of Colton, and the San Bernardino County Sheriff's Dept., respectively. They were outstanding individuals, and we offer our deepest condolences to their families. Our thoughts are with them along with our active and retired Teamsters Local 1932 members who knew and loved John, Anthony, and Michael. We will always remember them. May they rest in peace.

Local 396 Package & Utility Drivers

By Ron Herrera
Secretary-Treasurer



Our Teamsters Local 396 Executive Board hopes that our Teamsters Joint Council 42 Brothers and Sisters are doing well.

Teamsters Local 396 looks forward to continuing our mission to build Teamster power while helping working people throughout our jurisdiction.

While our nation struggles with the COVID-19 pandemic, it has been hard-working Teamsters who have been the first line of defense, protecting and serving the public during our national health crisis. Local 396 members, including UPS workers, sanitation workers, and convenience store delivery drivers, have been essential in protecting our public health.

Local 396 members at UPS have been hard at work. UPS has seen a sharp increase in package volume due to medical facilities' high demand for supplies used in treating COVID-19 patients and increased online shopping following California's Shelter in Place order.

Our Local Union was instrumental in working with the city of Los Angeles to secure additional protections for Teamsters who are part of the essential workforce that services Los Angeles. This order requires employers of essential businesses to provide workers with cloth face coverings that shield their noses and mouths. Essential businesses must also implement physical distancing measures for employees, customers, and visitors; make sure employees have access to a clean and sanitary restroom stocked with all necessary cleaning products like soap and sanitizer; and allow employees to wash their hands at least every 30 minutes.

In addition to protecting our membership through the political process, we have continued to enforce contract language to ensure that our UPS members are protected. Through a strong foundation of Shop Stewards working in conjunction with Teamsters Local 396 Business Representatives, our Local Union has been able to win hundreds of thousands of dollars in 9.5 grievances for our members who have worked longer hours during the

pandemic. Our Local Union will continue using our resources, including working with local and state officials to ensure that our members at UPS are protected and are treated with the dignity and respect they deserve.

As the largest Teamster sanitation Local in the nation, we are hard at work bargaining with our current Teamster employers and organizing new sanitation companies to lift standards and improve working conditions in the industry. Local 396, which represents nearly 3,000 sanitation workers in Southern California, demands that these companies take appropriate measures to ensure that sanitation workers are protected and can go home safely to their families after work. Before COVID-19, sanitation was already the fifth most dangerous job in the U.S. Now, workers are facing even more risks that jeopardize workers and their families.

Our Local is currently engaged in an organizing campaign with workers at CR&R Sanitation in the city of Perris. Organizing this group of workers is critical as it will help to continue lifting standards for sanitation workers throughout the Inland Empire. We would like to thank all of our brothers and sisters from Teamsters Joint Council 42 who joined us for a rally in support of these brave sanitation workers to prepare for their upcoming Union election.

With the coronavirus leaving many Americans out of work, it has been a priority of our Local to support working people in our communities during this great time of need. Teamsters Local 396 members have been hard at work volunteering at multiple food distribution drives that have been organized throughout Los Angeles County by the Los Angeles County Federation of Labor. In addition to volunteering at the events themselves, Teamsters have also been essential in securing food donations, including milk, eggs, and meat, to distribute at our food distribution drives. Through these events, Teamsters have demonstrated what Union solidarity is about by rolling up our sleeves and handing out food and supplies to those in need.

As Teamsters, it is essential to participate in the political process. As election day approaches, it is important to remember to participate in the political process by voting and encouraging your fellow Teamster brothers and sisters to register and vote. The deadline to register to vote is October 19. California will now send all registered voters a mail-in ballot to increase voter participation in the November 2020 election.

One of the most important battles that Teamsters will be facing at the ballot box this November is defeating Proposition 22. Multi-billion dollar corporations, including Uber, Lyft, Instacart, and Doordash, wrote Proposition 22 to create a special exemption for themselves from California law that requires app-based companies to provide basic protections to their workers. Now they're spending more than \$100 million on Prop 22 to boost their profits by denying their drivers' right to a minimum wage, paid sick leave, and safety protections.

This measure threatens good, middle-class Union jobs. If these companies succeed in buying this election, their low-pay, no-protection business model will expand in virtually every industry, including package delivery and sanitation, leading to unprecedented job loss and a race to the bottom. We can't let this happen. That is why I encourage all our Teamster

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brothers and sisters to make your voices heard this November and vote No on Proposition 22.

To increase our connection to our members, especially during the coronavirus pandemic, our Local Union has made it a priority to enter the digital information age by increasing our accessibility on social media and launching our very own Local 396 website and phone application for both Android and iPhone. These tools help our members stay informed about current Union business as well as have easier access to coronavirus resources, contracts, medical benefits information, and pension information.

Congratulations to recently retired Local 396 members Louie Arce, Victor Armijo, Timothy Fife, Alberto Flores, Salvador Galvan, Jose Hernandez, Rolando Ledezma, David Mitchell, Ruben Negrete, Miguel Rodriguez, Emilio Sanchez, Ruben Segura, and John Villareal.



**By Eric Jimenez
Secretary-Treasurer**



Brothers and sisters: I hope this message finds all of you well, and that everyone had a safe and happy Labor Day. I want to thank all the

men and women who have helped build this country with their labor, and those of you who continue to work hard today.

Teamsters have always been essential and we'll continue to be. Although COVID-19 has not disappeared, we're doing our best to try to work around it. We held our first Zoom meeting and except for a few minor hiccups, it was a great success. The safety and privacy of the Local Union and our membership is a high priority and will always be taken into account when holding Zoom meetings.

There's a lot going on at the Local and in our industries. Many companies who laid-off members due to COVID-19 are now starting to bring them back. We've recently settled and ratified some contracts and are currently in negotiations within many of our industries which include grocery, transit, aerospace, etc.

The CVS negotiations continue to go smoothly. The company is bargaining with the Union in good faith and has agreed to some of our new proposals, although many still need to be agreed upon before getting into economics. We've also made progress cleaning up and changing contract language.

For the county of Orange, our coalition of Unions has continued moving forward with some policies that benefit our members. For some time, our Local has looked into allowing a member to opt-out of the county medical and join their spouse's plan. This would save our members money in the long run as well as assist the county in saving some costs which would alleviate the continued budget deficit. In addition, Local 952 continues in settlement talks and moving forward with pending grievances and arbitrations.

We've had several grievance hearings (one going to arbitration) at OCTA. At the end of September, we had a class action grievance with maintenance and the authority, and had a bus accident overturned on appeal. We've recently held an election and

promoted John Dicag to swing shift shop steward at our Garden Grove maintenance facility.

During the pandemic, we still haven't had any coach operators laid off. We were able to welcome back members 65 and older and those with serious health conditions. Although we're able to ratify a one-year agreement, we've already started meeting to discuss items we may want in the next contract.

We've established a Meet the B.A. Zoom conferencing system designed to increase our level of communication with our members. Additionally, the Union and the authority have worked together to provide barriers on the buses that will help ensure drivers' safety while operating the bus, and our team continues to monitor possible hazard pay for our essential workers.

We are continuing to negotiate agreements at MV Transit for maintenance and window, radio, scheduler, quality assurance, call center, and clerks. The company has our comprehensive proposals and we're waiting for them to respond. Several grievances have been resolved with members being returned to work and some members being made whole.

At First Transit, road supervisors and dispatchers overwhelmingly ratified a new agreement with improvements in wages, benefits, and working conditions. Maintenance is currently in negotiations, with more dates scheduled.

At Disneyland, our Craft Maintenance Council has continued to monitor the potential reopening of the park while policing the standing collective bargaining agreement. Many of our represented employees have returned to work, however we're still awaiting the state's approval to open.

We're in continued talks at Capistrano School District, as they also face budget deficits. Our effort is to come to a fair agreement that would aid in the district's shortfalls and hopefully keep our members afloat during this time. We've worked with the district to smoothly plan for their reopening.

There's still a lot of uncertainty in the reopening of school districts and it has caused many members to utilize their Union in engaging our Student First sites. So far, we have potential opening dates for three sites, and hope to mediate the concerns and issues members are facing with the reopening. We're in talks for safety plans and protective practices, as well as pay.

During the past couple of months, we've been in contact with Durham School Bus management to ensure minor projects are being given out by seniority and members are being paid wages according to the contract.

Currently, we're working on getting our members back from furlough who worked primarily for the surrounding school districts. This means ensuring bargaining unit work is given to the members and not to the adjacent competitors. We're preparing an opening letter and sending out surveys this week as we start planning on contract negotiations for the December expiration date. Proposal meetings are planned for later this month.

Recently, we worked with Durham and Laguna and Santa Ana school districts to get some of our drivers back to prior positions. Irvine School District will be opening very soon, and drivers are re-training to sharpen their skills.

The Local would like to congratulate the following Albertsons Irvine drivers who have recently retired: Michael Hawk; Michael Diana; Randy Hunt;

Erafmo Jacob; and in Brea, Antonio Griffin (driver) and Robert Besanson (shop).

I want to thank all the stewards and members who are helping us and building support to fight for strong contracts. Please keep in touch with the Local Union and your business agents for any updated information.

We would particularly like to thank all of our brothers and sisters at Albertsons Irvine and Brea for the strong statement they made turning out in high numbers for a strike vote.

As we come into a festive time of year where we gather, give thanks and celebrate, I would like to wish all of you a safe and have happy holidays. As always, remember United We Bargain, Divided We Beg.



**By Phil Cooper
Secretary-Treasurer**



With the most important election of our lifetime up until now, I will start off with letting our members know that the

Teamsters are asking you to Vote No on Prop 22! We want to encourage you to educate your family and friends to also Vote No on Prop 22.

What you need to know about Prop 22 - billion dollar corporations like Uber and Lyft are the ones that drafted and paid to put this proposition on the ballot. Prop 22 strips workers of the basic protections we all take for granted because of our strong Union contracts. Things like unemployment insurance, paid sick leave, overtime, workers compensation and health insurance are not afforded to these employees. The commercials paid for by these billionaire companies depict students or others using the app-based business to make a little extra money, but there are many people working these jobs that is their only source of income. The fact that they are called "independent contractors" prevents them from organizing and trying to get important benefits. They are working in dead-end jobs with no benefits. Please do not be fooled by these slick commercials, these "gig jobs" are going to affect many good Teamster jobs. Our Union brothers and sisters at UPS are already having to deal with app-based delivery companies that can deliver packages at a lower rate because these employees have no benefits, no workers compensation, no unemployment insurance, no health care. This is a race to the bottom.

You will hear more about why the Teamsters are asking for you to Vote No on 22 in the upcoming weeks. All Locals of Joint Council 42 have a point person that will be visiting your facility or even calling you on the phone to educate and encourage your no vote. Local 896 has asked brother Dave Gonzales, former MillerCoors Irwindale brewery employee, to be the point person for our Local. Dave already attended training sessions and is passing on the information to members over the weeks leading up to the November 3 election. I want to personally thank Dave for stepping up for this very important cause.

Pepsi Riverside ratified their second contract since becoming members of Local 896, on August 27. This was a very tough contract negotiation and the Pepsi committee was up to the

task. After overwhelmingly turning down the company's offer back in January of this crazy year, it took many months to get back to the table due to the COVID-19 pandemic. Once we were able to continue negotiations, we were able to get a little more money for the most senior Pepsi Riverside employees, and this was enough to get the contract ratified. They are still not making the same wages as their Union Brothers in our other Pepsi facilities, but they are getting closer. Thanks again to the Pepsi committee members for the great job they did representing their fellow workers in these negotiations.

Our Northern California Brothers and sisters at the Safeway Richmond facility are currently in negotiations being led by Local 896 President Brian Indelicato. Brian states that he has an excellent committee and once they are done getting what he believes will be one of the best Safeway Bev contract the members have ever seen, Brian will come to Southern California next year to lead the Safeway Beverage contract for our Southern California members.

On September 17 our Coca-Cola Ontario/Fontana facilities began new contract negotiations. This company is still run by Coca-Cola of Atlanta, and we are expecting extremely tough negotiations. Our members make syrup and most of their customers have been hit hard by the pandemic. Customers like the Angels and Dodgers Stadium, Staples Center and other such venues, and with restaurants barely open and sales of soda are being hit hard, as you know, so these shops are not running even close to their normal capacity. But even with all of this, the members deserve a good contract and we all know that things will turn around, hopefully very soon. One of our proposals will be to address the constant payroll issues that have lasted for way too long. It should not be that hard to pay employees correctly on a weekly basis, but this company has struggled with this for over a year now. A couple of weeks ago we were again dealing with payroll mistakes affecting some of the employees.

On a sad note, the MillerCoors Irwindale Brewery is now closed. On August 28 the last of the remaining Teamster employees punched out and walked out of the plant for the last time. Except for a few members asked to help clean-up the place for a couple of weeks, the 28th was basically the last day for the workers of the facility. These were very good Union jobs that will not be easily replaced, but for over 40 years, the Irwindale Brewery was good to many of our fellow members. Those last few days were very emotional, with friends saying goodbye to their co-workers and wishing each other well; tears were shed, and hugs were shared. I want to wish all these members well and may they all find good Union Jobs!

I want to end with a comment I heard from a Refresco San Bernardino manager who made the statement to an ex-MillerCoors employee that "if Teamster jobs are so great, why don't you get one of those"? The answer is simple. Good Teamster jobs are not that easy to get because there is no turnover! People do not usually leave a good Teamster job, unlike the turnover at the Refresco facility in San Bernardino!

Congratulations to Anthony Marquez of MillerCoors on his retirement. Condolences to the families and co-workers of Belinda King (Anheuser-Busch) who passed away a couple of weeks ago; she will be missed.



**By Larry Griffith
Secretary-Treasurer**



Local 14 continues to represent our members in every way possible even with the inability to visit many of our

members at their place of employment due to the COVID restrictions. Our business agents have found numerous alternative ways to meet and talk to our members. We will continue to represent our members to the fullest in spite of the obstacles!

After protracted and often contentious negotiations, our members in the city of North Las Vegas ratified a two-year CBA. These negotiations had been ongoing for many months and had been further complicated by the anticipated loss of tax revenue due to the lockdown. Our members at Albertsons Liquor ratified a new three-year contract. The group rejected several offers and their persistence paid off with the best deal that they have ever received. We are currently in negotiations with Amerit Fleet (in cooperation with Local 495) for a new CBA. Unfortunately, these negotiations were delayed many months due to the restriction on meeting in person but we hope to have a deal to present to our members soon. We are also in negotiations for a new CBA for our members in the city of Caliente. The Local appreciates the stewards who are on our negotiating committees for the negotiations. Their assistance and insights are invaluable during our meetings with the employer.

Local 14 continues to organize during these unprecedented times. We are continuing to sign up new members in our group at the Clark County School District. Our goal to hit majority status has been helped with many representational victories. From grievance hearings to stopping outsourcing and getting our members paid during distance learning, the school district is seeing the Teamsters difference. Several of our members from the bargaining unit were selected to sit on a school district re-opening committee. These members are participating on the committee that will be making very tough decisions on the safe re-opening of schools in the district. Local 14 looks forward to continuing to push the District and having our members make a difference.

With the upcoming elections the Local will be releasing a list of endorsed candidates for many of the races. The Local's endorsements are based on labor issues and which candidates best support labor. We urge our members to learn the issues and make decisions for themselves. The U.S. Constitution refers to the "right to vote" more often than any other constitutional right. We urge you to utilize this right and vote!

The Local started in-person general membership meetings at the Local in September and will continue to hold the general membership meeting on the third Thursday evening of the month. The monthly meetings will begin at 6:30 p.m. each month. If you haven't already, please download the Teamsters Local 14 app and visit our website for updates and information.

Until further notice the Local 14 of-

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fice is not open for members to walk in. If you have any questions or issues please call the Local and we can help you by phone or make an appointment for you to come to the Local if necessary. As always, our business agents are available by phone to assist with any issues. Please continue to stay safe and well!



**By Ray Whitmer
Secretary-Treasurer**



Vote "No" on 22 to protect our jobs!

Some good news. We are beyond thrilled to report that Zainub Darsot, daughter of ABM LAX member Intiaz Darsot was a recipient of a \$10,000 James R. Hoffa Memorial scholarship. Sandra Seely, daughter of PUSD member Leonard L. Seely was a recipient of a \$1,000 James R. Hoffa Memorial scholarship. Both Michael Garcia, whose mom Heidi Garcia is a member at the city of Oceanside as well as Abby Fearey, whose mom Aimee Jones Fearey is a member at the Port of San Diego, each won \$1,000 Teamsters Hispanic Caucus scholarships.

Local 911's scholarship committee awarded four \$2,500 annual scholarships for a total of \$10,000 to: Daniel Avalos, son of CVMVCD employee Oldembour Avalos, who is attending CSU Stanislaus won the Maximiliano "Max" Lopez \$2,500 911 scholarship; Victor Ufodu, son of LACOAHS employee Stella Ufodu attending Cal Poly Pomona received the Marina "Ella" Alford \$2,500 911 scholarship; Eva Valinsky, daughter of Huntington Beach member John Vilinsky, who is attending Cal Poly SLO won the Patrick Chaplin \$2,500 911 scholarship; and Michael Garcia, son of Oceanside employee Heidi Ann Garcia attending UCSD received the Arlene Mordasini \$2,500 911 scholarship.

911 recently reached agreement on a contract extension with San Diego lifeguards. We are also preparing a PERB charge against the city for their pattern of retaliation against Union members for having engaged in protected activity.

911 also reached a tentative of agreement with the San Diego County Regional Airport Authority, extending the current contract for an additional year and securing all benefits. We are also preparing an arbitration against the Airport Authority for management's willing misinterpretation of existing job specifications and subsequent refusal to recognize specialty pay.

The Union has secured another one-year extension with the city of Temecula securing current economic and health benefits for an additional year. Briefing has been concluded in 911's PERB charge against Vista Irrigation District, in which 911 alleged the district wrongfully withheld documents subject to a valid information request.

We conducted member and regular steward meetings with the San Diego County Water authority in preparation for negotiations in spring 2021. We have submitted multiple written appeals to the state and federal level seeking financial assistance to the San Diego Port Authority to help mitigate the effects of the acute downturn in tourism.

We continue to interview candidates

running for local office in anticipation of the upcoming elections, while conducting internal organizing efforts to rise to the challenge of our new reality.

CUSD scheduled to lay off 41 of our classified workers (plant works and a transportation scheduler) in defiance of SB 98 on August 31, 2020. Section 94 of SB 98 provided, amongst other things, that school districts shall not implement layoffs for employees holding classified positions in nutrition, transportation, or custodial services. The Teamsters were very vocal in our rescission of these layoffs and sent correspondence to CUSD stating our support for the members and the legal action we would pursue if the layoffs were not rescinded. The layoffs were rescinded in a special board meeting late August.

City of Santa Monica will get a bargaining update soon. We are working under different conditions due to COVID-19. Redondo Beach is starting negotiations soon and will update you on our calendar for the rest of the year. At Occidental College we continue to review the budget, operations, and our letter of agreement with the college to ensure compliance.

City of Los Angeles - we were successful in our approach to ensure that all crossing guards continue on leave with pay as a result of the impacts of COVID-19 on operations. ATS - slowly our members are coming back to work. LAX airport business has not improved much since the start COVID-19 but we are ready to return to work.

Classic Parking is ready to commence negotiations for our Union agreement that governs Staples Center and L.A. LIVE. The JW Marriott Hotel's business is slowly growing. Some of members were recalled to work last week. We hope that the hotel will only get busier.

Corinthian Parking has lost the operations of Kaiser Baldwin Park location. Modern Parking's the new parking operator. Modern refused to hire our members and we are currently ramping up for a city-wide labor dispute against Modern Parking. Our labor dispute is based on Area Standards, as we strongly believe that MPI is eroding area standards in every city in which they operate. We will invite our members out to join us in this fight.

At L&R (Wally Park) business is dwindling; therefore, layoffs continue. In our Union agreement we have 90 days protection in case of a layoff. So, if things improve in the next 90 days, our members will be recalled by seniority.

Parking Company of America - most members have been able to keep their jobs, with the exception of 6 of our members that recently were laid off due to the reduction of work hours at the Disney Hall and the Music Center.

Parking Concepts Ontario Airport - recently the airport published an RFP. Several companies showed up to the pre-bidding meeting, and many of them were non-Union operators. We are hoping that we will be able to keep representing our members working at this location.

SERCO - all members are currently working, none have been laid off. SmarteCarte - all members on furlough have been able to keep their family medical benefits all of this time. Hopefully business keeps improving at LAX, so our members can come back to work. SPPLUS Bob Hope Airport - business is improving at this location, and our members have been gradually recalled in small groups.



**By Randy Cammack
Secretary-Treasurer**



Ron Seamans, BA: ABF-freight levels have picked up and are above normal levels for this time of year and with the weather

and poor air quality everyone needs to stay hydrated and still wear their mask as the virus is still out there-be safe. UPS ONTCA Feeder: with work levels at all-time highs and the new empire facility opening it is necessary to hire drivers off the street for the first time and with the additional drivers there will be a complete rebid prior to the peak season bid so check the board for the new bids. With all the fires around the air quality is very poor so take precautions and drink plenty of water and remember the virus is still here-do wear your mask at all times.

Tony Villegas, BA: Ralphs Riverside-dear brothers and sisters: we have been in negotiations since August 3. All that we have received so far at this writing have been takeaways. As far as essential workers, the company forgot to realize that you are now in a different bracket, food warehouse workers will show up through any pandemic and any catastrophic events. As for our country, 200,000 deaths due to the pandemic, as we put our own families and loved ones at risk; Remember Union strong and Union proud.

Scott Berghoefer, BA: hope everyone is staying safe during these trying times. Thank you to all essential workers for continuing to go to work every day and getting the job done, we are extremely grateful for all the work you do. Want to give a huge welcome to the drivers at Hickman's Egg Ranch and congratulations on the unanimous ratification of your first contract. Thank you to Brian Wood and committee member Gino Cordero for working to get this done. Congratulations to Pacific Logistics on the ratification of their contract, Thanks to Brian Wood and Randy Korgan for the guidance on getting this contract done. ITS logistics: I have your proposals and we will begin bargaining soon. Westrock, I know things have been tough, thank you guys for putting in the hard work with a limited crew to keep things moving. Goldstar Foods: welcome back to work, things are difficult as the pandemic continues to keep the schools closed, hopefully things will get back to normal. Organizing is the lifeblood of our Union and the organizers have been working really hard during this pandemic. We have several drives going on right now with three upcoming NLRB elections, we look forward to reporting victories in the next newspaper. If you want to get involved and help organize, please reach out to myself or Robert Amaya 626-859-4005 ext. 1090.

Rick Ellison, BA: Darling International-we finished the contract, got wage increases over 5 years, better vacations and better language. Baker Commodities-we are working on the contract now and should have that wrapped up in two weeks. Thank you to all our essential workers during these difficult times, always remember to be safe!

UPS Agents: The new Empire

building (hub) is now open in Riverside. Presently there are two package centers in that building which are OrangeCrest and Temescal Canyon. Empire building is operating twilight and preload sorts and will soon have a daysort. In the near future that building will grow to run with about 3500 members. Our jurisdiction has been going through a lot of growth which is allowing many of our part-timers to promote into full-time jobs. If you are interested in becoming a full-time employee make sure you are on the part-time to full-time list, as it is your responsibility. Those who are qualified and interested in going into Feeder should put themselves on the Feeder list and attend the next Feeder orientation as there is still a big need to fill Feeder jobs. The Covid-19 virus continues to be a very serious threat to our membership of essential workers, so make sure and follow the guidelines to keep yourself healthy and as safe as possible. Soon enough we will be gearing up and heading into another peak season although UPS has been going through peak volume all year. The Union encourages our members to get informed and learn their contractual rights. If you are being violated or see any contractual violations make sure and get with your shop steward and file a grievance. If you have any questions get with your shop steward and never hesitate to contact your business representative. Make sure and Vote NO on Proposition 22! It undermines Unions and if passed will very likely affect your job directly. Please get informed on Prop 22 and ask your family and friends to Vote NO! This proposition passing could potentially have very dire consequences for bargaining contracts. Big Business will use independent contractors without having to pay their fair share. Stay Union Strong!



**By Victor Torres
Secretary-Treasurer**



As we enter the fall season, unfortunately we have been hit again with rather unpleasant circumstances. Several of our

members we have known for many years were taken away from us since our last report in July. Those members are Leonardo Mora from Avis, Maria Ortiz from Ace Parking and Concepcion Valjejo from Hertz.

Leonardo (Leo) Mora began his membership with us in 2007 under the shuttle driver agreement we have with Avis. From that point forward, Leo reached out to us and wanted to get involved and assist with whatever we needed help with. Whether it was helping to investigate workplace issues, communicate information or participate at the bargaining table with us during negotiations, we could always count on brother Mora to be there to support not only our office, but his coworkers as well.

Maria Ortiz joined our local in 2001 as part of the airport shuttle operations unit run by Ace Parking. As with many of our work groups where we have drivers who transport passengers, many of these professional drivers work for multiple employers who need drivers who are certified to carry passengers. In Maria's case, in addition

to working at the airport for Ace, she worked for various employers driving school buses transporting students. Maria took pride in her abilities and skill to transport all her passengers safely and efficiently.

Concepcion (Connie) Vallejo became a member of the Teamsters as part of her employment as a counter sales representative at the Hertz San Diego Airport location. Her warm and friendly demeanor towards her customers is well known as Connie had many clients who would specifically ask for her when they returned to San Diego for business or on vacation. Sister Vallejo was always one of the top performing employees in sales and accordingly she received several commendations from Hertz corporate during her 20+ year career.

Collectively, brother Mora and sisters Ortiz and Vallejo represent over 50 years of Teamsters membership. An impressive accomplishment in and of itself, but the impact they all left with us for not only their career longevity and professionalism, but to their loyalty to their Union is what we all appreciate about all of them. It is with the heaviest of hearts that we send our sincere condolences to Leo, Maria and Connie's entire families, including their friends and coworkers. Please know that they will be forever missed but never forgotten. On behalf of the officers, staff and membership of Local 481, our sincere condolences. To our brother Leo Mora, sisters Maria Ortiz and Connie Vallejo, rest in peace.

In scholarship news, the 2020 Local 481 scholarship program has just concluded the application process. We will announce the recipients soon.

In additional scholarship news we are pleased to announce that Lizette Mendoza (daughter of our Penske San Marcos member Miguel Mendoza) was the recipient of a \$2500 John Lyons scholarship award. Ms. Mendoza will be starting her studies at UC Merced this fall. Congratulations to Lizette and the entire Mendoza family. We have also been informed that Hans C. Millan (son of UPS member and steward Hans Millan) has been awarded one of the \$1000 scholarships from the California Teamsters Hispanic Caucus and will be starting his college career at UCSD this fall. Congratulations to Hans and the entire Millan family.

For additional information on these and all the available scholarship programs, feel free to contact our office or visit our website (www.teamsters481.org) for further details or to obtain or download a scholarship application.

As you are certainly aware, November 3 is election day throughout the country. There are candidates and issues to consider at federal, state, county and city levels. Due to the COVID-19 pandemic, voting will be different for many of you, but by no means is it a difficult process. You should be receiving all your hardcopy balloting materials in the mail in October. The voting process will either be by in-person balloting (at limited locations) or by casting your votes through the U.S. Mail. For more information please contact the San Diego County Registrar of Voters by phone (858) 565-5800, fax (858) 505-7294, or by email rovmail@sdcounty.ca.gov. Detailed information about the entire voting process can be found at the San Diego County Registrar of Voters website, www.sdvote.com.

We encourage all our members to take the time to review all the candidates and measures before them. You will find resources and information in this regard in this publication. All the

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recommendations contained herein our based on what is best for working people and working Teamsters in our Joint Council 42 geographical area. As you are making your decisions, we ask that you take these recommendations into consideration. We hope that you decide to exercise this precious privilege of casting your ballot. There are opportunities in this upcoming election to really make a difference and by working together we can ensure that the voices of working people will be heard. The decision is yours.

For information on resources concerning unemployment, food distribution, rent/mortgage and utility bill assistance that may be available to our members during the ongoing COVID-19 pandemic, visit our website for access to a 5-page information packet we have put together for our members to refer to. Members can also call our office and we can mail them a hardcopy as well.

We will get through this together. 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 may call 1-800-753-0222. Members with Pension through the Western Conference of Teamsters may call Northwest Administrators at (866) 648-6878.

Local 399

Studio Drivers



By Steve Dayan
Secretary-Treasurer



I hope you and your families are doing well during these difficult times. Your business agents and staff continue

to represent you to the best of their ability and I hope that by the time you read this, we will have reached an agreement with the AMPTP over our return-to-work protocols. I've been meeting almost daily with the CEO's of the other major Guilds and Unions, as well as with our sisters and brothers from the Basic Craft Locals to negotiate our protocols.

The studios are gradually reopening and some of our members are now returning to work. Assuming we can get a handle on the spread of the virus, we should see more activity as production gradually resumes.

This has obviously been an unprecedented time in our nation's history and our own. As you do return to work, you must protect yourself and each other. If we are to be successful in keeping our industry open, we must follow the health and safety protocols that will be in place.

I'd like to give you an update on the Local 399 Emergency Recovery Fund that was approved by the membership in mid-May. This fund allocates up to \$500,000 from the Local 399 treasury to pay for the Emergency Recovery Fund, which is being administered by the Motion Picture and Television Fund. Between our Fund, and other monies available through MPTF, we have helped nearly 300 Teamster families to date. There are still funds

available for 399 members with financial hardships.

We've been meeting virtually with all of our committees and getting feedback from our drivers, coordinators, captains, locations, commercials, casting, animal handlers/trainers, wranglers, cook helpers and our shop stewards on what it looks like to return to work. I've spoken with many of our white paper contracts as well to discuss their plans on reopening and how we can support them in doing so. Each one of us is focused on an aspect of reopening. Whether it's a studio discussion, political or a safety issue, we're navigating all of the paths that will return you to work, safely.

Kenny Farnell: at NBC/Universal we have 10 shows that are prepping or have started shooting with more ready to start in October. At ABC/Disney the Lot is back at full capacity with all stages being occupied. More encouraging news is that Marvel has features in prep and HBO has their episodic television shows starting up. For members who have started back to work, I thank you for following the safety compliance plans that have been put in place so that we can keep our industry open.

Ed Duffy: location managers, keys, assistants and commercial scout managers, please remember it is your obligation to inform the Callboard when you're going to work. During these times of heightened awareness of safety for our members, it's even more important to know what projects you are working on. Casting directors and casting associates please take note of the advances in your collective bargaining on October 4, 2020.

Lindsay Dougherty: since my last report, I've signed 35 contracts with independent companies. I'm getting lots of contract requests for productions filming here in Los Angeles, so it will be getting busier. The first Diversity and Inclusion Task Force meeting was held October 1 on Zoom. Please let me know if you are interested in being involved with that committee moving forward.

Joshua Staheli: I've settled grievances on 'Holey Moley' for not paying premium days correctly, deducting second meals when no meals were given, and for using non-bargaining unit employees to drive gators, forklifts and reach forklifts. These grievances totaled all most \$30k. I'm happy to report that many productions are starting and even happier to see our members going back to work. As we go back, please remember to do so safely, but also with contract enforcement in mind. We must preserve what so many before us have fought for. Part of the 'Return to Work' discussions centered on "self-drives," which is when the crew transports themselves instead of having the Teamsters transport them. We, as well as the other Unions, were adamantly against this. After making our arguments to the producers, we are in agreement that having the crew drive themselves from worksite-to-worksite is a violation of the agreement. To be clear, production having the crewmembers report somewhere other than the lot is not a violation, however they may not have them report more than one place in a day. If you hear of crew being asked to transport themselves, please be sure to contact a business agent.

Calvin McDowell: as we see the commercial industry returning we're still in the process of negotiating with the commercial companies for standardized safety protocols. We're currently running into issues with the commercial companies regarding their

unwillingness to test Members. At this time we are working together with the other Unions and Guilds to ensure the safety of all crew and cast in commercials and we'll continue to fight for our members' safety.

Chris Sell: if you are renewing your driver's license or your MEC, you can now go to dmv.ca.gov and upload your forms. If you choose to go to the DMV office you may do so without an appointment as a commercial driver. Reminder, you still need to complete your online safety classes. If the class has two portions, online and hands-on, you must complete the online portion. Hands-on classes are still not available. Any questions regarding CSATF please call me-818-432-3317-or email me at csell@ht399.org.

Ernie Barraza: we've been preparing and assisting our members in their transition back to work. Most of the industry is starting to slowly open and we're communicating with our members to follow all safety protocols. If we all do our part, we're hoping to see the industry get busier.

Local 630

Food, Industrial & Beverage Warehouse, Drivers and Clerical Employees

By Lou Villalvazo
Secretary-Treasurer



Brothers and sisters, as the COVID-19 pandemic continues, it has become obvious that corporations, big box retailers and gig companies do not care about essential workers' well-being or future. We are in very unfamiliar times, now more than ever we must all do our part to help educate and unite our Union. They may have deeper pockets, but we will not allow them to buy out our Union jobs! Some of our stewards will be joining our business agents to educate our members on voting No on Prop 22. This is a very dangerous proposition crafted with bad intentions. We must stop this bill in its tracks. Make sure you are registered to vote this November. Make a plan to vote and help get others to the ballot box.

West Central Foodservice has reduced their workforce drastically due to the COVID-19 pandemic. If you have been placed on lay-off and have not submitted a wage and hour claim, reach out to your business agent for assistance. The vacation grievance remains open and is headed to arbitration.

Congratulations to the membership of LA Cold Storage & Lineage Logistics. Contracts have arrived! If you did not receive your copy, stop by the Local. PFG Warehouse: the time standards have been validated by our IE regarding the company converting to voice pick. Any questions reach out to your shop stewards or business agent. The members from Valley Fruit & Produce continue to stand strong in their fight against the greedy, lawless employer. After over 12 weeks of walking the picket line in protest of the company's unfair labor practices and ongoing Union-busting tactics, our members are stronger than ever, amid the pandemic. Valley's disregard for workers' rights is clear, as they illegally permanently replaced our members that engaged in an unfair labor practice strike. The company's blatant disregard for workers' rights is infuriating as this fight has shifted to a legal battle. We will continue to support these sisters and brothers by

all means possible; e.g. government agencies, political support, and public awareness. Please support our Valley Produce members in their fight for justice!

We are saddened to report that the Local was recently notified of the decision to close the California Dairy Artesia plant. The company shut down operations as of June 28. Some of our members have chosen to retire while others were able to find work at other local Union dairies. If you have any questions or if you are still looking for work, please contact your representative Alex Flores. In addition, we ask that you contact the Local and request a withdrawal card if you have not obtained employment with a Teamster contract.

Challenge Dairy: all Locals signatory to the current CBA have agreed to extend the current contract. We are in the process of scheduling dates to begin negotiating a successor agreement. Vons Dairy: negotiations have begun and we ask our members to stand in solidarity. We have several dates scheduled to meet with the company to start negotiations. If you have any questions, contact your business representative Alex Flores. Young's Market Company/RNDC and Southern Glazer's Wine & Spirits, all our members have been recalled; the committee is exploring different avenues to get through these circumstances for the best results. Any questions contact your representative Felix Chavez.

UNFI, contract negotiations with the company are underway. Local 630 alongside Teamster Locals 439, 495 and 848 are all negotiating together. We will keep you updated as the negotiations progress. Gelson's and Super A grocery companies, both CBA's expire at the same time. Contract negotiations with both companies will begin, as soon as dates can be agreed to. Penske: the business has picked up, and our warehouse and delivery drivers are busy working overtime keeping their Starbucks customers stocked. Business is not what it was pre-COVID-19 but our members are grateful and happy to be busy. JFC: the company has recently moved into their new warehouse across from the old facility last February. Shortly after the Covid-19 California and other states implemented a stay at home order in March. JFC kept all our members employed and now business is picking up and our members can continue to provide the necessary services to their customers.

Sysco Foodservice, we had 2 arbitrations calendared in September. Preservation of (office) work and the Friday overtime for the warehouse on day shift. Contract negotiations have begun and the medical is a biggest issue. We encourage all members to stay informed and vigilant. We would like to recognize Dennis Glasco, Andrew Ramirez, Jon Sweet, and Betty Jones for their input and participation as part of our negotiating committee. US Foodservice: negotiations have begun, the negotiating committee will continue to represent the membership at the table and press for a fair contract. Any questions, contact your representative Adam Methus. This contract involves Locals 630, 848, 542, 87, & 986.

QCD: contract negotiations began during the later weeks of September into October. The contract expires October 25. We will do whatever it takes to get a fair contract for our members but remind our members to be ready to answer the call!

Since our last JC 42 article, Local

630 has been engaged in an ongoing strike and several ongoing negotiations with many other negotiations that are coming. These negotiations will impact over 1,200 of our members. We ask the rest of our members to be ready and willing to stand in solidarity and support our sisters and brothers. We salute all our members for the contributions and dedication working through this pandemic; wear your mask, wash your hands and social distance. Be safe and be well.

Local 2010

By Jason Rabinowitz
Secretary-Treasurer



A Cal/OSHA investigator visited Ronald Reagan UCLA Medical Center as part of an investigation into the tragic April 24 COVID-19 death of Teamster

and UCLA electrician Emmanuel Gomez.

The Cal/OSHA representative inspected rooftop exhaust fans and stacks and identified areas on the roof and in the locker room where Emmanuel Gomez and other Skilled Trades employees may have worked.

Teamsters Union Steward Laura Newman and Teamsters Representative Judith Serlin accompanied, as did several UCLA representatives.

In February 2020, our Union requested that UCLA employees, including those in the Skilled Trades unit represented by Teamsters Local 2010, be fit-tested for respirators including N95 and provided with the make, model and size respirator for which they had been tested and trained on proper usage. It took UCLA several months to complete the fit-testing, training and distribution of respirators for workers in the unit. Teamsters 2010 continues to work with Skilled Trades workers to make sure that they have been fit-tested for respirators as needed.

Teamsters Local 2010 members who were shocked and saddened by Emmanuel Gomez's death participated in a vigil for health and safety in his memory at UCLA on May 1. May 1 is International Workers' Day, a day to honor workers.

"A world-class facility like UCLA Health should have a rock-solid plan in place to protect workers from exposure to disease," said Teamsters Local 2010 Secretary-Treasurer Jason Rabinowitz. "Private sector and other public sector hospitals statewide are required to have a full Aerosol Transmissible Disease Exposure Control Plan filed with Cal/OSHA that includes PPE such as respirators and training on their use. The UC acted irresponsibly in their stance that they do not have to follow state regulations and put workers and the community at risk."

On May 31, Teamsters Local 2010 President Catherine Cobb and UCLA Service Engineer and Teamsters steward Laura Newman presented a check for \$11,626 to Emmanuel's wife, Maria, and their three sons. Emmanuel's nephew, Diego Polanco, who is a UCLA facilities mechanic, was also in attendance.

"Emmanuel was an inspiration to those who worked with him," Newman said. "He was a tireless and selfless coworker and a kind and gentle person who loved spending time with family and friends."



Local 986
Miscellaneous
Warehousemen,
Drivers & Helpers

By Chris Griswold
Secretary-Treasurer



Our condolences to all of the members that have lost loved ones as a result of the COVID-19 Pandemic. Our hearts go out to them as they have been the most affected by this unprecedented tragedy with over 6 million cases and 190,000 American lives lost as of when this column was submitted. We want to thank the first responders, nurses and medical staffs that are doing their best to keep our communities healthy across the country. Many of these people are members of the Teamsters or affiliated with other Labor Unions and they deserve our appreciation and respect.

Several thousands of our members have been affected in Las Vegas with the closure of the hotels. I want to thank the trustees of the Teamsters Health and Welfare Fund in Las Vegas for extending benefits through October 31, 2020 to those laid off workers and their families impacted by the Pandemic. As the hotels begin to reopen, our members are slowly coming back to work under strict and safe guidelines for employees and hotel guests. We encourage everyone to take a trip to Las Vegas to help get them back on their feet, so more of our members can return to work.

Unfortunately, the lack of leadership from the White House has led to so much confusion as to how we should be fighting this Pandemic and put our economy at risk with millions of people unemployed. Our members in the tourism industry have suffered the consequences of Donald Trump's action, or more importantly his lack of action. Blaming the Democrats for creating a pandemic hoax or encouraging people to ingest disinfectants to get rid of the virus is reckless and dangerous. The divide-and-conquer approach will not help win this fight against the virus, however it will endanger the lives of more people until the medical professionals can develop a vaccine.

Please remember to register to vote as this November election will be much closer than what the current polls are showing today. Unfortunately, our country is very divided now and the hostility is showing on our streets and communities. As a Labor Union, we must move forward in these difficult times and pursue a political agenda that helps the working class. We need to put people in office that will fight for a higher standard of living for working families, better safety protection on the job, affordable healthcare and protects the right to join a Union.

I want to thank Ray Whitmer, chairman of the Teamsters Joint Council 42 Political Screening Committee and the members that serve on that committee from various Local Unions for putting together the list of candidates in California endorsed by the Teamsters. Also included for our members in Nevada and Hawaii are the Teamsters endorsed candidates from their states. Our Union researches voting records and meets with candidates to ensure that they are on our side when it comes to issues that affect working families.

Why Joe Biden? I think it is important that we explain why Labor is

supporting the former Vice President. Joe Biden has been endorsed by almost every Labor Union in the country because he stands with us when it comes to fighting for workers' rights.

Biden believes that workers should have affordable health care and he fought against insurance companies that wanted to deny coverage to people with preexisting conditions. The Trump Administration has been in court to reverse that Affordable Care Act, so that the people who need health care the most could be denied coverage. Biden also believes that every worker should have a right to join a Union and be on a level playing field when you are negotiating for higher wages and better benefits. Unfortunately, the current Trump Administration has overhauled the National Labor Relations Board with people who are on the side of corporations, not workers. They have removed protections for workers and made it much more difficult to join a Union. The NLRB has routinely issued decisions to reverse the progress made for workers by the Obama Administration. The Trump Administration and current members of the NLRB have sided with the corporations to rewrite laws and policies that have protected workers for over 40 years. This may not make it into the headlines you see each day, but it has a direct impact on your lives every day!

Remember to Vote by mail ballot or in person on November 3rd!



By Abel Garcia
Secretary-Treasurer



Abel Garcia: Hello Brothers and Sisters, hope all is well, and you and your family are safe and healthy.

COVID-19: we are still getting positive cases throughout our jurisdiction at Local 186. Please wear your mask and continue to wash your hands frequently. October 11 will be our next general membership meeting; depending on Governor Newsom's mandate, the meeting will be in person or via the webinar Zoom. We will keep you informed as we get closer. UPS: Thanks to all our UPS members and your stewards for their continued efforts to enforce the contract. By your support of Local 186, we now have 65 new full-time jobs and they are still promoting. As far as 9.5 penalties-we are at \$330,000 and all eight hour request penalties have been paid. MTD: once again, MTD continues down the path of non-communication with employees and the Local Union. MTD continues to violate the COVID-19 CARES Act, charges to follow. Also, if you are called into a meeting with management, you have the right to refuse until a steward is present. We are currently investigating an incident at MTD and will be filing a Perp Charge. Enough is enough! MTD-you may think that you are above mandates and the grievance procedure but guess again, this Local Union will not tolerate such reckless behavior. San Pedro Forklift: I went to visit our members at the Port of Hueneme. Members were working hard, loading trucks with pineapples. It was a good visit. Halloween: at this time we do not know if door to door trick or treating will be banned in our jurisdiction, so Local 186 will be hosting a social

boot allowances. Members have full MOB and will be eligible to participate in the Teamsters 401(k) Savings Plan. Additionally, Ferguson members will be eligible to participate in the company's Employee Stock Purchase Program. Amerigas: members are working hard, discipline has been dramatically reduced. I would like to thank steward Raul Ramirez for helping police the contract. If you need to contact the Local for any reason, please call (805) 644-0070.

Fernando: Dean Dairy - placed on top of your pension contributions, please don't forget to utilize the new 401(k) option offered by Teamsters. Bimbo Imports - we are happy to announce for the first time in our Local, Bimbo will be rolling out Express Routes (Monday-Friday). Members will be able to bid on these by seniority. It is with a heavy heart that I announce the sad news of the passing of our brother Orlando Escobar who worked out of our Bimbo Camarillo depot. Orlando leaves a wife and a child behind; our thoughts and prayers goes out to his family. Reyes Cola-Cola - we received notice from the Trust (Benesys) there will be no increase in cost sharing to health & welfare this year for our members. Mission Industrial Santa Barbara - update on negotiations: currently we are now on a rolling 30-day extension, we are not in the position to bargain. We will keep you informed of any updates. OST Truck & Crane-we would like to welcome our new unit of dispatchers and truck foreman into the unit. Pepsi - everyone should have received a contract by now; if not please reach out to your stewards, Rogelio Hernandez or Tom Lyle. Sysco - currently, we still have a pending grievance over the contractual 40-hour guarantee, also trying to get an extension on recall rights for our laid off brothers. By the way, health & welfare benefits have been extended until the end of October 2020 (shoutout to Northwest Administrators) for members on layoff. Smuckers - company is in the process of bringing in new berries to process out of our Oxnard facility. This will give the option to those who wish to continue working by first utilizing the seniority list. T&T Truck and Crane-welcome to our new members from Ventura Truck and Crane; welcome to The Teamsters, brothers. With the upcoming elections and propositions, we all have the right to our own opinion and how we will vote. When it's all said and done, we must remember we are all Americans, but most importantly, we are Teamsters and must come together as one.

Jedediah Johnson: at Young's "Express Store" and Southern Glazer's Wine and Spirits "cash and carry," opening letters will be going out for contract negotiations. The CBA's for both expire December 31. Young's Market sales: we had four layoffs due to COVID-19 and the decimation of "on premise" sales. We negotiated 18 months return rights (up from 12 months) for the affected. Southern Glazer's Wine and Spirits-sales: we had one layoff due to COVID-19 and the decimation of "on premise" sales. We negotiated 18 months return rights (up from 12 months) for the laid off employee and a severance package. Yes, both. There are ongoing negotiations between the Union and SGWS. There will be a signed MOU pertaining to COVID-19, layoffs, and territories by print of this article. Health & welfare benefits have been extended for SGWS and Young's Market laid off employees until the end of October 2020. Thank you, Northwest Administrators, for taking care of Teamster members on layoff. Ventura Port District: contract negotiations are ongoing for the Ventura Port Courtesy Patrol Unit. We are in mediation. Ferguson: we are proud to announce a five year contract with improvements to the disciplinary process, wages, pension and safety



By Rick Middleton
Secretary-Treasurer



Rick Middleton: while we continue to work through the many changes and restrictions imposed on us by COVID-19, we long for the days when

all our members can return to work, safely. Nationwide, Unions have taken the lead in demanding safe worksites and PPE for employees because all too often, the government is more interested in corporate profits than worker safety. We need a president and a government that values workers and what the middle class has done for our country, so I encourage everyone to vote for Teamsters-endorsed Biden/Harris in the upcoming November election. Mail your ballot early! We also need your support in voting NO on Proposition 22. Statewide, the Teamsters are against Proposition 22 because it will destroy the jobs of delivery drivers. Don't let the deceptive commercials mislead you into thinking this is just about Uber and Lyft and cheap rides-Prop 22 has the potential of destroying tens of thousands of good, Union driving jobs. Negotiations with the food employers have produced no substantive agreements at our newspaper deadline. Our bargaining committee is discussing what our next steps should be, but we remain hopeful that we will reach an agreement that reflects what our members deserve. After all, our Ralphs members are essential workers who have kept the food supply lines moving throughout the pandemic.

Adriana Salazar Avila and Mike Ford: by now all LAUSD members should have received a copy of the MOU that addresses working conditions during the pandemic. Some of the highlights include: an increase for all hourly members who must report to a physical worksite; a one-time \$1,000 stipend for salaried members; a provision that allows transportation members and school administrative assistants to work from home; and provisions that address specific safety needs. But our work is not done. As we continue to work through this pandemic, we recognize that needs may change, so we remain ready to return to negotiations if necessary. Negotiations for the 2019-2020 CBA continue; updates will be emailed. Please remember to keep track of your work hours. Just because you work from home doesn't mean you're always on duty. Set firm working hours and stick to them. Remember that you do not work for free and should be compensated for all you do. If you need overtime, ask your supervisor/administrator for it. If they don't pay, you don't work. Thank you to all our members who continue to serve the needs of LAUSD's students. Your ded-

ication to the students and your craft is evident in the obstacles you are able to overcome. You are all heroes.

Grace Guitron: First Student/Palm Springs: because of a lack of funding from PSUSD, no paid positions are available. Make sure you have reported any earnings that you may have received from First Student since March 2020 to ensure your account with EDD remains in good standing. First Student/San Fernando: due to COVID-19, negotiations have been postponed but First Student and Local 572 agreed to a brief contract extension for the First Legacy, LAUSD and Dedicated Charter CBAs. The Burbank District and LAUSD announced they will not be paying First Student until student transportation resumes. Unfortunately, this means First Student will not be paying our members. First Student/Hesperia: the fall bid was held Sept. 2 with kickoff/in-service meetings starting the following day. Stay tuned for notice of upcoming meetings. STA Lancaster: drivers started delivering meals on wheels August 10. School routes will be bid once they become available. Authority Big Bear and Crestline: drivers and dispatchers continue to operate in full force. Stay safe out there.

John Flammia: UPS is busy as ever and hiring is brisk. If you are interested in promoting into a package driver or feeder driver position, make sure your name is on the appropriate list with the HR department. It is important to note that if you receive any discipline resulting in a suspension or discharge, you have 10 working days to file a grievance. If you wish to grieve issues involving any pay, 9.5, or seniority, you have 30 calendar days to file a grievance. Remember that grievances are not filed automatically, so you must let your steward or me know if you believe there has been a contract violation and want to file a grievance. The company is now using a wavier to allow two people in a trailer at a time for loading and unloading. Due to COVID, working two in a trailer is completely voluntary so do not feel pressured to agree to this. Please call me or your stewards with questions.

Steve Badger: Ralphs Transportation: as most of you know, we are in negotiations with Ralphs and Albertsons. At this point both companies are being very difficult, and no progress has been made. To date, we have had 9 bargaining sessions and still do not have any agreements. All the Locals who are involved in these negotiations for Ralphs and Albertsons have taken a strike vote and the members voted to authorize a strike. Negotiations will continue and emailed updates will be sent to our members. Puritan Bakery: we will be starting contract negotiations soon.

Traci Smith: the DMV announced all commercial driver licenses and endorsements (except for medical certificates that can be done now) were extended through Sept. 30. Please contact me or your stewards at your specific location for more information. School bus and transit facilities are ramping up their procedures and measures for providing Personal Protective Equipment (PPE) and sanitizing their facilities due to the COVID-19 pandemic. The goal is to keep you safe so you can return safely home each day to your families. I would like to thank all my stewards for their extra efforts to keep our communication trees going at every facility. I am continuing to have Zoom and Microsoft Teams update meetings to address the start of the Fall 2020-21 school year, contract updates, and transit bids.

Local 683

San Diego Sales Drivers



By Lee Fletcher
Secretary-Treasurer



Lee Fletcher, Secretary – Treasurer: On September 18 the local had Transcend on site to get every member and family test-

ed for COVID-19. We are getting more masks out to the members. The new masks come with filters made from the same material as N95 masks.

We are waiting eagerly for the NLRB to rule on unfair labor practice filed on behalf of all the striking PASHA members. If the charge is successful, we could see the economic strike converted into a ULP strike. If we were to get this ruling, all that were permanently replaced would be returned to the seniority list. We expect the ruling to come any day now. Sysco San Diego negotiations will begin the first week of October. The committee has already been selected by the members. The committee will be John Kelly, Juan Soto (drivers), Angel Valdez and Robert Browning (warehouse). Currently the negotiations will be done via video conference until public health conditions change.

Richard Hurd Business Agent/Coordinator: Gallo Wine: the sales contract is wrapping up and should have a recommendable offer. I would like to thank my committee member and shop steward Denise Towels for all her valuable knowledge and help. Arbitration dates are being set up for the severance and vacation blackout grievances. Young's Market & SGWS Sales: COVID-19's major impact on the on-premise side has resulted in both companies having permanent layoffs. Young's lost 6 and SGWS lost 7. We were able to get both companies to agree to extend recall rights from 12 months of recall to 18 months along with severance payout and COBRA payments. The sales and hourly liquor contracts are still on hold; we should be hearing something soon as to when they will start. Also: the mechanics' CBA—we are waiting on the company to respond to the Union's latest economic proposal. Emerald Textile: economics have started. Transdev El Cajon: we are waiting on dates to start bargaining the first contract for the newly organized road supervisors and dispatchers. Amerit Fleet: negotiations have started.

Jose Puga, Business Agent: Waste Management El Cajon getting close to a settlement for the welders. During this time, we found utility workers that were being paid incorrectly as well, and these members will receive a settlement payment as well. Waste Management Carlsbad was able to bring back a 20+ year driver from being terminated for not reporting an accident. Transdev Southbay: currently doing the bids and will be filing charges for Transdev CVT for their bid schedules. Transdev Southbay maintenance will be receiving retro pay on all overtime that was incorrectly paid out over the past 3 years.

Jesus Cano, Business Agent: for the month of August we have several cases going to arbitration: Mission Linen for recall rights; Mondelez driver for safety issues; Bimbo Bakeries RSR going to arbitration for a wage claim and on the same token we were able

to finally set all miles paid in the amount of \$12,500 for three members. Also, Pasha is going to mediation for two members. The company is also taking the position that if you are on a medical leave they were denying the entrance back to work due to the recent strike and after a couple of meetings we were able to bring two more members back to work.

Abel Sabino, Business Agent: Pepsi seems to be pushing the limits of the language of the contract and is violating the contract at a time of this political uncertainty this nation is facing. We the Union will stand up for our members and fight for what's right and stand up for our contract. Working members on the July 4 holiday some with regular pay and others at time-and-a-half. The union stepped in & filed a grievance. The company agreed to pay all 91 employees double time for those who worked on that designated holiday. Coca-Cola Oceanside: with the present day conditions with COVID-19 problems that have occurred with testing and the attendance following, was a lot to work out for the employees and management. When employees went for testing and came back positive the company thanked them for taking the initiative and putting them on quarantine, but on the other hand if you were tested negative and lost the two or three days that it took to receive their test back before coming to work the employee was issued attendance points. There was a lot of negotiating back-and-forth & the Union succeeded and pressuring the company to withdraw all attendance points given to the employees that were tested negative and return lost wage's due to points for suspensions of one day. The company is holding strong on their policies governing warehouse and drivers during this heat wave and the conditions that the employees have to endure while working. Especially in the warehouse with the heat and humidity still holding them accountable for work performance on Pro Track ELS standards of zero and Tygard support. The Union also filed an arbitration grievance for using light duty workers in the warehouse working alongside their brothers and displacing them from their jobs so they can accommodate light duty workers' injuries by putting them on forklifts.



By Eric Tate
Secretary-Treasurer



Although our office hours have returned to normal for the last couple of months, the business representatives

continue to work remotely, so if you need to get ahold of your rep, please call either office and staff will contact your business rep and have them return your call.

We have now conducted 3 general membership meetings via Zoom for the months of July, August, and September with the attendance increasing each month. It appears that we will continue with the Zoom meetings, at least for the foreseeable future. We miss you all and look forward to when we can all come together in person as the Union family we are. Members need to register prior to the

Zoom meetings so that the meeting connection can be e-mailed to you. We will continue to post Local 848's website and Union bulletin boards for any upcoming general membership meetings.

A reminder that perfect attendance awards for the 2019 general membership meetings are now available at the Long Beach office. Please call the Long Beach office at (562) 595-1891 to verify you are on the list and a recipient of the award.

Congratulations to Business Representative Tom Tullius on his retirement after a Union career of well over 40 years. Tom has retired a few times now but has returned to assist Local 848 in our many fights for justice for our members. We cannot thank Tom enough for his hard work and dedication to the Teamster organization, to the membership and to World Famous Local 848! Tom, we hope you enjoy your retirement and learn how to relax. You will be truly missed by all, Tom!

Our condolences to the families on their loss of the following members Robert Valentine of Transdev, Ricardo Galindo of Pacific 9 Transportation and Rodrigo Pina of Transdev.

Please do all that is necessary to maintain good health. Local 848 wishes you and your family a safe and wonderful fall season.

Leonard Leal – Pepsi San Fernando and Baldwin Park drivers, merchandisers and PES: I thank each one of you for all your hard work because you are all essential workers. From the beginning you all have been on the front lines, working six days a week and over eight hours a day. Other than the merchandisers, your contract is out for signatures; you will receive them soon. Youngs/SGWS: between both companies, realigning and restructuring of accounts has begun. Due to COVID-19, there were many account closures, and this has hurt the industry. It is a challenging time so do your best to stay safe and healthy while visiting your accounts. Thank you for all your hard work.

Gordon Ament – all yards: if you haven't already, please create a Zoom account. Until further notice all steward and general membership meetings will be conducted via Zoom. I will also be conducting craft meetings. FT Pasadena: ballots for alternate shop steward were counted Sept. 24. Keolis Pomona: the GM has resigned. Keolis has not yet named the replacement. MV Trans-Thousand Oaks/Calabasas: the employer's last best and final offer was rejected with 100% strike authorization. Keep an eye on your Union board and mail for updates. MV Bee Line: your current CBA expires June 30, 2021. If you have not already started, now is the time to be thinking about your proposals.

Louie Diaz: thanks to all Local 848 members, staff and agents who helped make the Labor Day Food Distribution in Wilmington a success by supporting and distributing food to over 2,500 families. TABC: contract negotiations have been postponed until November 2020 due to COVID-19. Mitsubishi warehouse: contract negotiations postponed until January 2021 due to the pandemic.

Juan Medina/Ralph Black – as this goes to press, we have started negotiations with Ralphs, Vons, BakeMark, UNFI and DHL. We are committed to getting an agreement to vote upon for ratification. We want to again thank those members who are employed at the companies we are negotiating with as well as our other members who are employed at Coastal Pacific

Foods, DPI, Gallo Wine, Southern Glazer's, Young's Market, US Foods Corona, Palisades Ranch, Sygma, Tropicana/Naked Juice and Reyes Coca-Cola by showing how Teamsters come together to show up to work during this pandemic.



By Jaime Vasquez
Secretary-Treasurer



Teamsters Local 542's executive board and staff hope that all of our members and their families are in good health and stay safe through

the COVID-19 pandemic. As you know, due to the pandemic, following Public Health guidelines and keeping your health and safety is a priority. The San Diego and Imperial County picnics have been cancelled as well as the shop steward dinner. Elections are around the corner and Teamsters Local 542 along with all of the Southern California Teamster Locals conducted in-person interviews with candidates running for different public positions. You may find the complete list of endorsed candidates inside this newspaper and at our website: www.teamsters542.org.

I want to congratulate the following individuals awarded a Teamster scholarship: Daisy Zepeda, daughter of Manuel Zepeda from First Transit; Samantha Ortega, daughter of Brenda Medrano of Costco; Lisa Murillo, daughter of Ivan Murillo from UPS; Roman Carrillo, son of Roman Carrillo of UPS Freight; Angel Pacheco, son of Addi Pacheco from County of Imperial; and Karina Torres, daughter of Jose Torres of USF Reddaway. They all obtained the 2020 Teamsters Local 542 "Rick Aceves Memorial Scholarship". Samantha Ortega and Lisa Murillo also received 2020 California Teamsters Hispanic Caucus scholarships. Aileina Andrade, daughter of Randy Mina Andrade from Costco; Julianna Copeland, daughter of Brandon E. Copeland from Aramark; and Kinsley Noel, daughter of Doug Noel from UPS were recipients of the 2020 James R. Hoffa Memorial Scholarship. Congratulations to all!

Business representative Michael Morales: attention—members from city of Brawley, city of Imperial, Calexico Housing Authority, S.C.W.D., 7-Up, First Transit drivers, mechanics, utility washers, dispatchers, road supervisors; also, DFA Dean Dairy, Bimbo/Oroweat, ALSCO, ARAMARK, Olgoonik and United Para-Dyne: Our Union jobs are under attack here in California. Employers have come up with a new scheme to dissolve collective bargaining agreements and Memorandums of Understanding in order to take away the security they provide to Union members. All the benefits provided for us under a Union agreement are under attack. But it doesn't stop there. Social Security, medical, public schools funding, transportation infrastructure funding will all be affected just to name a few. I briefly highlighted how the lives of every person living in California will be affected by this latest effort being tested in California and if successful will soon after be rolled out to other states. As you can see, we have much to discuss besides what is currently going on at your work site. This why it is so important

to have all of you participate in the monthly craft meetings. Please review your bulletin board for information on how to register for your monthly craft Zoom meetings. The posting will guide you on how to register.

Business representative Alvin Mitchell: ABE, Reddaway, YRC and UPS Freight are hiring drivers. Please call me for more information. We continue to negotiate with Darling International—will keep you posted of any developments. We mourn the passing of Mike Bisup long time YRC and recent retiree. May God comfort his family. Congratulations to newly elected steward Steve Yarwick and alternate Craig Chappell from YRC Miramar.

DISTRICT COUNCIL 2

By Clark Ritchey
Secretary-Treasurer



Teamsters District Council 2 continues to strive in organizing new members. We welcome members in California at SCLA Print, Inc. (So. California)

and Kreative Kollaborations (No. California). We ratified three year contracts for these 2 print shops to include wage increases in each year of the agreement and contributions to the SIP 401k. Congratulations!

During the past few months District Council 2 has ratified contracts for approximately 525 District Council 2 members in California and Washington state.

In Southern California, Commercial Lumber and Pallet recently bargained a 3-year agreement with bonuses at ratification, wage increases each year of the contract, as well as increases to shift differentials and adjustments to certain classifications with retro back pay. Also bargained was an increased allowance for annual safety shoes and raincoats. Improvements were also made to the 401k.

Members at Uribe Printing ratified a five-year contract with a wage increase each year of the agreement.

DC2 continues negotiations at Westrock while upcoming negotiations includes DeFrance Printing, Ellie Sewing, Inc., Gared Graphics, Orora (3 plants in Southern CA), Republic Bag, Sonoco and The Neil Jones Food Co.

We regret to inform you of an upcoming plant closure at Tension Envelope in Temecula, CA. They will be shutting their doors next month. Tension Envelope is an envelope factory and has been part of DC2 for 45 years. Effects bargaining and membership placement are a high priority in the next few weeks.

A huge victory in Northern California and Olympia, WA! A four-year contract was ratified at Georgia Pacific (2 plants in Northern CA and 1 plant in Olympia, WA), to include wage increases each year of the contract and continued company contributions to the Printing Specialties Health & Welfare Plan. Increases to the defined benefit pension plan were also included. Language updates were negotiated in regard to jury duty, funeral leave and grievance procedures.

Also ratified in Northern California was Firefighters Print & Design. They negotiated a 1-year agreement. Contract extensions have been bargained

continued next page

for Corrugated Packaging and Gowans Printing up through the next few months.

Negotiations continue at Westrock while we also prepare for upcoming bargaining at Lodi News Sentinel, Metro Mailing Services, Metro Print & Signs, Pacific Standard Print, Prestige Printing & Graphics and River City Printers.

Upcoming negotiations will begin soon at Sun Litho, Salt Lake City and at the Omaha World Herald in Omaha.

In the Northwest Region, DC2 ratified a 1-year contract at the Daily Journal with a significant wage increase while maintaining the status quo. Contract extensions were bargained at Cenveo Worldwide Limited, Pride Printing, K/P LLC and TR Graphics.

We continue negotiations at Westrock in the northwest region and prepare for bargaining at Johnson Cox, K & H Printers, Rotary Offset Press and Tacoma Rubber Stamp.

Take action to protect yourself from wildfire smoke during the pandemic. The best way to protect yourself against the potentially harmful effects of wildfire smoke is to reduce your exposure by seeking cleaner air shelters and air spaces. Limit your outdoor exercise when it is smoky or choose lower-intensity activities to reduce exposure. Maintain social distancing by keeping six feet between individuals, regardless of whether they show symptoms of COVID-19. Follow the Centers for Disease Control and Prevention (CDC) cleaning and disinfection guidelines for community facilities, and information about cleaning and disinfecting buildings and facilities if someone is sick. Even individuals with no symptoms can transmit the SARS-CoV-2 and the virus can survive for several days on hard (non-porous) surfaces.

Congratulations to this year's District Council 2 Scholarship Fund winners. Five students were awarded \$2,000: Adriana Gamino (daughter of Pedro Gamino-Tomatek, Firebaugh, CA) currently attends Cal State University, Fresno, where she is majoring in liberal studies and is on the Dean's List. Adriana is a member of the FFA and was part of her high school academic decathlon team. Ashlee K. Kaiser (daughter of John T. Kaiser-International Paper, Elk Grove) is a current student at Cal State Sacramento, studying psychology and is also on the Dean's List. Ashlee received 2nd Team All-Conference awards in softball during her freshman and sophomore years in college. Monica Huynh (daughter of Cong Huynh-Kaye Smith, Renton, WA) is attending the University of Washington studying business administration. In high school she received the National Honor Society Leadership Award, President's Award for Academic Excellence, and was on honor roll every semester. Sophia Duong (daughter of Chanh D. Duong-PCA, San Lorenzo, CA) is a 2020 high school graduate now attending the University of California, Berkeley. She plans on studying data science & economics. She was the first place winner for the NCBA Championships in high school and received many accolades like the USD Superintendent Award, Academic Excellence Award, scholar athlete award and the JPS award. Thomas Carrillo, Jr. (son of Thomas Carrillo-International Paper, Tracy) is entering Cal State Long Beach as a freshman this fall, majoring in microbiology. He was a student athlete who was captain on his football and wrestling teams, played golf and ping pong, was president of the National Honor Society his senior year, and was

part of the Environmental Conservation Club. Best of luck on your academic future!

*** Please note the scholarship and journey person postings on your Union bulletin board. Please make sure that you apply prior to the deadline designated. Questions? Contact the DC2 Office (800) 333-4388

Our deepest condolences to the families of the following members who recently passed away: Local 388M: Rudy L. Cordova, Kathleen J. Black, Louis O. Whisenhunt, Socorro Guillen, Ronald Mickens, Joseph B. Beggs, Rogelio Rivera & Eugene Stockman; Local 28N: David J. Ludwig.

Visit the District Council 2 website at www.Teamstersdc2.org. You will find important information such as: available scholarships; the Privileges of the Family Medical Leave Act (FMLA), Weingarten Rights (Your right to request Union Representation), etc. Important reminder: It is each member's responsibility to ensure that DC2 has his/her current address. Please call the Main Office as soon as possible to provide us with any changes (800) 333-4388.



By Bob Lennox
Secretary-Treasurer



Bob Lennox: an August Gallup poll shows that approval of Unions in the U.S. remains high at 65%, the highest reading since

2003. Democrats approve Unions by a margin of 83%, Republicans 45%, and Independents 64%. The last several years of polling has shown continued strong public support in the U.S. Beginning the week of October 6 California mail ballots will be sent to all registered voters who prefer to vote by mail. If you're not registered yet, please take a minute to register from your smart phone at CaVote.gov and fill in the info and press send and you're good to go. We urge every member to register and vote for your Teamsters-recommended candidates and all the important statewide propositions, all listed here in your newspaper. And don't forget Vote NO on Prop. 22. See the story for detail in this paper and on our website at teamsters495.org.

Damascus Castellanos: Local 495 is currently in negotiations with Ralphs Grocery. This process has been slow but productive. UNFI: we started negotiations with the company. We will keep you updated through the process. Racetrack: Local 495 has been in discussion with the companies regarding medical benefits for the year 2021; once an agreement has been reached, I will notify our membership. Amerit Fleet Logistics: Local 495 has begun negotiations and I want to thank our bargaining committee members Mark Manning, Johnny Espinoza, Carla Castro, Nathan and Robert. Linen companies: thankfully, the business has picked up slightly and most of our members have been called back. We Will Get Through This Together.

Jim Lennox: I am pleased to report that we have ratified our Hertz Western Region Master (Garage) agreement by a vote of 391 to 9 and also all four of our Local 495 Shuttlers agreements by a 85 to 3 margin. I want to sincerely thank the Hertz

membership for participating in this important one-year extension during the company's troubling bankruptcy proceedings. BMW: following extensive dialogue with BMW, the company agreed to cancel their subcontractor agreement with 2AM and will pick up all of our members currently employed as BMW employees once again, once we have reached a new agreement. ABG: lastly, I need to sadly report the passing of one of our own. While driving home from his night shift from Avis/Budget Ontario Airport, Cory McClanahan lost his life in a tragic car accident on the freeway. Our thoughts and prayers go out to his family and all of his loved ones. He is sorely missed by us all.

Art Carrillo: congratulations to our members at Three G's Inc. on ratifying a new 3-year agreement. We would also like to thank our negotiating committee Louie Lopez (shop steward), Vilma Simental and Josue Zavalza for all their hard work in putting this agreement together. We are currently in negotiations with: Border Tire/Paramount, Border Tire/Fontana and Old Ranch Country Club.

Johnny Espinoza: I'm proud to announce after a long fight with WWS the company has agreed to pay all vacation owed to our members. This will happen within 120 days. Those hired in the months of Jan-June will be paid out within 60 days and those hired from July-Dec will be paid out 60 days thereafter.

Mark Manning: after weeks and weeks of stagnation the rental car companies are beginning to see a modest increase in business. Avis and Hertz continue to recall members in small numbers increasing their staffing numbers. But they are also seeing a bit of a plateau where rental operations may hold, but not increase a great deal. Until the public feels safer flying and airline travel increases, car rental companies at our regional airports will struggle to get back to prior levels on business. Keurig Dr. Pepper Co. increased their employees pay on March 23 for frontline employees working at their facilities and the trade on a temporary basis. The company discontinued the pay increase on September 12 after having it in place for 25 weeks! They have also been a leader in personal protection as you may imagine being in the beverage industry, as well as piloting newer technology and industry-leading practices using thermal imaging. Please stay safe and well.

Carla Castro: before any updates, please make sure you take the time to register to vote if you have not done so already, and please no matter what, please make sure to cast your vote on or before November 3. The past couple of months have been active, which is always a great sign of Union activity. A friendly reminder to all, make sure to always look at your pay stubs. Engell Hendrickson of Firestone saw 2 errors which we corrected and resulted in back pay. Negotiations for Amerit Fleet are under way, despite the difficult bargaining climate today, through unity and determination we will work hard for an improved contract. National/Alamo negotiations are going to be resumed soon, the wait is over. Firestone negotiations will be coming up, thank you to those who returned the survey. With Disneyland Parks still closed we successfully renegotiated extensions on recall language to reflect the times. We also successfully came to an agreement for COVID-19 notifications that will help limit exposure if any positive tests were to arise.

Be Heard - VOTE



By Mike Bergen
Secretary-Treasurer



At Costco we continue to have weekly Zoom calls discussing safety and other workplace issues. Our members

requested the Union ask the company about help with school closures and childcare. Costco has initiated a program from August 31 to December 2020 which enables their employees to use up to 120 paid hours for these purposes. There are some restrictions but overall, this is a great program for our members. If you are unaware of this Paid Time for School/Daycare Closures Program, please inquire with your warehouse manager or Union business representative for more information.

The contracts for Chem Inc are due back from the printer and will be handed out as soon as they arrive. The Angelica Health Care mechanics agreement is open for negotiations and a proposal meeting will be held soon. The linen and laundry Locals have been working hard to prevent some of the textile and laundry employers from violating members' rights with seniority issues involving layoffs, recall from layoff, bidding and open job postings. The fluid milk sales at Dean Dairy and Ralphs Creamery remain steady during this pandemic.

Food negotiations continue with Ralphs Grocery and I would like to thank our committee member and shop steward Rene Ayala for his assistance. At Stremick's Heritage Foods, negotiations are scheduled to begin at the end of the month.

At So. Cal Kaiser, the surge planning had come down for all Riverside and San Bernardino County medical centers as of Sept. 11, 2020. Kaiser now has drive-through flu shots as well as outside walk-up at all locations. Kaiser Teamsters are requesting more staffing beginning with the numbers that were approved prior to COVID. The Union met with the Chief Administration, Finance and management team, and 2 stewards Sept. 2. We discovered that Kaiser does Diagnostic Imaging at least 12 positions from 2019. Thank you Kaiser members for the great job that you do in these trying times.

At Mondelez, the Ontario Branch is still moving forward with no lay offs or reduction of hours. Unfortunately, there have been cases of COVID with the employees and some of their management team.

At Ft. Irwin, the transition from Dyncorp, DA Defense and VETS to the new prime contractor KBR and its subs (TALON and Premier) is complete and a majority of our brothers and sisters were picked up by the new contractor. The first day of work was Sept. 12. We want to reiterate that all of these new companies have signed bridge agreement CBA's and have signed onto the existing medical plan. At Technica DLA Marine Base Barstow, we have 50 new members in the new classification that voted to ratify their contract. They now join the existing members under the same CBA making the entire unit stronger with more than 100 Teamsters. A special thank-you to sisters Tanesha Jackson & Angela Wood and

Roberto Madrigal who helped make this possible by getting out the Yes vote and were on the negotiation committee. At Norco Navy Base we will be going into negotiations for a new CBA in October and November for our DOD police officers. Questionnaires are due back next week so we can prepare our proposals. At HDSS and Bering Straits we continue in negotiations and continue to fight for a good contract to bring back to the membership.

At Budweiser Pomona everyone is still working and doing a great job; we had no layoffs. The transit workers at both Omnitrans and Victor Valley Transit are doing a terrific job daily dealing with the public. School busing in Barstow and Silver Valley is still out.

Construction work has been very busy. The out-of-work list is very short. The ARB pipeline in Needles is completed. Pipeline steward Greg Miramontes did a great job keeping that job rolling. Granite is still busy on Interstate 40 through Essex, and starting another project at Vidal Junction. They will be there for two months paving the highway. The 166 members at Weissker have been in Cherry Valley working long hours replacing the many telephone poles that burned during the Apple fire. The Match Brothers contract is opening in November and the Local Union will get dates to start the negotiation process. The Local had a proposal meeting with all the Match drivers Sept. 19 at the Local.

Teamsters at the Vulcan production plants in San Bernardino and Corona are continuing to work. Coffman is still working on the I-10 job from Banning/Cabazon to Hwy. 111. Demo and asphalt paving shoulders followed by the removal of the center divider and installation of crossover lanes.

From the San Diego front, Hanson Aggregate is working steady at all plants. Because of the fires in Northern California Hanson been getting the powder supply out of Arizona. R.C.P. Block & Brick is busy as usual. Please see steward Mark Mattas for the renewed CBA. Congratulations on your new contract. Pinnick and Marlins are working full steam ahead-Horse Shoe Ranch, Twin Oaks Rd., Country Club and the 56 merge. We will be needing experienced rock truck & 6x6 water truck drivers. Hazard Construction has been buying new water, oiler, fuel, sweeper & lowbed trucks. They are working throughout San Diego County. ARB has all hands working and has added a night crew on the Miramar & Kearny Villa Road project.

Congratulations to brother Doug Berry on his retirement from Young's Market. Condolences to the family of Dirk Meredith, retiree from Young's Market on his passing and Ruby James from First Student Barstow. RIP



By Tommy Blitsch
Secretary-Treasurer



Tommy Blitsch: we are in the process of finalizing the locations for our Teamsters Local 631 Health Clinics and are hoping

they will be open the first quarter of 2021. Flu shots are available at either Walgreens or CVS pharmacies with no copay to members under the Teamsters

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631 Trust Fund. Due to COVID-19 all votes including wage allocations and contract ratifications will be held through an online election company until further notice. This platform sends a text to your smart phone or email address and has the safeguards necessary to ensure the validity of the vote. Make sure to keep not only your address up to date with the Local but also your cell number.

UPS: attendance is an ongoing issue. Be at work and at your workstation on time, unless you're on approved time off. As we continue to deal with the COVID-19 virus, health and safety is of the utmost importance. The Union has been and will continue to work with UPS to ensure that the conditions are as sanitary as possible in the workplace. OSHA and the Nevada Health Dept. are monitoring UPS as well. The Union and company have made several agreements to get more help for the drivers wishing to be relieved of excessive overtime; these agreements will stay in place until they are not needed anymore. From 5/2/20 until present UPS has paid out \$354,745.36 in 9.5 and request 8 grievances in our area alone. Many members are going

into Feeder, that means much more opportunity to promote into package car driving jobs. For those part-time members interested, turn in your sheet to HR and keep a copy for yourself. Members—wear your mask in the building and try and distance as much as possible to lower the risk.

Republic Services: the company is taking a zero tolerance on rear end collisions, please make sure you abide by the proper travel distance. Be aware of your surroundings, video cameras are everywhere, and you never know who is watching. If you haven't downloaded the free 631 app, go to the Apple store or Google play. The app will help you stay informed & engaged with your Union. We hope you are keeping your families safe.

Rinker Materials: we have an upcoming vote for a wage allocation. The vote will be done electronically, due to the pandemic. Please call the front office to update your phone number. If you do not have a smart phone we will need your email address. Keep an eye on your bulletin boards for future information on the vote. Make sure all safety procedures are being followed. We get paid to do our jobs

safely, first and foremost! Sometimes we get complacent, let that not be the case with safety! Unexcused absences will count against you, protect your job—be there and be on time. We keep this town moving. Cemex Block: we have been significantly busier during this pandemic. The company has hired three new workers with more likely to follow. Keep up the good work and stay safe.

Government contracts: currently in contract negotiations with MSTs Construction and MSTs Fire & Rescue. Continue to work safe during this pandemic and follow all company safety policies.

CertainTeed – business levels are good with additional plant projects being planned. First Transit RACC: business levels have increased and members are being recalled. We are almost back to full staffing. MV Transportation Paratransit and Fixed Route: issues are being addressed with grievances, safety in the workplace, layoffs, etc. The movie industry is slowly picking up as safety guidelines are established. Please be patient and stay safe. Thank you for all you do—Union Pride.

Construction: we negotiated a

one-year extension for the master construction agreement with an hourly increase. Thanks to negotiating team members John Frame and Mark Radke for all their hard work. The membership made allocations to wages, vacation fund, and pension. We are already gearing up for negotiations in 2021 for the construction agreement. Our members are still working hard as essential workers during these trying times. Stay safe, practice all safety standards, and keep up the great work.

Ready Mix: construction projects are in full swing as we head into the cooler months. Our ready-mix drivers are in final stages of projects like Resort Worlds and downtown renovations along the Strip. The high-speed train project from Victorville to Las Vegas is gearing up to start on the Nevada side. Several NDOT projects were recently awarded and will require thousands of yards of concrete. These drivers have also worked hard alongside their construction counterparts as essential workers and deserve thanks for their efforts.

Convention: we have partnered with employers, facilities, show organizers

and industry Unions to bring awareness and encourage the politicians we have supported to deliver on their campaign promises to carry Labor's voices into the foreground. In late August, the Sands Expo hosted an industry safety event in the form of a mock tradeshow. Freeman, Wynn, Encore, and Teamsters Local 631 volunteers set up the event and together showcased the newest safety protocols including thermal temperature ports of entry, plexiglass booth dividers, hand washing stations, larger aisles, and crowd directional control methods. The event was attended by Secretary-Treasurer Tommy Blitsch, Governor Sisolak, leading health officials, county commissioners, city councilpersons, LVCVA officials, and CEOs from the Las Vegas resort corridor. There were a lot of questions that seemed to be answered and accepted by the attendees leading us to believe we are steps closer to the industry's restrictions being lightened.

Freight industry: we are recovering with nearly all COVID-19 furloughed employees being recalled. We are working through employer issues and building unity through contract education and enforcement.

Official Teamster Notices & Announcements

a member must have his/her dues paid through the month of November 2020. The Local Union office will accept dues for the purpose of being eligible to vote in this election up to 5:00 p.m. on Wednesday, December 9th, 2020. West Coast Mailers, 5630 Borwick Avenue, South Gate, CA 90280, is the agency which has been chosen by the Local 986 Executive Board to process the mailing of campaign literature. Four criteria must be adhered to by all candidates seeking the use of West Coast Mailers facilities for electioneering.

First: There must be a minimum of ten (10) days' notice regarding any mailing.

Second: All work must be paid for in advance, in the form of two checks; one for postage and one for labor.

Third: Work reservations and subsequent work submitted shall be processed on a "first come, first serve" basis.

Fourth: West Coast Mailers utilizes first class and third class mail.

Questions, clarifications, reservations or notice may be directed to Ms. Donna Gomez at (323) 773-5391. Information on arrangements for bulk mailing can be obtained from West Coast Mailers.

Copies of the International Constitution and Local 986 By-Laws, which are available on request, have additional rules regarding elections.

See box at the top of the last page for further details and rules governing Local Union elections. To the extent that the box at the top of the last page is in conflict with this Notice, this Notice will take precedence.

Local 986 Aviso de Nominaciones y Eleccion de Oficiales

Nominaciones para el puesto de Presidente, Vice-Presidente, Secretario-Tesorero, Secretario de Actas o registros y tres Fideicomisarios del Local de Teamsters 986 serán recibidas en una Junta Especial de la membresía del Local de Union el domingo, 1 de Noviembre de 2020 a las 9:00 a.m. en el Salón de Juntas de Teamsters Local 986, 1430 East Holt Ave., Covina, CA 91724.

La duración del periodo será desde Enero 1, 2021 hasta Diciembre 31, 2023. La regla, que requiere la asistencia del 50% en las juntas de membresía no será necesaria. Los miembros cuyo lugar del empleo o punto para reportarse es de más de 75 millas del edificio de la Oficina de los Teamsters en 1430 East Holt Ave., Covina, podrán nominar o secundar una nominación por escrito sometida a Eugene W. Hulsey, Arbitro, 525 Santiago Avenue, Long Beach, CA 90814. Una nominación o segunda por escrito deberá ser recibida no más tarde de las 12:00

del mediodía el viernes, 30 de Octubre de 2020. El escrito deberá decir si es una nominación o está secundando, el nombre del miembro que es nominado o secundado y el puesto para el cual está siendo nominado o secundado. Está tendrá que ser firmado por el miembro de la unión que sometió la nominación o la segunda nominación y debe incluir los últimos cuatro números de su seguro social.

Habrà una eleccion de oficiales de Teamsters Local 986 para los puestos de Presidente, Vice-Presidente, Secretario-Tesorero, Secretario de Actas o registros y tres (3) Fideicomisarios para un término de tres años empezando Enero 1, 2021 y terminando Diciembre 31, 2023.

La eleccion se llevará a cabo requiriendo su presencia para la votación en la siguiente fecha, hora y localidad; cualquier miembro al corriente con sus cuotas con la Unión puede votar.

Jueves, 10 de Diciembre de 2020 11:00 a.m. a 5:00 p.m.
Teamsters Local 986 Meeting Hall
1430 East Holt Ave.
Covina, CA 91724

Un observador, que no sea el candidato, y al costo del candidato, será permitido en el lugar de votación. Un observador o un candidato puede estar presente en donde recogen las boletas por ausencia y en donde se cuentan las boletas.

Las boletas serán contadas en Teamsters Local 986 Meeting Hall, 1430 East Holt Ave., Covina, CA 91724 empezando

do a las 5:00 p.m. el día jueves, 10 de Diciembre de 2020.

Boletas por ausencia por medio del correo solamente serán permitidas en esta elección. Deberá pedir esta boleta por escrito y enviarla al siguiente domicilio: Eugene W. Hulsey, Arbitro, 525 Santiago Avenue, Long Beach, CA 90814. En cuanto usted requiera su forma para boleta por ausencia, se le enviará a su domicilio todo material tocante a la boleta por ausencia. Puede obtener una forma para una boleta de ausencia de su Representante de Negocios o en las oficinas del Local 986 en Covina, 1430 East Holt Ave., entre las horas de 7:00 a.m. a 5:00 p.m., de Lunes a Viernes. Las formas no podrán ser obtenidas después del día miércoles, 2 de Diciembre 2020, y para que sean contadas, las boletas de ausencia tienen que ser enviadas y recibidas en el Apartado Postal de Correo, rentado para esta elección, a más tardar a las 9:00 a.m. el día miércoles, 10 de Diciembre de 2020. Un miembro puede votar por medio de una boleta de ausencia si es más conveniente.

Para ser elegible para votar en esta elección, el miembro tiene que tener sus cuotas pagadas hasta el mes de Noviembre, 2020. La oficina del Local aceptará sus cuotas para el propósito de ser elegible para votar en esta elección hasta las 5:00 p.m. el día miércoles, 9 de Diciembre 2020. West Coast Mailers, 5630 Borwick Avenue, South Gate, CA 90280, es la agencia que ha sido seleccionada por la Junta Directiva

del Local 986 para procesar el envío de propaganda de la campaña. Cuatro puntos de vista tienen que adherirse por todos los candidatos que buscan el uso de las facilidades de West Coast Mailers para el uso electoral.

Primer: Tiene que hacer un mínimo de diez (10) días de aviso tocante a cualquier propaganda por correo sobre la campaña.

Segundo: Todo trabajo tiene que ser pagado con anticipación con dos cheques, uno para el costo de trabajo la propaganda de la campaña y otro cheque por la labor.

Tercero: Reservas de trabajo y trabajo subsiguiente sometido será procesado a la manera de "el que llegue primero, es el primero que se atiende."

Cuarto: West Coast Mailers utiliza correo de primera clase y tercera clase.

Preguntas, clarificaciones, reservas o avisos pueden ser dirigidos a Sra. Donna Gomez at (323) 773-5391. Información en los arreglos de correo por volumen podrán ser obtenidos por medio de West Coast Mailers.

Copias de la Constitución Internacional y Reglas del Local 986 las cuales son proporcionadas si usted desea una copia, tienen reglas adicionales tocantes las elecciones.

Vea el cuadro arriba en la última página para más detalles y reglamentos gobernando las elecciones del Local de Union. Hasta el extremo que la caja en la última página este en conflicto con este Aviso, este Aviso tomará precedencia.

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RETIREE ROUND-UP

SAN BERNARDINO: We have been keeping in touch with everyone by phone. So far everyone is doing fine. When we start our meetings again we will notify you. Stay safe, stay healthy. Call Dean Horne @ 951-566-5049 for more information.

CENTRAL COAST: We meet at 10 a.m. the second Tuesday each month at Quarterdeck restaurant, 1500 West Branch St., Arroyo Grande. Our board meets at 9:30 a.m. Any questions? Fire them at Howard Barrios 805.268.2784.

LONG BEACH: We hope everyone is staying safe and healthy. We try to keep you up to date on the Friday Alert. If you did not receive it, please let Tony know at 323-569-9127. We will have no meetings till further no-

tice. God Bless.

SAN DIEGO: We are still on hold due to the pandemic. Take care of your health and be safe. We will inform everyone if and when we can meet. Hopefully, we can do something for the holidays. We meet on the third Thursday of every month, at the meeting hall of Teamsters Local 542. The club is open to all retired members of Locals 36 (166), 481, 542, and 683. We hope you will join us. We have a great time. You might see an old friend. John Norman, president of the Teamsters Retiree Club of San Diego, can be reached at jdnrock542@gmail.com or 619-562-579.

EL MONTE: Well, we are almost at the end of this year, we hope next year

will be better. The election in November is very important, so don't forget to Vote. We keep in contact with Jesse at the V.F.W.--still unable to open. We wish birthday greetings to Loretta Raasch who turned 102 on Sept. 5. Take care of yourself and loved ones, God bless. Any questions call Charles @ 714-742-5775.

MONTEBELLO: Our condolences to the family of Gilbert Zardenetta and Robert "Bob" Blandino. May they RIP. We have cancelled our meetings till next year. The V.F.W. Post 7734, where we meet, is still having their annual Christmas Bikes for Kids. If you would like to donate \$5 for this cause, we will add it to the donation our chapter will be giving to the V.F.W. Please

send your donation by December 1, to Phil Zamora, 12127 Breezewood Dr., Whittier, Ca. 90604. Call Phil (562)505-1387 for more information. Please let your vote count in November. "Vote"

ORANGE COUNTY: Still no activity for the retirees. Stay safe, do what you are asked to do like wear a mask, social distancing and no large gatherings. We know it is hard to not see your kids and grandkids but you must stop the spread of this virus. Karen will call all our members of the Retirees when we will be meeting again. We figure next year sometime.

SO. NEVADA: Our meetings are still cancelled due to the pandemic. We will get through this but in the meantime take all precautions to stay safe and healthy. This November is our presidential election as well as state

assembly and senate. Right now Democrats are in the majority in the Nevada state legislature. We need to keep the majority to maintain and improve our quality of life. They need your vote Bottom line—make sure you're registered and follow through by voting. Our Teamster endorsements are in this issue.

HI-DESERT: We meet on the last Tuesday of the month at the Golden Corral in Hesperia (off I-15 @ Main St.). Doors open at 8 for breakfast, meeting at 9. As you know, meetings have been cancelled until further notice. This COVID-19 is going to be with us for a while longer. Please do a welfare check on your brother retirees and their families. "Thank You" to all Teamsters. Just remember, "You retire from your company, Not your Union; so join a Retiree Chapter.

Official Teamster Notices & Announcements

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

★★★

Local 399

General membership meetings of Local 399 are held on Sundays from 8:30 am to 10:30 am. at Pickwick Gardens, 1001 Riverside Dr., Burbank 91506.

Following are 2020 meeting dates:

October 25

Location Managers

Local 399 location managers meet on Tuesdays at 7 pm at Pickwick Gardens, 1001 Riverside Dr., Burbank 91506.

Following are 2020 meeting dates:

October 20

Subject to change due to COVID-19. Check www.ht399.org for more information as meeting date approaches.

★★★

Local 481

Local 481 general membership meetings are usually scheduled at 7 p.m. on the second Tuesday of the month (subject to change) and held at 3366 Adams Ave., San Diego (Normal Heights Masonic Lodge).

Several times a year, general membership meetings are held in North County, or on weekends. For details, check Local 481's website, Facebook page, sign up for email reminders or telephone the office.

★★★

Local 495

General membership meetings and initiation meetings of Local 495 are held at 10 a.m. and 8 p.m. at 225 No. Barranca St., 4th floor, West Covina 91791.

Following are 2020 meeting dates:

October 8

November 12

December 10

★★★

Local 631

Notice of Nominations and Election of Officers

Nominations for the Office of Secretary-Treasurer, President, Vice President, Recording Secretary and three Trustees of Local 631 will be held at a special membership meeting at 7:00 p.m. Monday, November 9, 2020 in the Local 631 Meeting Hall located at 700 North Lamb Blvd., Las Vegas, NV. The new term of office shall begin January 1, 2021, and end December 31, 2023.

To be able to run for office, a member must be in good standing in accordance with the IBT Constitution and Local 631 By-Laws and have been a member in good standing in Local 631 for twenty-four consecutive months prior to the month of nomination and have been actively employed at the craft within the jurisdiction of Local 631 for a period of twenty-four consecutive months and be otherwise eligible to hold office if elected.

In the event only one candidate is nominated for any office, 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 January 1, 2021.

For any contested offices, a mail referendum ballot election will be conducted. Ballots will be mailed to all active members on or about

November 19, 2020. Ballots will be counted at the Union Hall on Friday, December 11, 2020. In order to be counted, your ballot must be in the Post Office Box rented for the election by 11:00 a.m., December 11, 2020, when the ballots will be picked up and brought to the Union Hall to be counted. To be eligible to have your ballot counted, your dues must be paid through the month of November 2020. The last day you may pay your dues to ensure your eligibility to have your ballot counted will be 5:00 p.m. on December 10, 2020.

If you do not receive a ballot by November 28, 2020, or if you lose or deface your ballot, you may request a duplicate ballot by calling UniElection Services call number 1-855-240-0363. You will be required to provide identifying information.

In order to allow the necessary time for processing, no duplicate ballots can be requested after December 7, 2020. It is your responsibility to ensure the Local Union has your current address on file. If you have recently moved or have not received Local Union correspondence, the IBT magazine or the Joint Council Newspaper, you should immediately notify the Local Union of your current address. Please read the NOTICE ALL MEMBERS section in the Joint Council Newspaper for further details.

★★★

Local 683

Membership meetings of Local 683 are held at the Local Union located at 1333 E. Madison Ave., El Cajon 92021, as follows:

Thursday, October 8, 6 pm

Saturday, Nov. 14, 10 am

Thursday, Dec. 10, 6 pm

★★★

Local 848

The general membership meetings will be at the offices of Teamsters Local 848 located at 3888 Cherry Ave., Long Beach, at 9:00 am, on the following dates:

Sunday, October 25

Sunday, November 15

Sunday, December 6

Shop Steward meetings are at 8 am on every general membership meeting day except at the December meeting.

★★★

Local 896

Online general membership meetings will be held on the below dates. Check Union bulletin boards for Zoom meeting information and registration.

October 10 - Zoom membership meeting (Branch 1 & 2)

October 25 - Zoom membership meeting (Branch 3 & 4)

★★★

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, as follows:

Tuesday, October 6

Wednesday, November 4

Tuesday, December 1

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

★★★

Local 986

Notice of Nominations and Election of Officers

Nominations for the office of

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.

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 notice of nominations, 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

date 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 LAS ELECCIONES DE OFICIALES, APLICA SOLAMENTE PARA TODOS LOS LOCALES DE UNION. Vea el aviso de su local de union para la hora, fecha, lugar, y para mas detalles

Los nominaciones para los puestos oficiales de su Local de Union deben de ser hechas oralmente desde el piso en donde se lleve a cabo la asamblea miembro que este en bienestar con la Union y secundado por un miembro que este en bienestar con la Union. 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) por 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 las nominaciones de

su Local de Union, todo miembro que este activo de acuerdo con la Constitución Internacional y los Reglamentos de su Local de Union y ha estado en bienestar con su Local de Union 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 Union, es elegible para asumir un puesto si el elegido. Estaran en bienestar con su Local de Union 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 Union por causa de suspensión, expulsado, retiros, transferencia o faltar en pagar multas o cargos.

En el evento que un solo 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 Union provera 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 Union. La aplicación debe de contener la razón del porque se desea una balota para votante ausente. Las balo-

tas 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 Union puede permitir razones adicionales para balotas para votante ausente, así es que revise el aviso sobre la Elección de su Local de Union.

Los oficiales elegidos del Local de la Union deberan, por virtud de tal elección, ser delegados al local de la union 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 Union.

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

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

President, Vice President, Secretary-Treasurer, Recording Secretary and three Trustees of Teamsters Local 986 will be received at a Special Membership meeting of the Local Union on Sunday, November 1, 2020 at 9:00 a.m. at Teamsters Local 986 Meeting Hall, 1430 East Holt Ave., Covina, CA 91724.

The ensuing term shall be from January 1, 2021 to December 31, 2023. The rule requiring attendance at 50% of the membership meetings shall not be invoked. Members whose place of employment or reporting point is more than 75 miles from the Teamsters Office at 1430 East Holt Ave., Covina, may nominate or second a nomination in writing submitted to Eugene W. Hulsey, Arbitrator at 525 Santiago Avenue, Long Beach, CA 90814. A written nomination or second must be received no later than 12:00 noon Friday, October 30, 2020. The writing shall state whether it is a nomination or a second, the name of the member being nominated or seconded and the office for which the nomination or second is being made. It shall be signed by the member submitting the nomination or second and shall include the last four digits of their social security number.

There will be an election of officers in Teamsters Local 986 for the offices of President, Vice President, Secretary-Treasurer, Recording Secretary and three (3) Trustees for a three year term of office commencing January 1, 2021 and ending December 31, 2023.

The election will be held by walk-in balloting on the following date, time and place; any member in good standing may vote.

Thursday, December 10, 2020
11:00 a.m. to 5:00 p.m.
Teamsters Local 986 Meeting Hall
1430 East Holt Ave.
Covina, CA 91724

An observer, other than the candidate, and at the candidate's own expense, shall be allowed at the polling place. An observer or candidate may be present at the pickup of the

absentee ballots and the ballot count.

The ballots will be counted at Teamsters Local 986 Meeting Hall, 1430 East Holt Ave., Covina, CA 91724 commencing at 5:00 p.m. on Thursday, December 10, 2020.

Absentee balloting by mail only will be permitted in this election upon written request mailed to the following address: Eugene W. Hulsey, Arbitrator, 525 Santiago Avenue, Long Beach, CA 90814. Absentee balloting material will be mailed to the member's address after he/she mails in the absentee ballot request. An Absentee Ballot Request Form may be obtained

from your Business Representative or at Local 986, Covina Office, 1430 East Holt Ave., between 7:00 a.m. and 5:00 p.m., Monday through Friday. Absentee ballot requests may not be obtained after Wednesday, December 2nd, 2020, and in order to be counted, absentee ballots must be mailed in and received in the Post Office Box rented for this purpose, no later than 9:00 a.m. on Thursday, December 10, 2020. A member may vote by absentee ballot if it is more convenient for the member to vote by absentee ballot.

To be eligible to vote in the election, continued page 11

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

Moving? LET US KNOW

October 2020

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

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

Name _____

New Address _____

City _____

State _____ ZIP _____ Local Union _____

Last 4 digits of Social Security # _____

Employer _____

Are You Retired? YES _____ NO _____

Old Address or Mailing Label Here