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

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Teamsters Prevail in AB 5 Fight



By Shane Gusman
California Teamsters
Lobbyist

The legal battle over misclassification in the trucking industry may finally have come to an end in California. The U.S. Supreme Court refused to hear the trucking industry's appeal in their case to overturn Assembly Bill 5 (AB 5) and now this important legislation is the law of the land.

Perhaps it's important to have some context on why this is such a big win for workers and our Union.

In 2018, the California Supreme Court decided in *Dynamex*, a case right out of the trucking industry,

that miscalculation was so pervasive and the harms to workers so significant that the state needed a bright line test to determine employment status. They held that the proper test to determine if a business has legally classified its workers as independent contractors is the so called "ABC" test. It's a very simple and straightforward standard. To classify a person as an independent contractor who is not entitled to employee rights and protections, a hiring entity must prove all three prongs:

(A) The person is free from direction and control with the performance of the work.

(B) The person performs work that is outside the hiring entity's business.

(C) The person is routinely doing work in an independently established trade, occupation, or business that is the same as the work being performed.

This unanimous decision was a game changer in the fight to get workers properly classified, particularly in the trucking industry. For

decades our Union has fought through organizing, legislation, and the courts to make sure that workers are properly classified as employees. It is an incredibly important fight because a misclassified worker loses all the protections an employee has on the job. A worker misclassified as an independent contractor has no right to minimum wage, overtime, meal and rest breaks, sick leave, health benefits, a pension, workers comp, and hundreds of other workplace protections that all other employees have in California. They also have no voice at work because they have no right to join a Union.

The trucking industry has turned misclassification into an art. Whole segments of the industry are based on this illegal and exploitive business model. There is no better example of this than in our ports. Despite hundreds of successful enforcement actions against port trucking companies, they have held steadfast to this corrupt system.

A bright line test where the employers have the burden to prove that their workforce is properly classified, rather than the other way around, is more than we could have dreamed for, but that's just what the court gave us. Enforcement is clearcut and it becomes extremely difficult to get away with the exploitation.

However, greed is powerful motivation for those willing to cheat to make a buck. Knowing this, we worked with our allies in the Legislature and the Newsom administration to forever enshrine the *Dynamex* decision in California law. Our champion, Assembly Member Lorena Gonzalez, authored AB 5 to both codify the ABC test in the Labor Code and facilitate enforcement against misclassifying businesses. The effort was successful and in the fall of 2019 the bill was signed into law.

Unfortunately, the ink from the Governor's signature was hardly dry when the trucking industry filed multiple lawsuits to prevent AB 5 from going into effect.

They found a sympathetic, some would say whacky, judge and got an injunction preventing the state from enforcing AB 5 against trucking companies. Not to be deterred, the Union worked with the attorney general and jointly filed an appeal of that decision, which we ultimately won. The trucking industry appealed to the U.S. Supreme Court and perhaps the most conservative court in history refused to grant the industry's appeal.

Many have and continue to ask what this means going forward. Clearly, truck drivers have significantly more rights in the workplace now. Owner-operators can still work independently if they choose, but it must be done in the right way, and they truly have to be in business for themselves. Formerly misclassified drivers will find new opportunities as more and more trucking companies transition to an employee model. And not to be overlooked, they will also have the right to organize and become Teamsters!

Anatomy of a Successful 10-Year Organizing Campaign

By Phil Cooper
Secretary-treasurer
Local 896

In 2012, an American Union—not the Teamsters—organized the mechanics at the Keurig Dr Pepper Snapple facility in the high desert community of Victorville, California. Around the same time, Teamster Locals 166 and 896—part of Teamsters Joint Council 42 (JC 42)—were also in the process of organizing the rest of the workers of that fairly new facility. After gathering enough cards, an election date was set.

With the help of organizers from JC 42 and business agents from Locals 63, 166, 186, 848, 896, 952, 986, 1932 and others, we started doing a very successful house call blitz. We

were poised and ready to win this campaign in early 2013 until the other Union decided that they wanted the entire group. They got a couple of cards signed and then became an intervenor in the upcoming election. Instead of having to choose between the Teamsters and the company, now the ballot had three choices. This, and the fact that the greedy other Union basically became the Union Buster by putting out damaging information about the Teamsters, confused the workers and ultimately cost the Teamsters at the ballot box in a very close election. To add insult to injury, the other Union was **unable** to get a first contract ratified for the mechanics of the facility and eventually abandoned the group. I was told

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Recent Teamster Political Endorsements

The Teamsters Joint Council 42 executive board unanimously approved the recent endorsement recommendations of the Council's political screening committee. Newest endorsements include:

Karen Bass for Los Angeles mayor.

Corey Jackson for California assembly #60.

Blanca Pacheco for California assembly #64.

Megan Kerr for Long Beach council #5.

Jesse Armendarez for San Bernardino County supervisor #2.

JC 42 Scholar Winners... Inside

IN THE KNOW

Get all the Teamster news and trends by visiting Teamster Joint Council 42's Facebook, Instagram and website platforms.

Anatomy of a Successful 10-Year Organizing Campaign

Continued from front page

by workers that it left a bad taste in their mouths and this unit that once wanted the Union was now divided because of the inability of the other Union to seal the deal.

For several years following this very tough loss, we kept in contact with committee members at the facility, but as time evolved many of them were terminated or left on their own accord. We had a couple of campaigns that never made it to election in the years that followed. But ultimately, we never completely stopped communicating with some of the employees.

I live close to the facility, and on several occasions during the years that followed our tough loss, I would show up and hand out flyers to let the workers know that the Teamsters were still there if and when they decided they were fed up with the company doing whatever they pleased and wanted our representation.

In October of 2020, I received a call from a newer employee who had not been part of the previous organizing campaigns and wanted to know what he could do to get the Teamsters into the facility. On a cool October evening, I met Adan Soto at

Yoli's Restaurant near the facility and we began to plan a new campaign. We had meetings with small groups of workers on days they were available and started the process of having each one of them begin recruiting their fellow workers, get a seniority list, work schedules, names and addresses, and the like, but the point here is the process had begun.

In March 2021 things changed dramatically all over the country and of course Covid changed the way we would have normally proceeded with an organizing campaign. There would not be any park meetings, restaurant meetings, or even house calling, but Adan and his committee continued to recruit, educate and sign up workers without the company even knowing the workers were again trying to get Union representation. I believe the Covid lockdown might have helped this campaign. We were well into 2021 before the bosses had gotten wind of what was going on right under their noses. More than half of the workers had already signed cards when the company finally did bring in their Union-Busters, and it proved to be too late. With the help

of now-retired International Teamsters organizer Manny Valenzuela and Local 986 organizer Matt Lundy out of Las Vegas, we were able to counter the Busters' bullshit over and over again. With organizing in Vegas slowed due to the Covid shutdown, Lundy and his fellow organizers were able to set up a command post in Victorville and again started doing house calls, park meetings and other contacts. Their help on this campaign was tremendous, and when we finally had the vote on July 14, the Union Yes vote came out on top. It wasn't an over-

whelming victory, but it was a victory, nonetheless.

There is irony in the July 14 vote in 2021. The first contract negotiations did not begin until November and the company only gave us a few days here, and a few days there, but in May and June, we finally received enough days to get very close to finishing. The irony is that on July 14, 2022, we received the final offer from the company that we ratified overwhelmingly on July 20. It was exactly one year to the day between the day they voted to become represented by the Teamsters and then voted Yes on their first contract!

There are so many people

that helped get this done, starting with Local 166 and the work they did as far back as 2012; the IBT organizers, all the Locals that volunteered and sent their staff to do house calling, even rank-and-file members from several Locals came out to help. Business agents that dropped in during the negotiations provided tremendous encouragement to the negotiating committee members. This was a team effort and a big thanks to everyone for all of the help!

Persistence sometimes pays off, and in this case it did for over **300 workers** in the high desert! Welcome, Keurig Dr Pepper Victorville to the Teamsters!

Pressure on PMG for Electrics

WASHINGTON (PAI): Facing increasing flak over his decision to buy gas guzzlers, not electric vehicles, to replace the U.S. Postal Service's elderly, unsafe fleet of delivery vehicles, Trumpite Postmaster General Louis DeJoy has backtracked somewhat. He now says at least half of the first batch of the newly built vehicles will be electric, not 10%.

Including vehicles the USPS is going to buy "off the shelf," the agency expects 40% of all new vehicles it buys and builds to be electric, the agency's Federal Register notice

says. Its first order, for 50,000 of the total of 165,000 new vehicles, will include 10,019 electric ones.

But it conditioned buying more electric vehicles on Congress coming up with the money.

The BlueGreen Alliance, a coalition of unions and green groups, called DeJoy's decision positive, but the notice of the change, published July 21, shows it isn't as positive as USPS paints it. And it says nothing about the new fleet being Union-made. The alliance criticized DeJoy's refusal to commit to that goal, too,

which President Joe Biden set.

That's important because Oshkosh Defense, a subsidiary of a Wisconsin-based firm in that city, received its first USPS vehicle contract to fund Oshkosh Defense's new plant to churn them out—in anti-Union South Carolina. The Oshkosh plant in its hometown of the same name, whose workers are members of Auto Workers Local 578, is ready and outfitted to build the new USPS vehicles, gas or electric, there, the BlueGreen Alliance said.

Your 2022 JC 42 Scholarship Awardees

Twenty outstanding graduated high school students are recipients of a 2022 Teamsters Joint Council 42 cash stipend to defray costs in their upcoming college studies. The parents of the winners hail from Teamster Local Unions affiliated with the Joint Council.

Luis Llanes-Perez is the winner from Las Vegas **Local 14**. The 4.5 GPA academic is headed to UNLV planning to study biological sciences, and strive to be a medical doctor. His parent is Cleida Llanes who works at the Clark County School District.

Luis Avila IV, whose father Luis Avila works at YRC Freight, is the awardee from **Local 63**. This outstanding student recording a 4.0 GPA plans to pursue psychology at either UC San Diego, Cal Poly Pomona or Cal State East Bay.

At **Local 166** Samantha Idhe picked up the scholar honors and plans to study dentistry. She excelled at track at Hamilton High in Anza. Her mother Julie Holt works at Costco.

Mass communications

will be studied by Kaden Brown whose parent Kimoji Brown works at UPS-Cerritos and is a **Local 396** member. Kaden plans to enroll at either Clark Atlanta U or Tuskegee in Alabama.

Either Cal Lutheran, San Jose State or Boston will be lucky to have Alejandro Ramirez Jr. enroll this fall to study exercise science. The St. Francis High grad was a baseball and football player and father Alejandro Ramirez is a garage foreman at Paramount Pictures, and a **Local 399** member.

4.4 is Yanitza Millan's number and she will apply that to her business/entrepreneurship studies at either San Diego State or UC San Diego. Dad Hans Millan is a mechanic and **Local 481** member at UPS.

Job Avalos, a **Local 495** member who is an assistant starter at Los Alamitos racetrack, is the proud pop of scholarship winning son Dominic Avalos, a 4.0 scholar on his way to study engineering. He was a three-sport athlete at Middle College high in L.A.

Local 542's winning

student is Robert Brown, son of Janelle Brown who works at Costco. He juggled baseball, football, honors courses and a job to graduate with honors. Nursing will be studied at Canyon U.

Jonadab Alvarado will be studying nursing after a stellar career at Lakewood High School at either Long Beach State or Cal State Fullerton. Parent Laura Alvarado is a **Local 572** member at Costco.

#1 in her graduating class at Norco High School, Allyson Ybarra was a lacrosse and tennis player and will be studying applied mathematics at UC San Diego. Dad Robert Ybarra is in transportation at Performance Food group and is a **Local 630** member.

Winter Moore will be studying biology at UCLA this fall after recording a 4.3 GPA at Fairfield High. The tennis player's parent, Arlonzo Moore, is a Las Vegas **Local 631** member and a convention worker.

Gavin Logan from Patrick Henry High is headed to either San Diego State or University of San Diego to major in accounting. The 4.2 winner's Teamster par-

ent is Regina Logan who is a **Local 683** member working at Republic National Distributing.

Ethan Calvario from Warren High in Downey is planning to study to be an electrician. His father Humberto Calvario is a **Local 848** member at Kloekner Metals in Santa Fe Springs.

Paola Mayoral Jimenez was valedictorian of her Gahr High class and will major in aerospace engineering at either USC or Cal State Long Beach. Parent Rodolfo Mayoral is a **Local 896** member working at Irwindale Brew Yard.

David Figueroa will be studying kinesiology in the California state college system. The 4.0 student was varsity lacrosse MVP and captain at Hilltop High in Chula Vista. Parent Nydia Figueroa is a **Local 911** member at San Diego County Water Authority.

Danny Alverson is the proud parent of stipend winner daughter Autumn Alverson, on her way to study political science following compiling a 4.3 GPA at Sunny Hills High in Fullerton. Dad is a **Local 952** member at Pepsi.

Madison Borja is the **Local 986** winner who will be studying psychology at either Washington State, University of Oregon or San Diego State. A 3-year basketball starter, her parent is Tory Borja, a United Airlines technician on the island of Guam.

Alexa Salinas Elizarraras will be studying architecture and physics at either the University of San Francisco or University of Redlands. The perfect 4.0 student's Teamster parent is Gloria Elizarraras, a **Local 1932** member who is a social worker for San Bernardino County.

A wrestling scholarship awaits Devyn Flores Che at Cal State Bakersfield where he will study criminal justice. He matriculated at Calvary Chapel High in Santa Ana. Father Derrick Che is a **Local 2010** member and controls specialist at Cal State Long Beach.

4.6 scholar Jett Boggess will be studying aerospace maintenance at a Florida university. He was also accepted at the Air Force Academy. His father Steve Boggess is an airline pilot at Allegiant Airlines and belongs to **Local 2118**.

Quick Looks at Items of Interest

The Eye

China is the source of more than 70% of the world's **garlic**.....in 1940, 45% of American households still had **out-houses**.....82% of the world's **almonds** are produced in California—on 7,600 farms.....also in Cali, by 2040 only about **13.5%** of decedents will be buried.....**68%**--Americans who approved of Unions in a poll last year.....16 runners have **died** in the Pamplona, Spain "running of the bulls" since 1910.....**salsa** sales have outpaced ketchup in the U.S. since 1992.....**35.6 million lbs.** of food donated and collected at Letter Carriers' last "Stamp Out Hunger" food drive.....**36 states** have gubernatorial elections this year.....

Biden Protects Our Pensions, Repubs Hate it

CLEVELAND (PAI): Even pensions become political as an election approaches, as Democratic President Joe Biden—for saving them—and congressional Republicans and their right-wing puppeteers—against—proved again in July.

Drawing frequent cheers from the capacity Union crowd in Cleveland, Biden touted his administration's—and the congressional Democratic majority's—success in creating a new structure to rescue financially troubled multi-employer pension plans.

The Republican reaction: Continuing screeches of "a bailout" of union leaders and workers.

The legislation is part of the American Rescue Act and crafted largely by Sen. Sherrod Brown, D-Ohio. It honors the late Teamsters Local 100 pension leader Butch Lewis. And with a lot of Union input from an AFL-CIO working group, it sets up a new structure to let those plans get back on their financial feet without cutting pensions of current recipients.

"Two hundred multi-employer pension plans for two to three million workers and retirees were going insolvent," Biden told the crowd. "What that means is to those two or three million workers: They faced painful cuts to the benefits they counted on and for the dignified security of retirement."

Multi-employer plans cover some 11 million workers—and tens of thousands

of retirees --ranging from seafarers to musicians to grocery store checkers to construction workers. Now the threat they'd lose their pensions is removed, the president declared.

Union leaders lauded the final rule governing the multi-employer plans, which culminates a long fight to save the pensions of retirees and beneficiaries while not—as the Republicans demanded—clobbering present workers, a form of "robbing Peter to pay Paul."

"Pensions are more than just a vital part of the retirement plans of millions of Americans, they are a promise made to workers by their employers. And those pensions should not be ripped away after years or decades of hard work. We will keep fighting to protect that promise," a labor leader said.

The problem plans get 30-year federal loan guarantees, as long as those plans get their reorganization blueprints OK'd by the Treasury Department and without cutting present recipients' pensions. That's directly opposite the Republican scheme for the multi-employer plans, enacted in the dead of night just before the 2014 election.

It featured cuts, big cuts, in workers' pensions. The Republican tune hasn't changed.

In debate over Brown's bill, the Republicans called multi-employer pensions

"rat holes" and the rescue structure a "bailout for union bosses." Every single Republican opposed the new structure for the pension plans, Biden said.

"People around the country wake up every day wondering whether they've saved enough to provide for themselves and their families before they stop working—work at a job that provides basic dignity, a good middle-class job you can raise a family on, a job that provides a dignified retirement and will give you peace of mind," Biden told the Ironworkers in Cleveland, who cheered him repeatedly.

"Think of all the people... Many of you went to bed at night putting your head on the pillow and saying, 'Am I going to be all right? Is my family going to be all right? Is my wife or my husband or my child, are they going to be OK?'"

"It's a dignified retirement with your spouse in the home in your community you worked and lived for your whole life. But the reality is for so many people: The goalposts keep moving. Unfortunately, this happens to people who need it most: Working people.

"A lot of politicians like to talk about how they're going to do something about it. Well, I'm here today to say we've done something about it" by fixing the problem.

Southern California Teamster

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"I campaigned to restore the backbone of this country—the middle class and Unions—because I know this: The middle class built American Unions, built the middle class today. I'm keeping the promise" of pensions, "one of the most significant achievements Union workers and retirees have received in over 50 years. And that's not hyperbole."

In a zoom press briefing in D.C., top officials of the Labor Department and the Pension Benefit Guaranty

Corp. said the new law already rescued 27 multi-employer plans, with three more applications pending.

The Republican and right-wing reaction? Screams of "a taxpayer-funded bailout of a select group of failing and insolvent, privately managed multi-employer retirement plans." That's yet another Republican lie: Multi-employer pension plan boards are split between workers' reps and bosses' reps.

Passings...



Mary Rowe passed away on July 13 at the age of 81. She began her 23-year Teamster career in 1977 working in the office of Los Angeles Teamster Line Drivers Local 224, eventually joining the staff of Los Angeles Bottlers Local 896 where she was known as Marci. She retired on February 21, 2000 and lived in Orange County with her daughter Michelle. She is survived by her children Michelle, Cindy and Rob, grandchildren Tyler, Kayla, Mary, Casandra, Daniel, Hailey and Hayden, plus great-grandchildren and siblings.



Jim Minisci passed away last month following a brief illness. He was 79. He was a member of, or a representative of, several Teamster Local Unions at various times, including Locals 208, 224, 467, and 63. His last post was as secretary-treasurer of Local 578. He also was an International Union representative and retired in Orange County. He was a U.S. military veteran. He is survived by his wife, Diane.



Paul Jones, retired secretary-treasurer of Teamsters Local 692 (now 848), passed away in June. Following joining the Union in the 1970s, he subsequently became a member of the Teamsters Joint Council 42 executive board, a trustee of the Western Conference of Teamsters pension fund, and a trustee of the Western Teamsters Welfare Trust (freight). He retired at the end of 2001. His wife predeceased him. He is survived by daughter Carrie Vela and son Steven Jones.



Rest in Peace Brothers and Sister

Sabotaging the Right to Organize Act

WASHINGTON (PAI): Sen. Bernie Sanders, Ind-Vt., and Rep. Pramila Jayapal, D-Wash., have finally had it up to here with West Virginia Democratic Sen. Joe Manchin's "sabotage"—Sanders' word—of the party's progressive agenda, including the Protect The Right to Organize (PRO) Act, on Capitol Hill.

And that sabotage, Sanders implied, could cost Democratic President Joe Biden and his allies, including workers, control—however tenuous—of Congress this fall.

The two spoke out after Manchin, the most-conservative Senate Democrat, and a top recipient of campaign cash from fossil fuel industries and other corporate interests, killed the latest and probably last stripped-down version of Biden's Build Back Better plan.

The original BBB, which Sanders and Biden crafted, and which the Democratic-run House passed on a party-line vote—Democrats for, Republicans against—included much higher fines, starting at \$50,000 for a

first offense, against corporate labor law-breakers.

It also expanded labor law-breaking to include, among other corporate tactics, so-called "captive audience meetings" during organizing drives. Connecticut has outlawed them.

Manchin said bluntly he wouldn't support the latest Democratic package's tax hikes on corporations and the rich, including a minimum 15% tax, now being implemented by other nations worldwide, on corporate profits. That statement

would seem to kill the higher fines, too.

Manchin's family owns a company that sells waste coal to power plants.

Sanders wound up by setting up the fall election, in his view, as a contest for the nation's future.

"What this election must be about is whether we are going to vote for candidates who are bad, or for those who stand up for working people, stand up for the planet and have the courage to take on the billionaire class who dominates our economy and our po-

litical life. That's what this election is about. The Republican Party is not there. We need more progressive Democrats who are going to fight for workers."

**Live
Better,
Work
Union**

'Greedflation' Exposed in Paywatch Report

WASHINGTON: Corporate CEOs' "greedflation" in pay and perks, especially bonuses and stock options, highlights the latest AFL-CIO Executive Paywatch study.

And—no great surprise—the new CEO of Amazon, Andy Jassy, leads the way, at least in ratio of his compensation to his workers' pay.

Jassy, successor to Amazon founder and still controlling owner Jeff Bezos, received \$212.7 million last year, according to federal filings. That's 6,424 times the \$32,855 median pay of Amazon workers. The median is the point where half the workers are above and half below.

What makes it worse is overall compensation of CEOs in the Standard & Poors 500 big companies listed increased by 18.2% in 2021, the last year for which full figures are available. That was more than double inflation, 7.1%.

And the median CEO saw \$2.8 million more in pay and perks in 2021, Paywatch says.

"Wall Street elites have been quick to blame workers' wages and low unemployment for causing inflation. But in reality, U.S. workers' earnings actually fell behind inflation, rising just 4.7% in 2021. In real terms, average hourly earnings fell 2.4% last year," the fed said.

Overall, the report says the median CEO-to-worker ratio in 2021 was 324-1, another record since the federation started such Paywatch reports. In other words, the median pay for a CEO is higher in a day than it is for a worker in a year, once you remove weekends.

No wonder the number of union organizing drives is up 69% compared to this time last year, a spokesman said.

Though Amazon's Jassy had the largest pay inequity ratio with Amazon workers, he didn't draw the largest combo of pay, perks and bonuses. That "honor" went to Peter Kern of Expedia, the discount travel aggre-

gator, at \$296.25 million. Kern got 2,897 times the median pay of his workers, the second-largest ratio, behind Amazon's Jassy.

Instead of paying his workers a decent wage, Amazon's Jassy is waging a multimillion dollar campaign against Union efforts to organize them, especially at his warehouses in Staten Island, Bessemer, Ala., and Chicago, complete with hiring high-priced "union avoidance" law firms, aka union-busters, to harangue them and lie.

Investor's Business Daily reports dozens of firms in the S&P 500, part of Paywatch, lost money in 2021. Notable among them: ExxonMobil and American Air-

lines. Both got hit hard by the coronavirus-caused depression. Yet the CEOs of both took home millions in compensation.

ExxonMobil CEO Darren Woods received \$23.57 million total, with \$4.7 million in pay and bonuses, 60% of his overall compensation in stock awards and the rest in a pension hike. The ratio between his compensation and a median ExxonMobil worker's pay: 125-1.

American CEO W. Parker took no pay or bonuses, but got \$7.2 million in stock awards. Parker's workers got median paychecks of \$62,765. The ratio was 115-1.

FROM REPUBS' HATE FOR GOOD JOBS

Saving Davis-Bacon Wages and Protections Again

WASHINGTON: By a bipartisan 165-264 vote the Democratic-run U.S. House defeated the latest Republican perennial try to cut construction workers' wages by repealing the Davis-Bacon Act.

All 223 voting Democrats opposed the Republican move and supported workers, as did 41 Republicans who defected from the party line. The other 165 Republicans voted to kill Davis-Bacon.

Davis-Bacon, enacted in 1931 in the depths of the Great Depression, ensures decent wages for construction workers who toil on federally funded projects—highways, subways, bridges, airport runways and now, installing broadband.

It mandates those workers be paid a minimum of the locally prevailing wage in their area and for their craft.

Labor Department surveys of workers and employers set those minimums, which vary state by state, metro area by metro area, and craft by craft. That way Davis-Bacon ensures cut-rate construction contractors can't lowball workers on federally funded projects.

"Davis-Bacon requires workers on federally funded construction projects be paid no less than the wages paid in the community for similar work," House Appropriations Committee Chair Rep. Rosa DeLauro, D-Conn., told her colleagues. The Davis-Bacon brouhaha occurred during the July 19 work on the money bill for the Departments of Housing and Urban Development and Transportation for the fiscal year that begins October 1.

"The House has taken numerous votes on this is-

sue, and on every vote... has voted to maintain Davis-Bacon requirements. We should not be attacking working-class people, men and women who work every single day for a decent paycheck, and their wages haven't been increased with the cost of inflation," she added.

"Dozens of studies over decades have shown prevailing wages increase productivity, raise wages, help local contractors and promote high-quality apprenticeship programs," said Rep. Donald Norcross, D-N.J., an Electrical Worker.

"Prevailing wage laws increase productivity by attracting higher-quality general contractors and subcontractors to bid on public works; it levels the playing field. As a result, public projects cut down on change orders and finish projects with greater

efficiency."

As for the Republican arguments against Davis-Bacon, "I find it absolutely unbelievable that... each and every time" Davis-Bacon foes are "saying 'I am fighting to lower wages in my district. This is what my people want, they want to be paid less.' Not a word on what the contractor/owners can make," the former South Jersey Building Trades president added.

"But the workers, the ones who build things, we are fighting to lower those wages,"

those foes are saying,

Norcross continued. "This is insane. I would call it dumb, but I want to be kinder...Let's just call it wrong, hateful, misappropriated."

The right-wing Republicans, doing the bidding of the anti-worker Associated Builders and Contractors, dragged out hoary anti-Union arguments against prevailing wages. Other Republican right wing-dominated lobbies and ideologues, such as the so-called National Right To Work Committee and the Heritage Foundation, supported repeal, too.

**Arm in arm, stronger together.
Stronger than ever.**

Pro-Worker Protections Emerge in Spending Fight

WASHINGTON (PAI): Progressive plans to cut the Pentagon's annual spending spree crashed and burned in Congress in mid-July. Pro-labor proposals won, once on party lines.

And other policy proposals, including reining in presidential authority to wage wars, and to tackle white nationalism's reach within the military, did well, thank you very much. That included mandating Pentagon procurement go to firms which honor workers' rights.

The action occurred as the Democratic-run House waded through the annual legislation allotting funds and setting priorities for the military for fiscal 2023, which starts October 1. In the end, lawmakers passed an \$838 billion Pentagon authorization bill, HR7900, on a bipartisan 329-101 vote.

Since that legislation is one of the few measures guaranteed to make it to the president's desk each year, it becomes the proverbial "Christmas tree"—in July—festooned with amendments pushing everything

from weapons systems to civil rights to proposals affecting the entire nation, not just the military.

Amendments ranged from strengthening the campaign against sexual harassment in the military, to repeatedly slamming Vladimir Putin.

Pro-worker amendments fared well. Rep. Mondaire Jones, D-N.Y., a freshman member of "The Squad," denied military contract dollars to companies which flagrantly break labor laws. He won, 227-201 on an almost party-line vote. Three Dems voted no. Seven GOPers voted yes. Jones told his colleagues he wants to ban DOD contracts "to companies engaged in illegal antiunion activity." DOD doles out some \$400 billion in contracts annually, approximately half of its total spending.

And House Progressive Caucus Chair Rep. Pramilla Jayapal, D-Wash., got the Armed Services Committee to include a provision starting debarment proceedings against any federal contractor with "two or more Fair Labor Standards Act violations"—wage and hour,

child labor and overtime pay lawbreaking—"within the last five years."

"Every worker in this country deserves a living wage, a safe workplace, and the opportunity to join a Union if they so choose," said Jones. "We know some companies spend millions of dollars illegally fighting employee unionization efforts and get rewarded with government contracts." He didn't name names.

"Companies that engage in unfair labor practices—including threats, bribery, coercion, spying, and punishing workers for their attempts at unionization—are not barred from receiving these lucrative government deals. This amendment would change that."

The Republicans screamed. Rep. Rick Allen, R-Ga., said Jones's amendment would encourage unionization, characterizing that outcome as negative.

The military bill also would write into law Democratic President Joe Biden's April 27, 2021 executive order raising the minimum wage for employees of federal contractors—such as fast-

food chain workers whose eateries are on military bases or in the Pentagon's basement.

Progressive Caucus Chair Jayapal tried to set up an Office of Climate Change within DOD. Within the last several years, military leaders have often called climate change a national security threat. A majority of the House didn't, this time. Jayapal lost 207-219.

Other amendments of interest to workers included:

- House Rules Committee Chairman Jim McGovern, D-Mass., inserted a provision extending the State Department's annual Human Rights report—a country-by-country evaluation of freedoms, including worker rights—to the U.S. itself, using agency reports.

- Rep. Chris Smith, R-N.J., told the Army Corps of Engineers to "conform with USDOL's regulations and guidance with respect to proper implementation and enforcement of existing laws regarding worker classification by federal construction contractors and subcontractors," an amendment summary says.

That's a polite way of telling the Corps to stop construction firms' misclassification of workers as "independent contractors," who are not covered by federal labor laws, including the right to organize, minimum wages and overtime pay.

- Rep. Ayanna Pressley, D-Mass., won her amendment expanding crisis counseling and mental health aid for first responders, such as Fire Fighters, to disasters. She introduced it as a stand-alone bill in February.

One of a batch of amendments by Rep. Adam Schiff, D-Calif., on human rights demanded protecting journalists.

- Rep. Alexandria Ocasio-Cortez, D-N.Y., won her amendment telling the Labor Department to bar federal contractors from asking job applicants about criminal history, and have DOL probe violators. Criminal history frequently prevents workers of color who have served their time from getting good jobs when they get out.

Good News on Worker Program Funding

WASHINGTON: A key House committee approved a substantial increase in funding for the Occupational Safety and Health Administration, along with other Labor Department enforcement agencies.

By a 32-28 party-line vote, the House Appropriations Committee, which helps dole out federal dollars, OK'd the \$242 billion funding bill for the Labor, Education and Health and Human Services Departments and related agencies, including the National Labor Relations Board, in fiscal 2023, which starts October 1.

That includes \$712 million for OSHA, \$100 million more than this year and \$11 million more than Democratic President Joe Biden sought, \$313 million for DOL's Wage and Hour Division—which pursues wage theft by bosses, among other violations—and \$319 million for the NLRB, \$45 million more than the amount the board's been stuck with for almost a decade.

The Wage and Hour boost is almost 20% and the total is \$5 million more than Biden sought. Overall, DOL would get \$15 billion in the next fiscal year.

Appropriations Committee Chair Rosa DeLauro, D-Conn., said the House's money bill "makes transformative investments that help working families with high costs of living, create American jobs, support workers, and strengthen our health care infrastructure. This bill touches people at every stage of their lives, and the massive funding increase will create a society that provides people with the help they so desperately need."

The labor-backed National Council on Occupational Safety and Health strongly supported the House mea-

sure's \$100 million increase in OSHA funding.

"We simply cannot afford to cut corners on enforcement, outreach and education pro-grams, in addition to other measures that keep workers safe—especially not when workers are facing even greater threats to our health and well-being," NACOSH leaders wrote DeLauro.

"When Covid-19 (the coronavirus) tore through our workplaces in 2020, OSHA's response was totally inadequate," NACOSH Co-Chair Jessica Martinez and two colleagues add-

ed. "Weak guidance, not enough inspections, no answers to repeated complaints from workers. We can't let that happen again." The Covid-19 pandemic has caused the largest workplace death toll of any single disease or event in U.S. history, they pointed out.

At the end of 2021, she told DeLauro, federal OSHA had just 750 safety inspectors to cover approximately half of the states, "the lowest number" of probers "in the agency's 51-year history." The other half of states have their own OSAs, which must follow federal standards.

Starbucks: Fed Up & Grassroots Organizing

Despite rampant company labor law-breaking, and an adamant vow by firm CEO Howard Schultz to never accept Unions, workers at more than 200 Starbucks stores from coast to coast have voted to go Union, Workers United and other sources report.

But in a measure of the lengths the firm will go to stop organizing at its stores, the number of unfair labor practice complaints already filed with National Labor Relations Board regional offices, 263, exceeds the number of stores where the workers have won, so far.

"Starbucks has fought workers tooth and nail," More Perfect Union, which

also aids the Starbucks workers' grassroots organizing drives, tweeted. "It has forced workers into hostile meetings, sent them anti-Union messages, cut their hours, threatened them, and fired them."

"It's illegal to fire workers for being involved in union activity," a second tweet added. "Starbucks does not seem to care. The company has fired at least 55 pro-union workers. Some of the 'justifications' have been absurd. One worker got fired for being 'early' to work."

Starbucks's labor law-breaking is so widespread the NLRB has filed a national complaint against

the coffeshop chain for its "fervent union-busting," Harvard University's OnLabor blog reports. The case is pending. Nevertheless, more than 5,080 Starbucks workers now toil in stores that went Union. In 52 of the wins, the votes were unanimous.

The 200th win overall occurred July 22 in Cleveland, and workers at between 116 and 123 more Starbucks stores have filed union recognition election requests with the board. Those stores employ at least 2,815 workers.

"This goal seemed deeply improbable just a few months ago, when there were exactly zero Star-

bucks locations unionized," Harvard Law School labor scholar Kevin Wang wrote in OnLabor. "But the steady flow of victories since has transformed the idea of winning a union vote at a Starbucks from seemingly impossible to almost inevitable."

The campaign has followed a pattern, according to the New York Times, Wang added: 20 petitions weekly at the start, and only five per week now. But the petitions have been succeeded by wins, from the first four in Buffalo six months ago to 36 this past April, 62 in May and 82 in June, according to the People's Policy Project.

"In addition to the hundreds of ULPs (unfair labor practices complaints) they filed with the NLRB," the workers, with Workers United and other labor support, "have regularly struck, walked off the job, and taken other conspicuous employment actions to protest management's 'union-avoidance' conduct," Wang wrote.

"In New York City, for example, more than 100 workers, joined by local community activists and labor organizations, rallied outside a Starbucks location to demand the reinstatement of a work-

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Starbucks: Fed Up & Grassroots Organizing

Continued from previous page

er fired for union activity after lodging a complaint with the NLRB regarding the matter, merely one of many instances of militant labor actions by Starbucks workers and their union in recent months.”

Starbucks CEO Schultz is so angry at the workers’ success that he’s even canned three top executives for insufficient loyalty to his Union-busting. “Former CEO Kevin Johnson, North American President Rossann Williams, and top lawyer Rachel Gonzalez—all gone,” More Perfect Union tweeted.

But the union recognition election wins are just the first step, Wang and other scholars point out. Companies—and that includes Starbucks—challenge the victories every step of the way, trying to get the NLRB to toss the votes out, or by refusing to bargain first contracts. There are no first contracts yet at Starbucks stores.

Budget Deal Brokered a Move Forward

By Mark Gruenberg
PAI Staff Writer

WASHINGTON (PAI): A budget deal brokered between Senate Majority Leader Charles Schumer, D-N.Y., and key dissident Democrat Joe Manchin of West Virginia would let Medicare negotiate lower drug prices with Big Pharma, impose a minimum 15% corporate tax on billion-dollar firms, and allot \$369 billion for energy security and to battle climate change.

As a result, Democratic President Joe Biden accepted this Inflation Reduction Act, with those provisions and a little more. He realized it’s the best he could get out of an evenly split Senate, blessed the agreement and urged lawmakers to quickly OK it.

Biden wasn’t the only person involved in the long battle over what

began as his Build Back Better plan—but got constantly whittled down—to accept the final compromise. The AFL-CIO, many green groups and other progressives did, too. So did congressional Democrats, seeking a big-ticket success to prove to voters that they can govern even with a slim majority and should retain power this fall.

“With this agreement, we have a chance to make prescription drugs cheaper by allowing Medicare to negotiate lower prices,” Biden said after phone talks with the two lawmakers. The measure, officially a budget “reconciliation” bill, can’t be filibustered. It would cut Medicare’s spending on prescription drugs for the elderly by \$288 billion.

“And we can lower health insurance costs for 13 million Americans, by an average of \$800

a year, for families covered under the Affordable Care Act,” Biden said. He has a big stake in that area. As Vice President, Biden lobbied the ACA through a reluctant Senate more than a decade ago, when the measure topped President Barack Obama’s legislation list.

“We will improve our energy security and tackle the climate crisis—by providing tax credits and investments for energy projects” including clean energy. “This will create thousands of new jobs and help lower energy costs in the future,” Biden predicted. Analysts said its clean energy tax credits and other measures would cut carbon emissions by 40% by 2030.

The \$739 billion measure aims to cut the federal budget deficit by \$300 billion over 10 years, also satisfying

Manchin. That cut will help fight inflation, Biden stated. Rising prices are currently the #1 problem on voters’ minds heading into the mid-term election.

“And we will pay for all of this by requiring big corporations to pay their fair share of taxes, with no tax increases at all for families making under \$400,000 a year,” the president declared, repeating his oft-promised vow not to raise taxes on the middle class.



Fighting the “Independent Contractor” Dodge

ATLANTA: The National Labor Relations Board is using a court case in Atlanta, pitting Theatrical and Stage Employees Local 798 against the Atlanta Opera’s bosses, to battle, and try to narrow, employers’ “independent contractor” dodge—misclassification which robs millions of workers of pay, benefits, jobless aid, workers comp and the right to unionize.

And though the Biden Administration’s Justice Department’s friend-of-the-court brief in the case says “it’s in support of neither” the NLRB nor the Opera’s bosses, close reading shows DOJ sides with workers—here, hair stylists and makeup artists—who want to unionize.

And they’re just one example of “independent contractors,” most of them in the “gig economy,” left unprotected by labor law. Both the NLRB and Justice say that’s wrong.

The Atlanta federal court case is one example of increasing cooperation between the NLRB and other federal agencies against labor law-breakers—cooperation pushed by both an executive order from Democratic President Joe Biden and by Congress’ majority Democrats.

Board General Counsel Jennifer Abruzzo, its top enforcement officer, recent-

ly signed “memorandums of understanding” with both the Justice Department’s Antitrust Division and the Federal Trade Commission on joint pursuit of wrongdoers against workers.

“When businesses interfere with worker organizing, either through creating structures designed to evade labor law or through anticompetitive practices, it hinders our economy and our democracy,” Abruzzo said at the signing ceremony with Antitrust Division Director Jonathan Kanter.

“This memorandum of understanding will strengthen the federal government’s ability to effectively stop this kind of unlawful activity and, therefore, to better protect workers’ rights.” She gave similar remarks at an earlier signing ceremony with the Federal Trade Commission.

In the Atlanta Opera case, the NLRB argues makeup artists and hair stylists who prep the singers before they go on stage are “employees,” with the right to organize and bargain for regular wages and benefits, just like stagehands and the singers are. The opera contends the stylists and makeup artists are independent contractors.

The Antitrust Division, in a brief Kanter signed, says they’re employees, and that misclassifying the work-

ers—most of them women of color—cuts their pay and benefits and rights. Cutting down such misclassification is NLRB’s goal, and that of Biden’s administration.

“A dramatic expansion during the past decade in the number and variety of workers who are categorized as independent contractors created significant ambiguity about the appropriate treatment of such workers under antitrust law,” Kanter’s brief tells the federal court in Atlanta.

While both labor law and Union contracts “provide important protections for worker organizing and bargaining, courts have historically held these exemptions only protect employees and their unions, not independent contractors. By contrast, concerted action by independent contractors traditionally has been subject to antitrust scrutiny”—and charges.

“Because of this distinction, if the NLRB adopts or maintains an ambiguous or overly narrow definition of ‘employee,’ certain workers, including those who might qualify as employees” could be sued on antitrust charges “for organizing to improve their conditions—a risk heightened by the tendency of courts to construe the labor exemptions narrowly.

“Consistent with the reasoning in these and other cases, there may be potential benefits to extending certain labor protections to workers who seek to bargain with a single employer—including digital platforms and other firms whose business models have led to the proliferation of the ‘gig economy.’”

The brief estimates that between 7% and 10% of all workers are now in the “gig economy,” and thus left to fend on their own without labor law protection. That’s what the NLRB’s Abruzzo and the Justice Department told the court in Atlanta.

“Our national economy has seen a dramatic change in the ‘facts of industrial life’ in recent years,” DOJ told the court. “Millions of workers who, until recently, would have been properly classified as employees—and able to unionize—have seen their work recategorized as independent contracting and have thereby lost crucial protections the National Labor Relations Act and similar labor statutes would otherwise provide.”

Those “similar statutes” which don’t cover independent contractors—unless those workers pay both their share of payroll taxes and the bosses’ share, too—include Social Security, Medicare, jobless ben-

efits and workers’ comp. They also lose the right to organize.

“This trend has been accelerated by the rapid rise of digital platform intermediaries, whose core business model often relies on coordinating the work of large numbers of workers while disclaiming the traditional responsibilities of an employer,” the Justice Department said.

“The fundamental economic changes resulting from the erosion of traditional employment raise important questions not only for the NLRB, which is charged with protecting the right to organize, but also for the Antitrust Division, which is charged with enforcing the antitrust laws in a manner consistent with recognized exemptions from antitrust scrutiny for collective action by employees and other protected labor-related activity.”



Biden Cools Rail Dispute

WASHINGTON: As expected, Democratic President Joe Biden in July named a three-member Presidential Emergency Board to take testimony and try to solve the long-term dispute between 14 railroad Unions and the nation's freight railroads over a new contract.

By naming the board, Biden automatically triggered a "cooling-off period" of up to 60 days where the rail bosses can't lock out the workers and the

workers can't strike.

His action also froze in its tracks the possibility that the board one of the 14 unions, the **Brotherhood of Locomotive Engineers & Trainmen/Teamsters**, could have ordered a walkout of their 23,000 engineers on July 18. It's engineer members had authorized the board to call a strike, with 99.5% voting for it. BLE&T also produced a 4-minute YouTube explanatory video.

Key issues in the dis-

pute are wages--the workers haven't had a raise since before the coronavirus pandemic began--and the carriers' continuing demand that trains can be run with only one person, the engineer. Execs at one of the four largest carriers, Burlington Northern Santa Fe, have floated the idea of long freights with nobody aboard at all.

"The rail unions remain united in their efforts, and are now working together

in preparation of a unified case representing the best interests of all rail employees before the Presidential Emergency Board," the Unions said in a prepared statement.

"Our unified case will clearly show the Unions' proposals are supported by current economic data and are more than warranted when compared to our memberships' contribution to the record profits of the rail carriers."



UNION STRONG

Local 1932 San Bernardino County Public Employees

By Randy Korgan
Secretary-Treasurer



Teamsters Local 1932 is building worker and community power across the Inland Empire this

summer.

In June, San Bernardino County Housing Authority office and maintenance employees ratified their first Union contract with Local 1932. Through their solidarity and tenacity, these workers secured immediate significant wage increases in the first year, protections against unfair evaluations, discipline, and discharge. In addition, they improved on-the-job safety, including an allowance to purchase job-appropriate footwear, which is especially important in the maintenance dept. The Housing Authority of San Bernardino County is the largest affordable housing provider in San Bernardino County and assists more than 26,000 people, primarily seniors, individuals with disabilities, veterans, and children. Employees understand their work's importance to the individuals they serve and the broader community. Now, as they've built member power throughout this team, they are genuinely being recognized for it.

Bear Valley Community Hospital employees unanimously voted July 7 to ratify their first Union contract with Local 1932, securing improved wages, benefits, and working conditions. With a first-time Union contract, Bear Valley Community Hospital employees working in the emergency room, medical imaging, surgery, respiratory and laboratory will gain the security they need to thrive in their work and better serve the community, knowing that their labor is essential to providing patients with the best medical care. Workers at Bear Valley have helped thousands of residents in the city of Big Bear Lake and surrounding communities for more than 40 years - providing easy-access emergency medical and acute care across the community. Their work has been vital since the onset of the COVID-19 pandemic. I congratulate these workers on their victory. I know the courage of both sets of workers will be a source of inspira-

tion for many more workers looking to improve their workplace.

In community news, Mark Orr, Local 1932's Teamster Advantage Program director, was appointed the Needles Chamber of Commerce president. The Teamster Advantage program was created in 2016 to stop the flow of taxpayer funds from leaving our local communities by connecting Union members to nearly 1,000 locally owned businesses that partner with us. When people shop at locally owned businesses, their money is recycled throughout the community far better than at a corporate-owned entity. This is why Teamster Advantage was created, and we are excited to join the city's Chamber of Commerce to promote this mission further and improve the city's business climate. Local 1932 is currently a part of dozens of Chambers across San Bernardino and Riverside counties. Local 1932 also holds an executive seat on the city of Redlands Chamber of Commerce Executive Board. Sadly, there is a void of Union participation in local Chambers across the region. Local 1932 is proud to bring common-sense solutions that help working families, like Teamster Advantage, to local business owners and others who currently participate in regional Chambers. This is how we help unify our divisions and start working collectively to transform the Inland Empire for the better. If you are not on Teamster Advantage today, you are not taking advantage of the best way to shop locally and save money while you do it. Please contact your business agent or the Local 1932 front desk for more information on how to get your required Teamster Advantage member card.

Local 1932 continued its efforts to help Teamster kids grow by sponsoring the attendance of member dependents for the annual Unplugged Summer Camp at Laurel Pines. Over the years, Teamsters Local 1932 has brought hundreds of kids to camp. In these tech-crazed days, Laurel Pines camp's beautiful and refreshing nature gave attendees a chance to unplug and instead connect peer-to-peer. We are proud to help these fantastic children make memories that will last a lifetime.

As summer continues, please stay connected to all the fun opportunities provided by the many member committees of Teamsters Local 1932. For example, in June, the Local 1932 Hispanic Caucus held a movie night in our Union courtyard in San Bernardino. Team-

sters and their families watched the 90s classic, Sandlot. This is just one of the many events regularly held by the Local 1932 Hispanic Caucus.

On June 12 over 100 Teamsters gathered in Hollywood to march in the 50th Annual Los Angeles Pride Parade. It was the first time Teamsters had a marching group in this iconic and historic parade, and Local 1932 LGBTQ+ committee members were proud to be part of it, along with members from other Locals. Teamsters have been fighting for equality since 1903, and we will not stop now, especially as Union contracts continue to be the best form of anti-discrimination action at work.

Visit us at teamsters1932.org/ member-committees to find out how to get in touch and see the latest committee events calendar. We'll be excited to see you at a future event. Until then, take care and stay cool, Teamsters!

Local 399 Studio Drivers



By Lindsay Dougherty
Secretary-Treasurer



Secretary-Treasurer Lindsay Dougherty: It has been a busy couple months for Teamsters Local 399. I'm proud to report that

our team was able to hit the ground running immediately to continue the support and services to our members, conclude major negotiations with the AMPTP and embark on new classes and projects. Contract enforcement and preparing our members for the next contact cycle are our top priorities. We have hired additional staff to help facilitate grievances as well as assist our members with issues that occur daily.

We welcomed Victor Rangel to our team in May as a new Assistant Business Agent. We also welcomed Sharon Segal, a full-time auditor, who has been helping us tackle and investigate major grievances and payroll issues. As our team continues to grow, so is the ability to help offer more services and support to members.

On a Motion Picture Division level, I've been meeting with Locals across North America to help them understand the support they have

from the new Teamster leadership. The goal is to strengthen this division by growing our solidarity to effectively deal with the employers. We want to make certain that wages and working conditions are up to Teamster standards for all part of this division.

We've been diligently working to develop new classes and plan meetings to regroup with each of our units after concluding negotiations. As has been said before, contract enforcement is everyone's responsibility. It is the work that not only protects our members now, but also helps us preserve longstanding benefits for the future. If you see something, report it. We have business agents ready to investigate. Our Call Board staff has also been utilizing our new system to better identify, track and follow-up with violations.

I want to congratulate our 10 winning applicants for the Leo T. Reed Memorial Scholarship. You can see the winning students highlighted in our Summer 2022 Newsreel. This is the first year this program is being run by our newly formed Local 399 Charity Fund. We plan to continue to expand this program, as well as look to develop new programs to further assist and support our members.

If you have ideas, want to find out how you can get more involved in your Union or want to help us build a more militant, educated and engaged membership, please don't hesitate to reach out.

Kenny Farnell: Grievances have been filed at NBC/Universal for members laid off 'out of grouping' and meal penalties. I have also filed grievances at ABC/Disney for members working out of classification and gators not being manned by rostered members. We will be making some changes to our steering committees in the coming months. If you are interested in getting involved, please email businessagent@ht399.org.

Ed Duffy: Retroactivity payment for members working in Locations and Casting Associates working in television should have arrived or be arriving soon. It's a long process and some projects have been quicker to handle than others. Any questions or concerns please let me know. Thank you to our Legislature and Governor for recognizing how important our film tax credits are to stay competitive to keep our jobs here in California. Currently we have approximately 50 productions awarded California film tax credits in 2021 and 2022. These projects

have brought thousands of jobs back to California for our members and our Union partners. In the past year the investment in tax credits have brought \$2.6 billion in direct spending to the state and that includes \$992 million in wages paid directly to labor sisters and brothers working in our industry.

Joshua Staheli: I've filed grievances on HBO's "The Idol" for having costume PA's do pick-ups and returns for the costume department. In this case the Transportation department was unaware of the costume PAs doing runs. If you're not getting several run slips a day from the costume department, someone is doing Teamster work. I still have open grievances on WB's "The Color Purple" for using a common carrier to move a prop trailer to Atlanta and I am settling with WB's "Sex Lives of College Girls" for using non-rostered drivers to do driving work on distant location. In this case the company came to us to discuss a settlement before a grievance was filed.

Chris Sell: I have been working with CSATF and the studios on hosting a coupling and uncoupling class. I filed grievances on the 'The L Word' for costume PA's doing our work. Save the date for our retiree reunion Saturday, November 5.

Calvin McDowell: My primary focus has been on member engagement and contract enforcement, specifically with our commercial group. I have filed multiple grievances against commercial companies. I've also continued to pursue non-Union commercial production companies to ensure our members working on those projects receive pension, health and welfare.

Ernie Barraza: We've recently negotiated and ratified the Universal Studios agreement with great gains for the members. We are currently negotiating the PRG agreement for both locations and 24/7 Delivers agreement. We have recently settled over 300 grievances at Universal Studios Hollywood Tours.

Jason Ide: I've been bargaining agreements on behalf of some of our white paper contracts such as: Universal Studios Hollywood Tours, PRG and 24/7 Delivers. Our CSATF unit will embark on negotiations in the fall and meetings with this group have already begun. In conjunction with the IBT, we will be holding a shop steward seminar August 28. I'm now serving alongside Ed Duffy to represent our casting group. I'm looking forward to engaging this group and creating

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more opportunities for education and involvement.

Victor Rangel: I've been out visiting productions talking to members and helping to educate around contract provisions. A question that keeps coming up is around meal money vs meal penalties. As a reminder, meal money does not exempt you from meal penalties. You are entitled to meal penalties if you're not given a break within the allotted time. Know your contract, know your rights!



**By Chris Griswold
Secretary-Treasurer**



Make sure you are registered to vote for the mid-term elections this year. This election is very important for organized labor and working families. Not having a majority in the United States Senate has delayed progress of the legislation needed to fully implement the Biden agenda to help working families. President Biden has kept his promises to Labor and removed the anti-Union influences on the National Labor Relations Board. Corporations will be spending millions of dollars to elect people that want to weaken the power of workers and their Unions. We must keep fighting the anti-worker agenda in the workplace and at the ballot box. Amazon, Walmart, FedEx are determined to put people in Congress and the White House that will vote for the financial interests of big business over the needs of workers to put food on the table and raise a family. It is up to all of us to take a stand against corporate greed.

Our business representatives have been busy enforcing contracts and negotiating new agreements. This is the perfect time to organize new members into our Local Union. Please contact your business agent if you have any organizing leads from anyone that wants to be represented by the strongest Labor Union in North America. All workers currently have the right to join a Union and collectively bargain to improve their wages, benefits and working conditions.

We are still fighting for the warehouse employees at the Circa Hotel in Las Vegas who were fired in February 2020 after the hotel found out they were organizing with Teamsters Local 986 to improve their standard of living. The National Labor Relations Board ruled that the workers were unlawfully terminated and should be reinstated with full back pay. The employer appealed that decision and now the NLRB has taken the case to federal court on behalf of those workers.

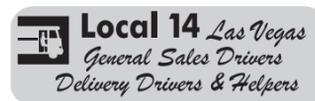
Congratulations to the warehouse employees at Levy Premium Food Service at Allegiant Stadium and home of the Las Vegas Raiders for organizing into Local 986 and being recognized by the employer. Negotiations will begin soon on a first-time contract!

Local 986 is moving forward with starting the negotiations on a contract for the employees at the Palms Hotel in Las Vegas. The hotel recently reopened, and we are working hard to have these employees covered by a collective bargaining agreement soon.

Shop stewards, members and their families in Southern California enjoyed an evening at Dodger Stadium on Union Night August 4. It was a great time seeing everyone and sharing in the camaraderie of other Union members across Southern California.

Members in Las Vegas can join us for Teamster Night on September 14 for some baseball and fun watching the Las Vegas Aviators at the Las Vegas Ballpark in Summerlin. Tickets are on sale now at our Las Vegas office for \$20 per ticket (limited to 4 tickets per member).

Special thanks go out to our members at Quemetco and the surrounding community for participating at a blood drive for the City of Hope July 13 at Quemetco in Industry, CA. Members donated pints of blood to help patients and research for a cure for cancer.



**By Fred Horvath
Secretary-Treasurer**



Local 14's challenging bargaining schedule continues over the summer. Contracts were finalized and ratified at Airgas, Aramark, Breakthru Beverage, Cintas, Core-Mark, Meadow Gold Dairy and Nevada Beverage. First-year wage increases have been very substantial in an effort to match the 40-year high in inflation. Numerous agreements have very healthy 1st year increases. The market pressure for CDL drivers has provided leverage for many of these increases and there isn't any relief in the tightness in the supply of CDL drivers on the horizon.

The Clark County School District challenges continue. The state of Nevada Board of Education has taken a very adversarial stance against the senior leadership of the District and has a draft regulation to place the District in receivership. This would create an independent leadership group that would run the 5th largest school district in the country. The source of this non-productive jousting is Nevada Revised Statute 388. This 2017 legislation reorganized the school district, pushing 85% of all financial resources and decision-making to principals at each school. It is mathematically impossible to push 85% of the annual dollar to schools, while the core administration is responsible for common services like food service, busing, school maintenance, etc. The Nevada Power of Education has no statutory authority to pursue receivership and to

date, Local 14 has been successful in shielding our members from any adverse effects of this turmoil.

Negotiations have begun towards the initial contract at the recently organized Bimbo Bakery Las Vegas location. Local 14 appreciates the assistance and guidance we are receiving from Mike Pharris, president of Teamsters Local 166 in SoCal. Mike has a well-established bargaining relationship with this employer and is a baking industry expert.

Nevada's legislature meets every other year in odd numbered years and bill drafts are being submitted for consideration, starting in February 2023. The political landscape in Nevada is cloudy at best, with Democratic Governor Steve Sisolak in a tight race with former Clark County Sheriff Joe Lombardo. Current polling for the three Democratic southern Nevada Congressmen and Senator Cortez-Masto indicate unusually tight races and labor is mobilized to ensure their reelection.

The organizing effort directed towards employees of the state of Nevada continues. There are organizers on the ground in both Local 533's northern jurisdiction and Local 14's southern Nevada area. With employees spread throughout the state and legislatively determined bargaining units covering the entire state, social media is playing a critical role in this effort.



**By Ray Whitmer
Secretary-Treasurer**



San Gabriel Unified School District: We reached a tentative agreement with the district on June 27 for a two year agreement covering 2021-2022 and 2022-2023. On July 7 our members ratified the tentative agreement by a vote of 102 to 0! On behalf of our stewards, we thank the members for their support for our negotiating team during these difficult negotiations and for the turnout at the ratification vote. This is truly a great agreement as reflected in the vote. The tentative agreement will now go to the Board of Education at their August meeting for approval. We hope to have the wage increases in place by September and retroactive to July 1, 2022. A big shout out and thank you to chief steward Liezel Gatliff, stewards Stephanie Ventura, Larry Mercado, Ruben Arteaga, Raul Enriquez, Kathleen Ott, Charles Ferreira and Cipriano Figueroa.

Wohlner Kaplon: We recently reached agreement on a one year successor collective bargaining agreement with a \$2.00 per hour pension increase. Our legal secretary/paralegals have ratified the tentative agreement and it went into effect August 1.

IATSE Local B-192: We concluded contract negotiations for administrative staff. The agreement provides for significant improvements in wages through March 31, 2025 in addition to pension increases and maintenance of health and welfare benefits. Now that the B-192 executive board and mem-

bers have approved the contract, it will go into effect retroactive to April 1, 2022.

Union Plaza Corporation: We are still in contract negotiations with Union Plaza on a new agreement. Union Plaza management has given us a counteroffer that we are currently studying. We hope to reach settlement soon and bring it to a vote for our members.

Coachella Valley Mosquito and Vector Control District: We have a meeting scheduled with Human Resources to begin the process of meeting and conferring over classification specifications and salary schedules for four (4) classifications: Accounting technician I & II, IT/GIS assistant and IT/GIS analyst. This was agreed to in the 2021 contract negotiations and is provided for in Article 6.3.4 of our MOU. We will keep the members posted of our progress and any agreement that we reach on these classifications.

Congratulations to Santa Monica city employees who just ratified a three year contract with raises and bonuses. Thanks to the bargaining team which led this fight: Frank Morales, Julane Aigner, James Crowder, James Bevaros, Aaron Garcia, Aaron Valenzuela, Luis Ochoa, Omar Vizcarra and David Webb. Our bargaining team will follow up with reopeners on health/safety and mental awareness, a compensation study, a staffing study, and service recognition.

LACoAEHS: We are engaged in a contract fight and are looking forward to making contractual gains. ABM-LAX: We continue to monitor the new valet operation at the central terminal parking garages. The new valet services is staffed with members of Teamsters Local 911. These members enjoy one of the strongest contracts in the parking industry that includes employer paid in full medical, dental and life insurance for both employee and dependents, Teamster pension, 25 days of paid vacation after 12 years of service, holidays and sick leave, as well as wages that exceed the Los Angeles World Airports living wage ordinance. If you valet or park in a garage at LAX and see an ABM employee, please greet them as your fellow Teamster!

Teamsters Local 911 scholarship winners! As many of you know, Local 911 gives out four \$2,500 scholarship awards each year. These awards are in honor of four individuals that served our Local Union membership with distinction. Our first honoree is sister Arlene Mordasini, who was elected as our first real principal officer back in 1983. Arlene was the first female principal officer of a Teamsters Local Union and set the stage for the future success of Local 911 through hard work and honest representation of our members. This year's Arlene Mordasini scholarship award went to Carson Thomas, son of Palmdale member Chad Thomas. Our second honoree is Patrick Chaplin. Pat was a vice president of Local 911 starting in 1984 and established 911's organizing culture. Pat organized many of our current city and special district units in the public sector and taught us the importance of bringing strong Teamster representation to the unorganized. This year's Patrick Chaplin scholarship award goes to Leslie Valenzuela, daughter of Santa Monica member Aaron Valenzuela. Our third honoree is Mari-

na "Momma Ella" Alford, long-time chief steward at Los Angeles World Airports and trustee of Local 911. Ella inspired us all to fight like hell for what is right. Ella led a two-year strike at LAX in 1980 and was elected by our members to lead them as their chief steward for the next 25 years. During this time Ella was elected as a trustee of our Local. Ella was an immigrant from El Salvador who loved this country and her Union. This year's Marina Alford scholarship award goes to KayeAnne Forbes, daughter of ABM Parking employee Willie Forbes. Last but not least, our fourth Honoree is Max Lopez. Max was elected as our chief steward at Palm Springs Unified School District. As the chief, Max led the classified blue collar workers at PSUSD to achieve many great things in their contract, so many that it got the notice of the other 800-plus classified employees that were members of a lackluster employee association. Max led by example and helped get the rest of the classified workers out of their weak association and into the Teamsters. Max went on to become a trustee of Local 911 and served with distinction. Max was a proud U.S. Marine Corps Master Sgt. This year's Max Lopez scholarship award goes to Melina Bindra, daughter of LACoAEHS employee Rupinder Sidhu.

We want to thank all of our members for the applications and the hard work they have put into their education. We wish these scholarship winners the best in the next phase of their education!



**By Lou Villalvazo
Secretary-Treasurer**



We're saddened to report on the passing of our brother Dennis Raymond Stevenson. Dennis was a 34½ year Teamster who retired out of Bally Valley Foods formerly known as Morningstar South and Rods Foods. Our condolences to his family and friends.

The Supreme Court imposed their will on a woman's right not to choose by overturning Roe vs Wade, telling women across the country they don't have control over their bodies. A woman's right to choose is no different than workers' rights or social and civil rights. As Teamsters, we need to support our mothers, sisters, wives, and daughters to have control over their own bodies. We can't allow people with conservative or religious beliefs to dictate what a woman does with her body. We must protect our sisters and all women including folks in the LGBTQ community just like we can't allow corporate America to trample all over our members and workers' rights. As Teamsters we need to support women's rights and the LGBTQ community no matter their ethnicity, race, social, economic status, gender, religion, sexual orientation, and or beliefs. The Teamsters have been on the forefront of the civil rights fight and standing up for human rights and social economic justice. This is what we do, we stand up and fight back!

continued next page

Now we must come together and support our sisters. If we allow this kangaroo SCOTUS to overturn long standing law like Roe vs Wade, our Labor rights are going to be next! Elections have consequences, please register to vote and mobilize our members and your communities to vote.

Thanks to our members at Southern Glazer's Wine and Spirits, Vons Dairy and our members at Danone for participating in our pension and H&W visits. These visits allow our members to update their beneficiary cards and do Q&As regarding their benefits, by speaking with representatives at their worksites.

US Foods - several Local Unions back east are currently in contract negotiations and have reached out for support. We have been on several conference calls with the IBT Warehouse Division and all the Locals involved. It's imperative that our members are well informed and ready to honor the line, should it be extended. As of this writing, two of the Locals ratified their contracts and that is due to the company being aware that our members stand in solidarity should the line be extended.

Sysco - we met with the company regarding progression rates and vacation payouts. Most of these issues have been resolved. Your representative has taken this up with the company president who committed to making our members whole. Also, we have been in constant communications with Local 104 in Arizona, currently in contract negotiations. Their contract expired July 3 and they are working without an extension. Local 104 members voted to authorize a strike by 97%. These brothers and sisters are fighting for a fair contract. Please be ready to support these Teamsters at 104. A threat to one is a threat to all.

Maxon Lift - congratulations to our members who ratified a 3-year contract July 13. We were successful in negotiating out of the company medical and into our Union medical, under Labor Alliance. The new medical will provide our members with a richer health plan. The new agreement provides for good wage increases.

LA Cold Storage clerical - we're glad to report that our members unanimously ratified a 5-year agreement. The new contract provides for the high wage and pension increases for our clerical members. It improves the members' medical share cost by putting money back in their pockets, along with added language to protect them should the company relocate. S/O to Nathan Virgin for stepping up and participating on the negotiations committee.

NABIS (cannabis) - back in December 2021, Nabis workers voted to be represented by Teamsters Local 630. Negotiations started February 2022. I'm proud to announce that on June 18 our members at NABIS ratified a 3-year contract providing language for seniority, bidding, paid holidays, up to 4 weeks of vacation, a 40-hour guaranteed work week, and more. We were successful in negotiating the 401K with a company match and the Western Conference of Teamsters Pension. We negotiated good wage increases through the life of the agreement. S/O to the negotiating committee: Oscar Ruiz, Felix Chavez, Jordan David, and Elvis Mendoza for assisting me in these

negotiations.

Shout out to all our members that volunteered with our organizing campaign at Danone/Earth Island. This campaign was crucial as it directly affects our members at Danone in COI. Over the course of 1 month we achieved a huge victory at this manufacturing plant with over 160 manufacturing workers. The NLRB conducted an election between Teamsters Local 630 and UFCW. I'm proud to announce that on July 14 the workers at Danone/Earth Island voted 3 to 1 to be represented by the Teamsters. Thanks to our representatives, E-board along with the following members: Carlos Escobar and Daniel Mendez from PFG, Victor Hernandez & Felipe Urea from Walker Foods, Eddie De La Huerta from UNFI, Trae Niemeyer from Umina, Jorge Martinez from Gelsons and Phil Perez from Ralphs. Also, to our members at Danone COI, our very own VP Raymundo Gaytan, Hugo Cara, Juan Perez, Julio Perez, Danita Carmody, Donald Turner, Jason Tafoya, Jose Perez and Kyle Stevenson for informing these brave workers at Earth Island on how to form their Union.

Congratulations to all our brothers on their retirement: Nick Ho, 34 yrs and Ruben Sanchez 41 yrs at Olympic Fruit. Our brothers from Ventura - Sergio & Hector Vega, Jorge Castillo, Armando Cordova and Stanley Hardison. Our brother Mario Niblett, 28 yrs at JFC. We thank you for your service and wish you the best.

 **Local 2118**
By Capt. Erick Valenzuela
Secretary-Treasurer



We continue to negotiate with the company for a new industry-leading contract. As I'm sure all our members know, there has been little progress from the time of writing this article. We will continue passing additional sections regardless of the company's lack of motivation to engage in good faith bargaining. The numbers for our new hire classes continue to fall short of our goals and attrition persists as several major airlines continue their hiring and reduce their requirements. Throughout the negotiation process I have been at the table representing the EBoard and have observed the dynamic between the committee and the company representatives these several months. In our most recent passes, the Union has been actively proposing those provisions our pilot group would find most important. Although we have yet to engage in any compensation pieces, some major sections pertaining to scheduling and work rules were discussed with the company this quarter. It was apparently obvious that we are very far apart on our positions regarding the improvements we require to come to a tentative agreement and stop, or substantially reduce, the attrition. It seems that the company continues to look inward on ways they can improve their problems instead of the pilots'-pushing status quo or concessionary concepts.

The company's operational system and support structure continues to be the crux of any possible improvements. This does not sway the Union from requesting equitable revisions to the current contract and demanding that the company change and mature their software and managerial style. We haven't lost the vision that Allegiant has the potential to be one of the most unique and lucrative places to work.

The negotiating committee continues to compile the remaining passes and are slating to pass all of the remaining sections of the contract before the end of the year. With the understanding that the company is not bargaining in good faith and we will continue to not see any substantial movement towards an amicable agreement between the parties, the most streamlined and effective approach is to request aid from the National Mediation Board. In conjunction with this, we plan on standing up a Strike Preparedness Committee. We understand that our membership will need a sufficient amount of time to formulate their own family's unique arrangements, if the day comes that we are released for self-help. We will provide plenty of information and resources through this committee, so all of our membership can educate themselves on the Section 6 bargaining process, timelines, and implications of mediation. I personally hope that it doesn't come to this, but we must be prepared.

Although all of the experts believe a recession is around the corner (we may already officially be in one by the time you read this), our economist has forecasted a strong leisure travel market. The reality of the situation is that all the airlines that Allegiant pilots have left for, currently have, and will maintain, opportunities to provide a much more robust and ever-improving benefits and compensation package to newly hired pilots. To compound the issue of our staffing shortage, regional airlines are making strides towards better work rules and compensation packages to frantically keep their pilots on the roster.

I've said this before and will probably say this many more times: Our only option—and the company's only option—to keep our numbers strong and fulfill the company's plans for growth, is to negotiate an industry leading CBA. Today, I can say unequivocally, we are nowhere close.

Violation after violation, it has been admitted by the company that they "Had to do it." Looking amongst ourselves, we must ensure that we remain unified and knowledgeable about our current state of affairs. Continue to hold the line, know your contract, and engage with your Union volunteers with any questions you may have regarding your day-to-day interactions with company representatives. Hold them accountable. With the push for operational efficiency over this strained summer flying schedule and the company's modus operandi, we are seeing the return of previously settled violations with absolutely no concern or respect towards our current collective bargaining agreement.

Although we work for an ultra-low cost carrier, we are not ultra-low cost pilots!

Local 631
Vegas Teamsters.
Chauffeurs & Helpers
By Tommy Blitsch
Secretary-Treasurer



Tommy Blitsch: The general membership meetings are dark for the summer months of July, August and September. We recently ratified a new four-year Carpet contract. If you have children needing back-to-school shots or sports physicals, the Teamsters 631 Medical Centers offer these at no cost. Please make sure to keep your address updated with the Local Union.

CertainTeed - we had an official introduction to the new plant manager - Kelsey Stickney - and have been respectively discussing issues over hiring new employees, training, incorrect pay, new forklifts, mill silo repairs, multi-cull-board issues, future maintenance schedules, power outages, and multi-safety issues.

First Transit RACC is in continuous hiring mode, upcoming contract negotiation surveys have been passed out. Watch your bulletin board for proposal meetings and don't forget to fill out your surveys and return them to the Union box - ask your Union stewards for a survey if you didn't get one. MV Fixed Route Operations: Recent topic from company overtime/shift coverage. MV Paratransit: We have started surveys and contract proposal meetings for upcoming contract negotiations, watch your bulletin board for more proposal meetings. The company is shifting around and hiring new management personnel and continues trying to hire employees to reduce the forced work and other issues. We continue to work on this, and are addressing a list of other issues with many meetings and have been making good movement with job reinstatement, attendance occurrences, pay disputes, Covid issues etc. Movie Industry: Activity steady. To all, stay hydrated, and safe, and thank you for all you do - Union Pride.

Trade Show: Las Vegas Convention Industry is proud to have secured the largest economic contract in its history. The members really came together and took a hard stand in these tough economic times to demand their worth. In addition to record-breaking wage increases, we were also able to secure new language that provides work guarantees that have never been enjoyed by tradeshow workers in this market. As work continues to come back, we are forging ahead together united to face the challenges that await us as the summer slump wears off.

Republic Services: New 2022 Republic contracts are finished and being passed out by business agents and stewards. Expect to be working more overtime than usual this summer due to fire damage at the Cheyenne Transfer Station. Hydrate, rest and take care of yourself to ensure you're able to focus while on duty. Please support our brothers and sisters at Endurance who haul the trash to Apex while we are negotiating their contract. If you get a communication from the Union Hall about an action/strike

with Endurance, please do not cross their picket/strike line. If you encounter any business agent first on how to proceed. Remember to check your Union boards monthly located in all facility break rooms for informational updates.

UPS: Part-time employees, please be at work on time every day you are scheduled in order to prevent forced sixth-day punches. Protect your bargaining unit work and pension contributions by filing grievances on supervisors working. Drivers, work safely and stay hydrated. Stay on the 9.5 list and follow ORION. Everybody make sure your vacation pay and other entitlements are being scheduled by management correctly prior to dates to avoid payroll errors.

Ryder: South yard is planning on safety improvements i.e. handrails and paving their yard, no date set yet. North building all quiet. YRC/Reddaway: Change of operations is ongoing. Hoping for new equipment soon. T-Force: We were able to get 2 Dallas sleeper runs back. New city equipment on the way. ABF: Welcome to new co-steward Mike Reichert, he has a couple of decades of experience under his belt and will be a great help to Ronald James Nowak.

Rinker Pipe: Keep an eye out for green hats. Lots of work coming down the pipeline. Call Benesys Administrators for any health insurance information @ 702-415-2185 they do have Spanish speakers available. Cemex Block: New plant manager, make sure to let your shop steward know of any contract violations. New hires in the building, continue working safely and take your time. Take your scheduled breaks.

Simplot Silica: The plant is keeping busy, lots of OT. Work safe and keep hydrated. Keep an eye on your attendance points, management has been getting stricter on attendance policy. Construction: Hours are up here in Southern Nevada, as well as other parts of the country. Roadway projects are on every street in the Valley. Make sure not to exceed posted speed limit signs, as you get paid by the hour. Traffic grows increasingly more and more congested when entering construction zones. Watch out for impatient drivers cutting in and out of lane closures.

Ready-Mix: Nevada Ready Mix has plans to purchase 13 new mixer trucks by year's end to update their work fleet. Some of those new trucks are already utilized. The company requested to meet and discuss implementation of cameras in the new trucks. Members unanimously rejected the use of cameras in the trucks based off the information provided by the company.

Local 166
San Bernardino
Riverside Co's
By Mike Bergen
Secretary-Treasurer



Negotiations continue with Costco after the membership rejected the last best and final by over ninety-three percent. Thank you to everyone that

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read and reviewed the information and expressed their voice by voting. We continued negotiations the first week of August. The Union has and will always listen to our membership while the company continues to believe that they know what our members want. The huge vote rejection is evidence the Union knows and understands and will fight to achieve an appropriate and fair wage increase for the membership. Keep your eyes on your bulletin boards or ask your stewards and/or business representative so you can continue to stay updated.

At Ralphs Creamery the Union is currently processing grievances involving seniority rights violations concerning the bidding process. At DFA the Local Union is conducting a master rebid of routes while dealing with a side issue concerning two driver positions of seniority as they both have the same seniority hire date. At Heritage Foods Riverside the Local is processing a grievance to a JLM panel involving days of rest. We're in negotiations with American Textile Maintenance and ALSOCO Inc. Aramark Uniform is currently hiring RSR drivers.

At Kaiser Permanente the Teamsters and other Alliance of Health Care Unions in the Inland Empire and Kern, have now received their wage increase in July. Membership is grateful that Kaiser is now starting to recognize the front line for all their hard work during these trying times. The second quarterly Steering Committee is scheduled to be conducted with the Alliance of Health Care Unions and Kaiser Permanente focusing on current labor staffing shortages. The Local Union has been meeting with chief administrator, labor relations, HR and management of San Bernardino and Riverside Service addressing the issue of more staffing. These meetings will now continue monthly. The Local processed a grievance where a member had been suspended and after a thorough investigation with compliance the Union was successful in returning the member back to work with full status.

At Mondelez, recent changes in management are now honoring seniority, also quit mandating the staff on working on their days off and went with the Union suggestion of putting up a sign up sheet and now offering those additional hours by seniority. After the implementation of this system the issue has remedied itself by the honoring of seniority. The company has stopped Saturday work and moved everything to a Monday-Friday schedule which seems to be working much better and if Saturday work is needed this also being done by sign up sheet. Processed a grievance where a member was given a level 3 write up but after processing with the operational manager we came to an understanding it will only be a verbal conversation and level 3 was removed.

At Ft Irwin KBR, Talo, and Premeir, business agent and Pacfed visitation went well at all the shops July 13. Next site visit is September 14. We have requested early bargaining with KBR to try to deal with the high inflation. We will let you know if we have an agreement. At the Ft. Irwin barber shop we are getting ready to call a proposal meeting as contract is close to expiring. At Marine Base Barstow we had a proposal meeting July 20 and negoti-

ations with the new company Red River/TLC began July 26. At Norco DOD Police we continue to bargain to work out an agreement so we can take it back to you for a 2nd vote.

Construction in the San Bernardino, Riverside, Imperial and San Diego counties have remained consistently busy, and should stay busy through the remainder of the year. In Imperial County, CBI is keeping busy on the battery storage job, our members are running the water trucks and forklifts. This is a PLA job. Snelson has started a job in Brawley-- replacement of steel pipe. Granite is working in Needles on the railroad job--our members are doing a great job out there working in the heat running the water trucks on site. Thanks to steward Bob Gipson for all his hard work at the PG&E plant at the California-Arizona border; he has been at that job for about 5 years now, thanks to all our members that take jobs out of town. Lane Security is busy working on the I-10 Freeway with our members doing a good safe job working in and out of traffic. Congratulations to new steward Russell Lager, he will do a fine job as steward and we look forward to working with him. In San Diego County Hazard LLC picked up a lot of contracts with Caltrans, San Diego Airport Authority Terminal 1. Pinnick & Marlins is staying busy at San Marcos & Carmel Mountain projects. The Construction out of work list is low. We want to remind everyone if you are sitting at home for two weeks please call and get on the construction list and if you get laid off please call and get on the construction out of work list (both Bloomington and San Diego). Continue to stay safe and socially distanced.

Last month the Construction Teamsters Apprenticeship Program for Southern California mailed out to all active journeymen the requirements for compliance to the California Department of Industrial Relations Skilled and Trained Workforce Program. The new law requires all Teamster construction workers engaged in public works to be certified under the STW program. For those that have not returned the completed applications, please do so as soon as possible. If you have any questions, please contact Carly Reed, Assistant Apprenticeship Coordinator at 951-790-8331. On contract compliance, your staff has been working diligently with our Northern California Construction Locals on Assembly Bill 5 which was denied appeal by the Supreme Court. As a result of this denial, AB 5 will now be Law in California.

Happy retirement to long time steward David Bellman at Match Brothers.

DISTRICT COUNCIL 2

By Clark Ritchey
Secretary-Treasurer



Washington.

Our organizing efforts continue

During the past few months District Council 2 has ratified contracts for members in California, Colorado, Oregon and the state of

as we welcome new members from Sungwong Printing, a commercial print shop in Southern CA. They ratified their first 3-year contract which includes general wage increases in each year of the agreement and contributions to a retirement plan. Congratulations to our new members!

DC2 continues negotiations with 13 International Paper plants that are located along the West Coast region. Look out for more information in the following newsletter.

In Southern California, American Red Cross is in the process of voting their contract. More to follow in the next article. Upcoming negotiations in Southern California includes Graphic Packaging, Key Container, PCA LA, Inno-Vative Solutions Group, and The House of Printing.

In Northern CA, Firefighters Print and Design extended their contract another year.

We are currently in negotiations with Gowans Printing in Northern California. Upcoming negotiations in this area includes Adhesive Products, Inc., Mad Illustrators, Metro Print & Signs, MPP Products (Union City), Pacific Standard Press, San Jose Mailing, TLG Enterprises, Inc., and UC Berkeley Printing Svcs.

Members at DP Media, LLC, in Colorado, bargained a 3-year agreement with a significant bonus at ratification.

Negotiations will begin in the next few weeks at PrimeCare Benefits, Inc. in Nevada.

In the Northwest Region, members at Promoninja ratified a 2-year deal with wage increases in each year of the agreement, an additional holiday was added, improvements were made to funeral leave, and considerable wage adjustments were made.

Also in this region, Morel Ink in Oregon and its sister company Adco Printing and Graphics in Washington, both ratified a 3-year contract with significant wage increases for the term of the agreement, as well as adjustments made to certain classifications. Improvements were made to language for seniority, overtime and vacations.

Currently in negotiations in the Northwest Region is Greif, Westrock - Yakima and Westrock - Twin Falls. Upcoming bargaining in this area will be with Flint Group and Irwin Hodson Group, LLC.

The busy season has started for Neil Jones Food (aka Tomatek), our seasonal company, which will bring in seasonal employees over the next few months.

Shop Steward training has been scheduled in the fall for the Southern California area, as well as Omaha, NE; Salt Lake City, UT; and Denver, CO. This training will benefit new incoming stewards and a great refresher for current stewards.

New DC2 membership cards have been given to your Reps and/or Chief Stewards to distribute to the membership. Talk to either one of them if you have not yet received your card by the end of August.

There are several scholarship funds to take advantage of throughout the year. Log on to the DC2 website at www.TeamstersDC2.org and look at the different opportunities to receive grants: DC2 Scholarship Fund, The Hoffa Scholarship, Joint Council 42 scholarship program, Joint Council 7 Harry Pollard/Bob Morales Scholarship Program, and more. Make sure you apply prior

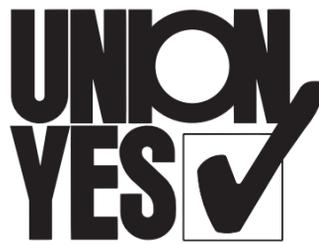
to the designated deadlines. If you have any questions, please contact the DC2 office at (800) 333-4388

Our deepest condolences to the families of the following members who recently passed away:

Local 6255 - retired- Paul Tabares; Local 747M - active- Samuel Krenik, retired - Ronald Husak.

Visit the District Council 2 website at www.Teamstersdc2.org to find important information regarding: available scholarships; Union benefits and discounts; the Privileges of the Family Medical Leave Act (FMLA), Weingarten Rights (your right to request Union representation), etc. DC2 has a variety of items for sale such as tee shirts, baseball caps and beanies. Sign-up to make a purchase and show your Union spirit.

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 Phil Cooper
Secretary-Treasurer



Our afternoon warehouse workers and load builders work under some of the toughest conditions imaginable this time of year. When they arrive to work during the dog of summer, which started early this year, they walk into warehouses with temperatures averaging in the high 90s and low 100s. They do not get the cooling relief of the evening until most of their shifts have concluded. I want to thank each and every one of these workers for the amazing job they do day in and day out, but especially during the hot summer months.

I am happy to report that we have ratified a new three-year agreement for our members working for Reyes Beer in Sylmar. The contract was approved by the workers in an overwhelming 5 to 1 vote! I want to thank our awesome committee members consisting of Business Agent Lindy Gerbig, Chief Stewards Francisco Avalos, drivers, and Rusbel Arriaga, warehouse, and Juan Casas, Miguel Rodriguez Mena, Javier Alacala and Juan Carlos Marin. Again, great job, gentlemen.

As of the writing of this article, we have a first contract overwhelmingly voted in for the new Teamsters at Keurig Dr Pepper Victorville. With improvements in H&W, wages, a grievance and arbitration procedure (no more at-will status) and good language throughout the agreement got this done. We were unable to get them into the Western Conference of Teamsters Pension, but since this is a three-year agreement, we will have pension as our first priority in the next contract. Teamsters do not give anything

back and we will continue to improve this contract moving forward.

Keurig Dr Pepper Vernon and San Fernando negotiations will begin soon, and Local 896 will be chairing these negotiations, probably at Local 952's hall in Orange County. On July 24 we had a proposal meeting for the workers at the hall to discuss the upcoming negotiations. The workers of these facilities deserve a very good contract this time around. The parent company is making lots of money, and now is the time to share it with the people that do the hard work for them.

Beach Cities, (Budweiser Carson distributor) will be beginning negotiations on their contract soon. Business Agent Lindy Gerbig will soon have member proposal forms in the hands of the workers. Brian Indelicato and Lindy will be the two chief negotiators for the Union in these important negotiations, and they have notified the company that they are willing to begin negotiations ASAP.

We are starting to see terminations under the new Reyes Coca-Cola attendance policy. We have an arbitration date pending for late September, but arbitrations tend to be a very slow process, especially for the arbitrator to reach a decision. Sometimes this can take three to six months, and in the meantime, our members are having to work under this unfair policy. Which is especially true in our production facilities where working six days a week is the norm. The Union protested the policy on the ground that it doesn't fit our industry! We don't work 9 to 5, and we believe the policy was not written for our workers. Please work with your stewards and business agents if you are having issues that will cause you to receive attendance points unfairly.

We are also waiting for the company to schedule additional days to continue further negotiations over their changes in the Engineered Labor Standards. Again, the Union is looking for a Memorandum of Understanding on the rules and process for the enforcement of the standards, i.e., ramp-up periods, hours worked, fatigue factors, etc.

The Union has reached out to Monster Energy Co. headquarters in Corona, to find out their intentions with their recent purchase of our Safeway facility in Norwalk. Our members that worked there were laid off under the WARN Act in early June, there is no work going on at the facility, but they have added new fences and a card reader to gain access to the facility, making it tough to see what is going on inside. I visited the Monster headquarters, and I'm still waiting to hear back from their management. We also reached out to the city of Norwalk planning commission to find out Monster's intentions with the facility. We are now hearing that the proposed production at the facility will not occur until December of this year, and of course our position is this work belongs to our members and we are willing to do what it takes to get our members back. We have new leadership at the NLRB which we believe will be very helpful with this case moving forward.

I end this article with another admirable mention of Joseph J. Kaplon, our attorney and mentor for Local 896 for almost 50 years. We do not have a Southern Califor-

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nia contract that doesn't have Joe's influence on it. He was always an honorary member of our great Local, just ask any member that was lucky enough to be in negotiations or arbitrations with him. Joe, you will be missed my friend, R.I.P.

Our congratulations to our newest retirees: Jose Delgado, Jose Brizuela, Greg Pruet, Thomas Navarez, William Shepard and Harry Formentera.

Our deepest condolences to the families of: Stephanie Manopichet-watana and Jomer Mascardo.

Local 2010

By Jason Rabinowitz
Secretary-Treasurer



UC Teamster Awarded \$5,000 for Late Wages! The California Labor Commissioner awarded Teamsters Local 2010 member Erika Navarro-Mader \$5,659.20 after finding the University of California "willfully withheld wages" and violated California labor code.

This ruling was made possible by Senate Bill 698, "Timely Pay for UC Workers," which Teamsters co-sponsored in 2019. SB 698 gives UC workers the ability to file wage claims like Erika's with the State of California Department of Labor Standards Enforcement.

Previously, the UC took advantage of an exemption for UC employees in Section 220 of the Labor Code that allowed them to avoid paying waiting-time penalties for late wages. Erika, who is a payroll specialist at UC Santa Barbara, is one of the first Teamsters in the state to file a claim with the assistance of our Union, asserting her right to on-time pay.

"I am so grateful to Teamsters for sponsoring this legislation and their guidance," Navarro-Mader said. "I hope no one else has to go through not being paid on time again."

Teamsters 2010 remains concerned about the UC's ability to pay employees in a timely manner. Considering the chronic mismanagement of the UC PATH Center, our Local continues to urge members to be vigilant in checking their paystubs and to investigate any discrepancies in pay.



By Eric Tate
Secretary-Treasurer



Gordon Ament - FT Cerritos - we are currently in negotiations for your new CBA; keep an eye on the Union board for updates. Keolis Pomona - we are currently in negotiations for your new CBA; keep an eye on the Union board for updates and disregard the rumor mill. MV Div. 43 - we are currently in negotiations for your new CBA; keep an eye on the Union board for updates. MV

Div. 77 - the Union and company settled the wage violations arbitration. By now all operators should have received new hourly rate and retro. There are currently open shop steward positions for operators, road supervisors, dispatcher and call takers. Contact me if interested. MV Div. 197 - congratulations on your new CBA which contains vast improvements to language, wages and benefits. Please join me in welcoming your newly elected shop steward, Mortez Qorsh. MV Div. 284 - we are currently in negotiations for your new CBA; keep an eye on the Union board for updates. There are currently open steward positions for operators. Please contact me if interested. Transdev Div. 98 - there are currently open steward positions for operators. Please contact me if interested.

Erik Lagafuaina - we have had recent contract ratifications for the following companies: Catalina Pacific Concrete, Catalina Pacific Services; thank you shop steward Jaime Becerra for your help. Teamsters Construction Master Labor Agreement, Value Plus Services; thank you shop steward Ernesto Ochoa. Ventura Transfer Drivers and Ventura Transfer Loaders/Boilers; thank you stewards Sam and Martin. Heavy Transportation - waiting to vote on company offer. National Ready Mixed Concrete and Services - we are still in negotiations and A & A Ready Mixed Concrete - negotiations will begin in September.



By Damascus Castellanos
Secretary-Treasurer



Damascus Castellanos: Let me introduce Local 495 newly appointed President Art Carrillo; Art has many years of experience that he brings to the position. Please join me in congratulating Art in his new role. Most recently we have seen some major changes in our country, some good some bad. It all depends how you look at it and what your position is at the moment. These changes affect everyone regardless of sex, age, religion, status, etc. We in the labor movement should always be diligent and pay close attention to all that comes from our politicians of all areas and groups. Brothers and sisters, we are very fortunate to belong to an organization that is constantly watching over all politicians when it comes to labor, and no one does it better than our own Teamsters Joint Council 42 political coordinators and lobbyist. Every day the Teamsters Union is fighting for the rights of the working class. This you may not see personally at your workplace but there is always a fight going on somewhere. We cannot let those Teamsters before us down, such as the Minneapolis Teamsters strike in 1934 better known as "Bloody Friday".

Art Carrillo: We are currently in negotiations with Penske Truck Leasing and will start negotiations for the Penske Hikers in the near future; both contracts expire October 1. We are scheduling proposal meetings for Border Tire - Fontana

and Paramount, both contracts expire September 30.

Johnny Espinoza: We concluded negotiations with Bridgestone the offer was greatly accepted by our members. We're currently in negotiations with Medico Republic Master Chef and should begin negotiations shortly with Braun Linen. At Disneyland we've been successful in multiple grievances resulting in members returning to work.

Mark Manning: Times of change just keep on coming, with Jim Lennox retiring, jurisdictions have been reworked and I'm headed back to the Inland Empire where I previously had several locations to represent. The last month plus has been focused on handing off Los Angeles, Vernon and Montebello locations to other business representatives and getting out with Jim to meet a lot of new members and management. Looking forward to some new faces and challenges! At the time of writing this report, it is the eve of beginning contract negotiations for our members at ADESA, a company specializing in the auto auction business. They have been very successful, building their name and growing for the last several years. This has culminated in being purchased by Carvana, the auto dealer. What that will mean for our members down the road is yet to be determined. We are meeting with and negotiating with ADESA so there will certainly be more to come on this. We are in the midst of proofing and wrapping up concluded negotiations with Hertz and looking forward to negotiating with Avis late in the summer for our shuttle drivers. The main agreement of our Avis membership covering multiple classifications at LAX and Burbank doesn't expire until after the first of the year but we are hoping to open early and get it done well before expiration. Time will tell.

Emerson Diaz: We started contract negotiations with Penske and are looking to make significant improvements to our members' benefits. 7-UP and the Avis shuttlers negotiations started this month, both contracts will be expiring at the end of September. Waste Management San Gabriel voted to divert .25 cents from their upcoming wage increases into the pension. Over at LAX Avis we won three out of three termination grievances. All members were returned to work with backpay. Local 495 filed NLRB charges against Hertz for making unilateral changes without bargaining with the Union. Seven Tech B mechanics at Amerit Fleet (Pepsi) received retro pay and wage increases as the company failed to pay them the state mandate of double the minimum. Some received retro pay going back to 2020. The total combined amount of was over \$75,000. Best wishes to retiring 495 President and Business Agent Jim Lennox. I also want to welcome new Business Agent Marco Escalante to the 495 family.

Albert Bautista: National Ready Mix - we are still in negotiations and striving forward with making progress with what's best for our members at CPC. Proud to announce that we ratified a 3-year agreement with no losses and wage increases

Marco Escalante: I joined Teamsters 495 on June 1. I am currently assigned to Burbank Airport

Car Rental which includes Avis, Hertz and National. I also serve as a second business agent for LAX Car Rentals. I also have been assigned to all UPS facilities that fall under 495 jurisdiction. I took part in Hertz, Bridgestone and CPC ratification vote and joined on the ongoing National Ready Mix negotiations. I am currently in talks with members at UPS on our upcoming negotiations set to take place next year to make our contract stronger and the same with Avis shuttle drivers' upcoming contract negotiations. I have currently been involved in bringing three members back to work at Avis/LAX after being terminated. I also brought back three members from UPS who were terminated and another member from National Car Rental (Burbank).



By Randy Cammack
Secretary-Treasurer



Carlos Barnett, Dairy and Misc. BA: Ruan Transport Corp. (Baskin Robins Mira Loma) ratified a three-year deal with mileage increase, pension increase and much more. It's the best contract ever received. Congrats to all for sticking together and taking leadership in your contract. D.F.A.: We will continue to fight for a cost-of-living increase. The company knows that we have lost drivers over the last six months because of the cost of going to work. We also took some concessions to allow D.F.A come in and reorganize the failing Dean Foods. Because of your sacrifices several jobs were saved. Driftwood Dairy grievance: The Local filed a grievance on your behalf because the company was changing the scheduled work week and hours to avoid paying overtime and 10 hours of holiday pay to our 4/10 drivers. We are looking to recover compensation for time lost. Budget Rent-A-Car - several positions have already received cost of living increase; management and I are working on securing more. Shift bids and hiring seem to be the biggest problems. If you have any questions, please reach out to me. Gold Star Foods-there were mistakes made in payroll increases, insurance changes this June, to be exact. Several of you called me and the matter was resolved. The company has started a free Class A school funded by the company with a two-year commitment. Class C drivers that want to upgrade to a Class A now's the time. In September we will be having route bids for the beginning of the school year. Rockview Farms - you should get your raise this September 1 with an increase into the pension as well. Rite Aid, the contract will be open soon. I am scheduling meetings and looking forward to a great contract!

Martin Perez, BA/Coordinator: To all members of American Red Cross-all of the contracts have been ratified. A special thanks to all the stewards who helped during this long process, also I will

contact Labor Relations and have your retro asap. A special thanks to Albert Flores who has been assisting me at Golden State Foods (CIM), Martin Brower and Brass Craft since I have been very busy with ARC negotiations. Thanks to all the stewards for assisting and showing him around.

Tim Fraley, BA: Lumber - I am pleased to report our members at A.C. Houston Lumber ratified their contract. This four-year agreement includes wage increases, additional pension contributions, along with the host of proposals our membership requested in this contract. Dental - we have continued to negotiate with Bellflower Dental Group. Negotiations continue to be a challenge, however there should be a proposal to present the membership for ratification by the time this article goes to print. Aava Dental: Congratulations to Brenah Blankenship. She is a newly-elected Union steward at the Lake Elsinore location. Plumbing: Congratulations to Curtis Stewart on his long-awaited retirement! Curtis was a long time Union steward at the Ferguson Cathedral City location. Rona Bierfreund was elected to step into the role of Union steward at Cat City. We know you will do an awesome job!

UPS Agents: It has been great engaging with and answering the members' questions as we have been collecting proposal questionnaires for the upcoming UPS negotiations. It is important for all members to fill out their top priorities they want to see changed, improved, or maintained for the next contract. Your input is vital for a strong contract. We will be visiting more buildings in the coming weeks so if you see us out there stop by and give us your input. We as a Union must stay strong and vigilant as the company looks to expand Roadie, the same day delivery company they own. Roadie is a company purchased to compete with Amazon but they are utilizing it to take work away from good Union paying jobs at UPS. The Local is fighting the company on this and has grievances filed to fight this injustice. We must maintain our work so if you see or know the company is violating the contract get with your steward to file a timely grievance. Keep good notes of your daily hours worked and do not hesitate to file once the company has not made you whole in time. Those drivers not yet on the 9.5 list please get with your steward to utilize this language to stop excessive overtime and harassment. Also, request and use your two 8-hour requests per month when you need them. The Local is continuing the fight for a living MRA for all members. Those grievances filed for the company removing the MRA have moved to the next level of the grievance procedure as well as the charges with the NLRB. We will hold the company accountable at all levels. Lastly, there are still many opportunities to go into the feeder dept. as drivers, please get with your steward or contact your agent to find out how to take advantage of this opportunity. We look forward to seeing the members at the upcoming contract proposal questionnaire events and in the buildings!

Brian Wood, BA: I hope you and

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your family are having a great summer. Stater Brothers drivers—as your new business agent I really appreciate the opportunity to represent you and the stewards. I know we have big issues to resolve with Stater Bros. but I can tell there is a lot of solidarity and power with this group. We will work hard to resolve your issues. I have a few bargaining units that have contracts expiring over the next few months and early next year, I have started to bring contract proposal forms out to the barns. Please take the time to fill them out so your voice is heard at the negotiating table. We will also have an in-person proposal meeting at the Local. I'm looking forward to fighting hard against your employer to achieve the best contract possible for you and your family.

Local 481 San Diego

**By Victor Torres
Secretary-Treasurer**



As we continue through the summer season, unfortunately we have once again been hit with unpleasant circumstances. We were recently informed that former Local 481 steward and negotiating committee member Robert (Bob) Hawken passed away.

Robert Gray Russell Hawken joined our Teamsters 481 family in 2000 as a C&M worker at the Wild Animal Park. During his 14-year tenure, Brother Hawken was assigned to ground zero as part of a complete makeover taking place at the WAP, now known as Safari Park. Within the first year that Bob was hired, the Paul Harter Veterinary Medical Center was constructed and opened. This state of the art facility was eight years in the making and took information, research, methods and designs from 15 outside facilities so that when the center opened it would incorporate the best that could possibly be achieved and ensure the animal patients would receive the highest quality care from their first arrival until they were released to go back to the park.

To successfully open and operate such a facility (followed a few years later with the construction and completion of the Arnold and Mabel Beckman Center for Conservation Research) not only required the best in the animal care and research fields, it also required skilled tradespersons who could provide input for the initial construction and the ongoing maintenance so that it would remain a top-notch facility for generations.

Bob Hawken was exactly the right person to be part of this pioneering effort. The knowledge and skill he brought from his previous work experience and his people skills to effectively communicate problems and concerns before they became unsurmountable obstacles are a few key examples of Bob's trademark attributes.

Brother Hawken applied all the above to his stewardship role as well. In addition to participating in our internal educational programs, he assisted our operation in identifying fellow park members to

step up and become candidates for steward positions who he was more than happy to take under his wing and show them firsthand how to manage any kind of representational issue that may come up. To this day, the current park stewards commonly recall how Bob would handle a particular situation and model their actions on Bob's solid advice. Bob's natural combination of life/work experience along with an ardent desire to find common ground served countless members well and set the example of effective stewardship which continues on a daily basis. His input during grievance meetings and contract negotiations was valuable to all parties. When Bob spoke, everyone listened because of the respect that he had established and the manner which he utilized to get his points across. Bob was always well prepared and never reacted impulsively. When he appropriately presented his point of view, you knew it was something you could count on to be accurate and with merit.

While we were not really looking forward to Bob's retirement as he counted down his 14+ years at the park, as he promised, he would occasionally join us at a meeting or an event and always make himself available to the successor stewards at the park for advice.

It is with the heaviest of hearts that we send our sincere condolences to the Hawken family and their many dear friends and coworkers. Thank you for sharing brother Hawken with us. Please know that he will be forever missed, but never forgotten. Rest in peace, brother Bob Hawken.

On the political front, David Alvarez has been seated to serve the remaining months of Lorena Gonzalez's 80th State Assembly District term. Under Lorena Gonzalez's tenure, the 80th Assembly District has been front and center for pursuing the enhancement of working family rights throughout California and has served as a model that other states have adopted. We will be monitoring how David Alvarez performs in his new role. Details regarding the results and the impact of legislation from the 80th on working families are forthcoming in future issues of this publication. Stay tuned to this newspaper and our website (www.teamsters481.org) for the most up-to-date and accurate information on all these developing situations.

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

Continuing with scholarship updates for 2022, the Local 481 Scholarship program is available. This scholarship program is open to not only the children and grandchildren of our members who are enrolled in and attending an institution of higher learning, but also eligible are spouses and domestic partners of our members. In addition, our members themselves are eligible to participate in this program. The deadline to submit applications including the proper

essay and all supporting documentation is Friday, September 9. There are eight (8) five-hundred-dollar (\$500) scholarships available.

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

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

Local 683 San Diego Sales Drivers

**By Lee Fletcher
Secretary-Treasurer**



Lee Fletcher, Secretary-Treasurer: It's summertime and we are out barbecuing at all our locations. All Local 683

staff enjoy cooking for members as well as meeting new members at their workplace. We will be having our 2nd Annual Labor Day raffle during the September 4 general membership meeting, or you can watch on Facebook Live. Postings of the raffle flyer are on Local 683's Facebook, Union boards at work-sites and we will have postings at each BBQ for members to enter.

Sysco San Diego and Sysco Riverside has suspended all productivity standards and policies while they figure out how they will comply with AB 701. If you receive discipline for productivity, contact your shop steward.

Richard Hurd, Business Agent: Pepsi: Ratified a new 5-year contract. Highlights include the largest pension increases ever for Pepsi San Diego; large wage increases for all classifications including the front loading of the increases. I would like to thank the committee for all their valuable help: Oscar Ramirez, Joseph Rodriguez, Marcus Holder, Lamont Wagner, Jason Richardson, Miguel Negrete, Scott Hartwell, and Cedric Davis. RDNC and Southern Wine: Drive cam will be rolling out soon and all the Locals statewide were able to secure a LOU that will protect our members. Farmer Brothers: Business is finally starting to pick up and they will be adding a route. Retirements: I would like to congratulate Wes Stevenson for his recent retirement from Coca-Cola San Diego, 43 years. Also, congratulations to Charles Jim Cramer on his retirement from Seven up San Diego, 43 years. You guys enjoy a long retirement you both deserve it. Job well done!

Jose Puga, Business Agent: Waste Management El Cajon: The

company has failed to pay negotiated wage rates stipulated in the CBA and to add to the insult they have adopted a new classification and equipment without reaching out to the Union to negotiate such classification as stipulated in the CBA. Waste Management Carlsbad (now Republic Waste Services): Carlsbad is now being serviced by Allied Waste System, so far Allied has failed to sign the MOU that would keep the medical and pension benefits per the RFP... mostly we will need to take legal action in the near future. Transdev Services: The transit industry in the San Diego vicinity is breaking ground for new technology (electric buses with new video camera technology to monitor and/or supervise employees but does not have the time to provide adequate meal and break areas for their employees leaving them exposed to the elements)... makes no sense but the problem starts with the political San Diego leaders that allow for the contractors to get away with these unfair labor practices. Keep in mind being part of the remedy is being an active Teamster!

Jesus Cano, Business Agent: Just a reminder to all of our members that besides your contractual agreement there are laws that protect employees, so please reach out to your business agent if there's any issue regarding your rights Example—a member out of Aramark called in sick because he needed to take care of his sick son and the company retaliated by not paying sick time but employees may take up to half (1/2) of their accrued sick time to provide care to a family member as defined by Kin Care. A similar case for a member at Bimbo Bakeries got a court subpoena for a family matter and company issued him a reprimand and by referring to the code section 230 we were able to stop any reprimands from the company. So please, if you come across any situation know that there are laws that protect you, as well as some good language in your bargaining agreements.

Abel Sabino, Business Agent: Dairy Farmers of America - everything seems to be running smooth—company has hired two more drivers which means that we are moving forward, the company is again expanding which is a good thing since the pandemic. Amerit Fleet Solutions - after a rocky first part of June two new hires and now the company is fully staffed and moving forward catching up to the backlog of work.

Ernesto Flores, Business Agent: For the past years we have been in a constant fight with Pasha Automotive Services for continuously violating the CBA. One particular issue we had was denying me access to the facility and making it hard for the Union to represent our members. We filed a grievance and took it all the way to arbitration, and finally after 9 months I proudly say that we won! Justice was achieved and now I'm able to walk into the facility and represent our members the way we are supposed to. During that time, I had to rely on my shop stewards. I would like to thank Jonathan Jauregui, Lazaro Gatlabayan and Jorge Ramos for the amazing work they have done, let's continue enforcing the contract and showing the company that when Teamsters fight, Teamsters win. For Transdev El Cajon, we currently are in nego-

tiations. The team that we have put together to bargain with the company is full of knowledge that will assure we get a great contract. Let's continue to take action and enforce the CBA and show these companies the true power of labor movement and most importantly Teamster power.



**By Ron Herrera
Secretary-Treasurer**



Greetings from Teamsters Local 396 Secretary-Treasurer Ron Herrera. I hope you are all doing well.

In UPS news, our labor agreements are scheduled to expire at midnight July 31, 2023. The UPS contract campaign will kick off in August. You will be given the opportunity to reply to contract surveys and to attend contract proposal meetings

Supplemental negotiations will commence after peak season and our national contract negotiations will begin in spring of 2023.

We will be providing regular updates to our UPS membership regarding the progress of negotiations. Your business representatives and staff will also be reaching out to you regarding any contract proposals you may wish to submit for the negotiating committees to review. We will be at your workplaces ready to answer your questions as well. If you need a current UPS contract please ask your agent for one.

Local 396 has always included rank and file members in all our contract negotiations and this round of negotiations will be no different. We are waiting for guidelines from the International Union regarding the number of openings on our UPS negotiating committees.

Local 396 has several national UPS arbitrations scheduled in 2022. We concluded on July 13 a two-day arbitration regarding the use of feeder subcontractors during the onset of the Covid pandemic in 2020. We appreciate the hard work of our feeder stewards and drivers who assisted us in compiling a comprehensive list of UPS subcontracting violations. A very effective case was put forward that showed the company has continuously failed to staff appropriately and to satisfy our 20% bench. We will let you know the result of this hearing as soon as we receive the arbitrator's decision.

We also have cases scheduled in fall and winter regarding the illegal use of PVD's and supervisors to deliver from April 1 through September 30 of 2020 during the pandemic. We are confident we will do well in these hearings.

Please remember there is tremendous opportunity now to promote into feeder, package and 22.4 positions. We recommend you take advantage of these terrific full-time opportunities while available.

In Sanitation news, we wrapped up all the Orange County sanitation contracts. These workers overwhelmingly ratified and are working under new five-year con-

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tracts. We had a very successful and effective Republic Services strike that resulted in a fair agreement for these members as well as putting other haulers on notice that we would use all tools at our disposal to win fair contracts.

We are currently in negotiations on our Waste Management Corona/Chino contracts. These workers service the Inland Empire and must be compensated fairly. We have a hard-working rank and file committee that is working hand-in-hand with your Local Union sanitation negotiating committee. We put the company on notice that we will not settle for anything less than a good, strong Local 396 agreement. We are confident that we will succeed in our goal to get these workers the contract they deserve.

Local 396 has started its Los Angeles sanitation contract campaign as well. The Los Angeles sanitation agreements expire at midnight, Sept. 30. A comprehensive external campaign has commenced, and we enjoy vast support from the city council members of these communities in our efforts to win the best possible contracts for our Los Angeles sanitation workers. We welcome support from our UPS members who live in these cities and are willing to speak up in support of their sanitation brothers and sisters at city council meetings and community events, as well.

We are starting the process to elect committee members from our respective Los Angeles sanitation domiciles and look forward to starting negotiations soon. We will keep you updated.

In other news, we are experiencing a serious spike in the number of Covid infections in our Greater Los Angeles community. Please be safe out there. Your Local is a resource that can help you if you need anything to help you work safely. Please do not hesitate to reach out if you need help at your workplace securing hand sanitizers, masks or any other personal protective gear. We can also help if you need to get you or your family vaccinated or boosted.

In sad news, The executive board, staff and membership sends its condolences to the family, friends and co-workers of Pasadena Center driver Steven Chavez who tragically passed while performing his delivery route. The Local will have a full response and statement on the passing of Steven Chavez once the cause of his passing is officially determined. We have been in touch with Steven's family and his Local is there for them throughout this terrible situation. We are carefully following the wishes of Steven's family during this difficult time.

The Teamsters Local 396 Women's Caucus is sponsoring a "Summer Movie Night" fundraiser. These Saturday evening events feature family-friendly films, as well as a food and drink sale. All proceeds from the event will go to fund the Barbara Liddy Memorial Scholarship Fund. The scholarship was created in honor of former Teamsters Local 396 Recording Secretary Barbara Liddy to help the sons and daughters of Local 396 members with college tuition. These events will be held at 6 p.m. on Saturdays thru August 27 at the meeting hall of Teamsters Local 396. Our address is 880 Oak Park Road, Covina 91724. We encour-

age our Teamster brothers and sisters to join us in support of this good cause.

We would like to take a moment to congratulate our recent Local 396 retirees: Terry Henderson, Imao Laufou, Carlos Gomez, Damon McCants, Sebastian Regalado, Ron McCard, Jesus Sandoval, Darrell Herrington, Victor Castaneda and Harold Noll

Our next membership meeting is scheduled for Sunday, Sept. 25 at 10:00 am in the meeting hall of Local 396 located at 880 South Oak Park Road, Covina 91724. In the meantime, enjoy your summer!



**By Jaime Vasquez
Secretary-Treasurer**



S e c r e t a r y - T r e a s u r e r
Jaime Vasquez - Many of you who have attended general membership meetings are

aware of the many different changes happening here at Teamsters Local 542. President Phil Farias resigned from his position on the executive board. Vice President Cliff Cunningham and Trustees Curt Olson and Don Mack also stepped down from their positions. The executive board appointed Recording Secretary/Business Agent Dwayne Garrett to the President position, Business Agent Mike West to the Vice President position, UPS Shop Steward Robert Moreno II as Trustee, Costco Shop Steward Ed Swank as Trustee and MV Shop Steward Jennie Vasquez as Trustee. We also have new faces within Teamsters Local 542 Staff. UPS Shop Steward Adan Pelayo has been hired as an additional organizer, UPS Shop Steward Eric Wantland and Republic Services Shop Steward Cesar Silva have been hired as business agents. We have also started with a new Social Media specialist position and invited Chris Martinez to provide those services for our members. All the newly appointed E-Board members and recently hired staff members have the spirit and conviction of caring for our members and I'm sure they will perform to the members' expectations. I also want to congratulate President Dwayne Garrett as he has been appointed by IBT General President Sean O'Brien as the new Western Region Area Coordinator and Secretary for Cartage Services Inc. (CSI). An appointment well deserved! As you know, the membership approved expenses to hold this year's picnic. The picnic will take place on Saturday, October 1. Reservation forms will be distributed and posted on your Union bulletin board, the Local's website (www.teamsters542.org) and the different Teamsters 542 social media.

Business Representative Ruth Duarte - Congratulations to Esther Martinez, shop steward for the county of Imperial, on her much-deserved retirement. Esther was a steward for over 15 years, and I have to say that Teamsters has lost a great asset to our family. Esther worked as a social worker and

helped reunify many families. Esther, we wish you the best and may you travel the world as you should! God bless you on your new journey.

Business Representative Mike West - Costco members have flexed their power this contract negotiations and returned a 93% rejection to the company after they issued their "last, best, and final" in May. The committee was made up of business agents, principal officers and select stewards from each of our locations and did an excellent job with their involvement and also coordinating the communications with their fellow brothers and sisters in their respective locations. The company has been notified of the rejection and has agreed to sit back down with the committee to resume negotiations shortly. We hope to have a more amicable offer to present to the members in the coming weeks that will address the members' concerns much more thoroughly than the company's "final" offer. Local management in some locations under our jurisdiction seem to have forgotten how to respect and care for the employees. I am receiving calls regarding disrespectful conduct, condescending remarks, and flirting with labor laws. You do not have to put up with this treatment. You've used your voices to turn down your last offer. Now use your voices in utilizing the company "open door policy". I'm addressing what I can contractually, and I do not want the company to claim that they do not know what is going on in the buildings. The phone numbers can be found posted in your breakroom. You've all been a lot over the last 3 years. Thank each and every one of you for your hard work and dedication to your Union!

Business Representative Tasha Gee - Recently I had three UPS members retire: Greg Taylor from UPS Carmel Village location retired with over 30 years. Agustin Valadez worked in the San Diego UPS location and had almost 30 years of service and Julian Carmo from Chula Vista UPS had close to 15 years seniority. I want to wish you all well on your new journey and I hope your retirement life is relaxing- you all deserve it. I also thank all my shop stewards for all your hard work and dedication, it's greatly appreciated and hasn't gone unnoticed.

Business Representative Eric Wantland - First, I would like to say I'm honored to be the newest business agent representing UPS Teamsters at Chula Vista, San Diego and Carmel Village. Congratulations to brother Greg May at UPS San Diego on his retirement. Greg has been a Teamster for 52 years and UPSer for 43 years! Though we will be losing his great wealth of knowledge and superb work ethic I know all my brothers and sisters wish him a long and happy retirement as I do. I'm also excited for my brothers and sisters at UPS that have recently been promoted to RPCD. Because of a grievance filed on the company for violating article 22 section 4(a) of the National Master Agreement stating that the company will promote from within on a six inside to one outside basis. Local Union 542 has been able to create eighteen fulltime RPCD positions. This is a huge win for members like Calvin Campbell, Joey Sanfilippo and Jorge Gonzalez who have patiently waited to obtain enough seniority to

become full-time RPCDs. I would like to congratulate all my brothers and sisters on this win. Because of our great members holding UPS to the contract every day, we as a Union have helped raise up these brothers and sisters together. Thank you and I hope all of you have a fun and safe summer.



**By Abel Garcia
Secretary-Treasurer**



Abel Garcia, Secretary-Treasurer: Hello to everyone, hope all is well. Here is the latest from Local 186.

EJ Harrison: We have started organizing the last forty (40) employees that wish to become Teamsters. UPS: Preparations for the upcoming UPS contract negotiations started August 1. MTD: At the time of writing, we are attempting to ratify MTD's tentative agreement. It has been a long hard fight. When Teamsters fight together, Teamsters win together. In closing, I would like to welcome our newest Advisory Board member-from Waste Management, Juan Moreno. Reminder: We are dark for the summer, see you in October.

Fernando Lara-Vice President: 7UP - thank you to all our members who came out to our proposal meeting; we will keep you informed of any updates with negotiations. Aramark - we are currently in negotiations with set dates in September; we ask our members to remain ready for any disruption, if needed. Also - we are honored to announce a new benchmark, 3-year linen agreement with great wage increases, as well as increases in the pension contribution rate, and we are also maintaining the current health & welfare benefits for the life of the agreement. EJ Harrison - we will be having a craft meeting soon; please stay informed with your steward for further information. MV Trans - we were able to renegotiate a wage increase, all our members will see a 2022 wage increase. National Ready Mix - negotiations are still underway with wages being the key factor; we look forward to a very favorable contract. Pepsi - thanks to our members that participated in our pension visit; hopefully this was very informative regarding your retirement. STA - we were able to renegotiate a historic wage increase. All our members will see great wage increases over the next four years. Smuckers - we welcome our newly elected steward, Janneth Martinez; the membership has spoken. We look forward to working with you. Sysco - we still have some pending grievances; we were able to negotiate favorable 4x10 schedules for our warehouse members. We would like to remind members when on approved leave, you must return to work with no restrictions within 12 months. If not, you will lose your seniority. VCTC - we would like to welcome our newly-elected steward, Georgina Puga. We have an upcoming meeting with the company to go over the new upcoming bids. Waste Management - we still have pending grievances and a termination grievance. We

are still trying to rectify some payroll issues, our apologies for the inconvenience. Please patronize Union businesses and support Union-made products.

Jed Johnson-Business Representative: RNDC/SGWS-drivers: The Union negotiated Lytx drive cameras with both companies. RNDC sales: We continue to battle with a DM that is harassing our sales unit. With the help of shop steward Greg Goulart, we have won every battle thus far and will continue to police and enforce the contract at RNDC. SGWS sales: The company changed the QIPP quotas from twenty-five (25) at one (1) point apiece to five (5) quotas at five (5) points apiece. This has created a hardship on sales reps. The Union is setting up a meeting to discuss this matter with the company. Ventura Port District: Members have received their annual wage increases and the Union was successful in negotiating training for the courtesy dock master unit that has safety concerns pertaining to walking the docks. Amerigas: The company is short on drivers. Apply online for Oxnard, CA. Ferguson: Company is short on drivers and warehouse. Apply online for the Ventura location. San Pedro Forklift: We ratified both contracts with increases to wages, pension and holidays. DFA: At the time of writing we are in contract negotiations with the new unit and have entered into economics. Be safe, be well and be happy! Teamsters Local 186!



**By Eric Jimenez
Secretary-Treasurer**



Local 952 will be hosting a UPS Contract Campaign Kick-off meeting on August 13. The event will feature guest

speaker IBT General President Sean O'Brien. The 5-year UPS contract expires July 31, 2023. This expiration date marks the 25th anniversary of the 1997 UPS strike. The IBT will be working closely with the Locals on the campaign. We are asking all of our UPSers to stay informed and engaged as we gear up and get ready for next year's negotiations.

Also on August 13, we will be holding a Shop Stewards Seminar. In addition to arming our stewards with the latest information, the seminar will include a special presentation by the IBT on the history of the Teamsters.

A great time was had by all on Saturday, July 16 when over 500 Local 952 Teamster brothers and sisters, along with their families, headed to the ballpark for the Los Angeles Dodgers/Angels baseball game. It was fun to be able to socialize with our Teamster family while enjoying the legendary freeway series.

Because of the great relationship we have with Angels Stadium, Local 952 got a huge shoutout on the Jumbotron. Check out the pictures from our Big A tailgating party and the game on our Facebook page. Also, we plan on hosting another baseball night at the park so watch for details. Many thanks to all of

continued next page

our Teamster families who came out. We're making great memories together.

The Local is in discussions with Yellow Freight which also now includes our members at Reddaway, on how their change of operations will affect our members. We will keep you updated as information comes in.

I recently signed an MOU with First Transit on behalf of our contracted fixed route Teamster drivers increasing their pay effective through June 25, 2025. This is a huge win for the First Transit drivers at Local 952. The substantial increase became effective with the pay period beginning July 10.

Because of the new contract and the favorable grievance and arbitration language we negotiated at OCTA, we have now been able to push forward some of the members' issues to arbitration. We're currently awaiting those dates and will keep everyone informed. At OCTA maintenance, things seem to be going well and we will keep the members informed as we get closer to an expiration date.

Drivers for the OC Flex held a new bid that resulted in the reduction of a couple of routes. The drivers that were affected are transitioning to the Para/Access side. Additionally, contract negotiations are scheduled for the month of August. Member surveys have been tabulated and proposals are being prepared. The company has also approached the Local about doing new bids for the call center and schedulers. Hopefully, by the time this is published, the new bids will have taken place. The final wage increases for all three agreements (admin, drivers, maintenance) were scheduled for July 1. If you did not see the increase on your check, please contact your shop steward and report it as soon as you can.

Over at Albertsons, we are still pushing the company hard to get the contracts signed so we can get them printed and delivered to the members. We are hoping to have them distributed in the next couple of weeks.

Teamsters 952 has shined the Capistrano school district contract and reserved the right to open any articles for negotiations. Dis-

ney's Craft Maintenance Council has countered the company's new attendance policy, pushing for a fair and acceptable policy. First Student Tustin and Santa Ana have signed MOU's to receive significant raises in hopes to attract new hires and increase retention. Saddleback First Student is in midst of arbitration for a longtime past practice that Teamsters are pushing back on with new language from our new contract.

County of Orange will be scheduling visits from our leadership and will be following up our last classification and comp studies to bring equity for our OC members in comparison to other counties. Please keep an eye out for future visits from our leadership.

We recently sent out surveys to our 7-Up members and held proposal meetings to hear what their concerns and wants are. We're asking all of our members there to stay united and strong, and we will keep everyone informed on the upcoming negotiations.

We're pleased to report that Mission Linen has overwhelmingly ratified one of the best contracts they've seen in the history of Local 952. Additionally, AlSCO Linen also overwhelmingly ratified their contract that included some of the best wage increases the members have ever seen.

At Spicers Paper we were able to get the company to agree with the Union - and our members - to get all raises negotiated in the contract frontloaded to 2022 rather than wait for intermittent increases throughout the life of the contract. This is another huge win for Local 952 members.

The IBT audit at CVS Warehouse is complete and we hope to have the final report back to the Local in the next couple of weeks.

We are proud to announce the addition of Erica Garcia as Shop Steward at Southern Wine and Spirits. Welcome Erica, and we're behind you 100 percent.

Congratulations to Vons/Albertsons driver Francisco (Pancho) Esquera on his retirement after 38 years on the job and GKN member Keith Marchant for an amazing 50 years of service! Your entire Local 952 family wishes both of you nothing but the best! Once a Team-

ster, always a Teamster. In Solidarity, EJ.



By Rick Middleton
Secretary-Treasurer



Rick Middleton - I hope you are having a great summer with family and friends—it is food for the soul. We have

been busy negotiating strong contracts throughout our Local Union, with several other negotiations kicking off this fall and winter. We have also been successful in negotiating several mid-contract wage increases with employers that are experiencing employee shortages. The bussing industry as a whole is continuing to experience significant changes due to among other issues, COVID, changes to the start of the school day for public high school and middle school students, changes in contractors, and the severe driver shortage. Our Local Union continues to support California Proposition 28, the Art and Music K-12 Education Initiative, which will be on the ballot this coming November. We encourage everyone to vote yes on Proposition 28 which requires a minimum source of annual funding for K-12 schools to fund much-needed arts education programs. Repairs and improvements to our Local Union building continue, with new signs and lighting installed and a plumbing project underway. Congratulations to our many recent retirees! May you enjoy a long and enriching retirement!

Adriana Salazar Avila - Our LAUSD members are starting off the new school year with much awaited wage increases. The expected paydates are August 31 for monthly employees and September 8 for semi-monthly. These checks will include both the new rates and all retroactive rates. We have already notified the district of our intention to re-open our current contract for a wage increase for the entire unit,

with a specific focus on certain classifications that require increases to ensure proper alignment with their subordinates. Make sure to use your vacation bank and stay under the cap! If the district has unreasonably denied your vacation request, please contact Adriana or Norma, ASAP. Wishing you all a great 2022-2023 school year!

Grace Guitron - To our newest members at First Student Victorville and the Oro Grande transfers: Welcome to Teamsters Local 572. It seems like we just had summer bids and yet fall bids are upon us. Many of the school bus companies, including First Student Hesperia, Palm Springs, and San Fernando (Legacy) and Student Transportation of America recently held in-person kickoff meetings and bids after two years of conducting them remotely due to COVID. It was a pleasure to see everyone, even if the meetings required some adjustments because of the ongoing pandemic. All yards still practice social distancing, and most of our members still wear a mask. Reminders to protect your job: Stay off your phones, timely report your absences and tardies, write incident reports and immediately notify dispatch or your location manager when something out of the ordinary happens—whether or not you think it's important. If you need to take a leave of absence, notify the location manager and fill-out the proper paperwork as soon as possible. As always, be safe out there!

John Flammia - On August 1, we entered into the last year of our five-year agreement at UPS, with a raise across the board. Now is the time to ask ourselves what our priorities are for our next contract. Our Local Union will be sending out a questionnaire to all our part-time and full-time members at UPS Gardena and Long Beach Gateway. We want to know what is most important to you for your future and what proposals you have to change current contract language. I encourage everyone to participate by timely mailing back your completed questionnaire. Your responses will be closely reviewed and tabulated in preparation for our upcoming negotiations.

Steve Badger - Ralphs Transportation: We successfully settled

a grievance involving unilateral changes made to drivers' working conditions. Make sure you are writing down your delays on your trip ticket and calling in any delay that is 15 minutes or longer. Write down the name of the person you spoke with in dispatch for your records. Additionally, you must report all accidents and incidents to dispatch right away. Call dispatch, write down the name of the person in dispatch you spoke with, complete an accident report, and turn it in to dispatch. Congratulations to Dennis Seto on his retirement. Ralphs Office: We are currently processing several grievances involving the elimination of bargaining unit work. Pacific General Supply: Our members overwhelmingly ratified a new 5-year agreement with many improvements. Puritan Bakery: We are still in contract negotiations. They have been challenging, but we remain hopeful that we will soon reach an agreement.

Traci Smith - School Bus: Welcome back to a new school year! We are slowly returning to normalcy in the school transportation industry. We will have plenty of opportunities to work. Under California Senate Bill 328 effective July 1, public high school students can not start the school day before 8:30 am and middle school students cannot start any earlier than 8:00 am. We expect this will result in later sign-on times and longer days. Both LAUSD and LBUSD still mandate COVID vaccinations which also apply to school bus contractors. This means you cannot service these school districts if you are not vaccinated. Fall bids will be conducted in person. Please make every effort to attend and follow the dress code if you are on company property. Transit operations: There are lot of changes to service. Part-time opportunities are now available in hopes of giving drivers a break from MOT/OCB. Unfortunately, we have seen an uptick in discipline related to cell phone usage and failure to report incidents/accidents. You are required to immediately report any and all incidents and accidents. Thank you to all our members who have bravely weathered all the drastic challenges and changes in the last couple of years. You are true everyday heroes.

RETIREE CORNER

UNION STRONG

CENTRAL COAST: We're meeting and lunching at the Quarter Deck restaurant in Arroyo Grande, 1500 West Branch St.—at 11 a.m. on the second Tuesday of each month. See you there. Bring a friend. Make new ones! You can always call our chapter retiree club chief Howard Barrios with questions or comments @ 805.268.2784.

SAN BERNARDINO: In June we went to Paradise Buffet in Montclair for lunch, good food with great conversation. Our chapter is dark for the summer, however we will start our meetings on Saturday, October 22, 10 a.m. at Teamsters Local 166, 18597 Valley Blvd., Bloomington. Coffee and snacks always. All retirees are welcome, so join us whenever you are in the area. For questions call President Dean Horne

(951)566-5049.

LONG BEACH: We invite all retirees to our meetings on the 1st Saturday of the month except July, August and September. Have a great safe summer. Join us for coffee and donuts when we start our meetings again on October 1 at Teamsters Local 848, 3888 Cherry Ave., Long Beach, we start at 9:30 a.m. Hope to see everyone at the SCTRA luncheon on August 20, at Teamsters Local 952, 140 Marks Way, Orange 92868. For more information call Tony Mosqueda (323)569-9127. Thank God for the Teamsters.

SAN DIEGO: Our meetings are September 15 at Filippis Pizza, 11:30 a.m., October 20, November 17 and December 15. We meet on the third Thursday of every month at the meeting hall of Teamsters Local 542, 4666 Mis-

sion Gorge Pl., San Diego 92120. The meetings begin at 10 a.m. All meetings are preceded by coffee, and donuts, starting at 9. The club is open to all retired members of Locals 36 (166), 481, 542 and 683. The club is partially sponsored by the generous donations of Teamster Locals. Annual membership dues are \$15 per person. We have various speakers throughout the year, monthly raffles, and an annual luncheon. We hope you will join us. We have a great time. You might see an old friend. John Norman, president of the club can be reached at jdnrock542@gmail.com or 619-562-5796.

MONTEBELLO: In our meeting in June, we had Felix "Frank" Chavez from Northwest Administrators educating us on the difference between 401K and pension. He's great—always available for his

Teamster pension expertise. We appreciate him. Our chapter has meetings every month except in November when we go to a restaurant. If you are in our area, please stop by and join us, all retirees are welcome. We meet the 4th Thursday of the month, 1:00 pm. At VFW Post 7734, 9128 Bermudez St., Pico Rivera. On Monday, September 5 join us for the annual Labor Day parade and picnic rally at Banning Park, 1331 Eubanks Ave., Wilmington. Parade starts at 10 a.m. and picnic starts around noon, with food and music. Have a safe summer and see you soon. If you have any questions please call Phil Zamora (562) 505-1387.

EL MONTE: Greetings to all Teamster retirees, we hope you are enjoying the warm summer months and had a safe and fun 4th of July with family and lots

of great food. At our June meeting we had a potluck that was enjoyed by all. We were dark in July and are also in August. We look forward to seeing you all at our SCTRA luncheon August 20 at Teamsters Local 952, doors open at 10, lunch starts at noon. Our meetings will start up again Sept. 15, VFW Post 8070, 250 First St., Azusa. For more information call Charles Fuller (714) 742-5775.

SO. NEVADA: Our Southern Nevada Teamster retiree group will not meet thru the summer—we're pointing to have meetings again in September. We'll get a newsletter out in August with the planned info for getting together. Effective CDC guidelines will be adhered to. Have a great summer—see you in the fall.

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los Miembros para asesorar a los candidatos de los procedimientos y reglas de la elección y se conducirá un sorteo para determinar la orden de los candidatos en la boleta. Si un candidato/de la planilla está ausente y no tiene un representante en la reunión, un funcionario electoral representará el candidato/de la planilla en el sorteo.

Se les sugiere a los candidatos potenciales verificar su elegibilidad y la de sus nominadores y partidarios, antes de la junta de nominaciones mediante una petición por escrito al Secretario Tesorero del Local Unión.

Un miembro cual sus cuotas sindicales son automáticamente deducidas no perderá su solvencia a causa de un retraso o incumplimiento por parte del empleador de no haber enviado las cuotas sindicales al Local o por el hecho de no deducir las cuotas sindicales apropiadas de la nómina en cualquier mes en el que el miembro obtuvo ingresos cuales deducciones podrían haberse deducido.

La elección se realizará hará por correo. Las boletas se enviarán por correo a todos los miembros activos y nuevos elegibles para membresía del Local Unión 572, aproximadamente el 26 de septiembre de 2022. Todos los votos deben ser recibidos en el Apartado Postal designado antes de las 9:00 a.m. el jueves, 20 de octubre de 2022 para ser contados. Los miembros que no hayan recibido su boleta antes del 3 de octubre de 2022 deben llamar a la agencia de elección, UniLect, al (866) 466-6455 para solicitar una boleta duplicada. Se pueden solicitar boletas duplicadas hasta la 1:00 p.m. del 13 de octubre de 2022.

Las instrucciones para llenar la boleta se incluirán en el paquete electoral. Esta es una votación secreta. Usted debe marcar su boleta en privado y enviarla por correo en el sobre incluido, sellado voto secreto con franqueo pagado, al Apartado Postal designado en la oficina de correos. No entregue su boleta a nadie.

Para ser elegible para votar en esta elección, un miembro del Local Unión 572 debe tener sus cuotas sindicales e iniciación pagadas hasta septiembre de 2022. Los miembros tienen hasta las 5:00 p.m. el miércoles, 19 de octubre de 2022, para pagar sus cuotas e iniciación sindical en la oficina del Local Unión, para que sus votos sean contados. Conforme con la Constitución Internacional, cualquier miembro que sus cuotas sindicales son automáticamente deducidas no perderá su solvencia a causa del incumplimiento del empleador por no enviar las cuotas sindicales al Local Unión, o por el hecho de no deducir las cuotas sindicales apropiadas de la nómina del miembro en cualquier mes en que un miembro obtuvo ingresos cuales deducciones podrían haberse deducido.

Por favor, lea el "Aviso para todos los Miembros" que aparece en el recuadro de la última página de este periódico para obtener información adicional sobre las reglas que rigen las nominaciones y elecciones del Local Unión, incluyendo, pero no limitándose a la elegibilidad para postularse como candidato y elegibilidad para votar en la elección.



Local 848 Notice of Nominations & Election of Officers

Notice is hereby given of the nomination and election of the following officers of Local Union 848: Secretary-Treasurer (Principal Officer), President, Vice President, Recording Secretary, and three Trustees. The terms of office for these officers will commence on January 1, 2023 and conclude on December 31, 2025.

Nominations

Nominations will be accepted at a Special Membership Meeting of Local Union 848 to be held on Thursday,

September 1, 2022, at 5:00 PM at the offices of Teamsters Local 848 located at 731 E. Arrow Highway, Glendora, California.

Nominations must be made and seconded from the floor by members of Local Union 848, in good standing with dues paid through August 2022. Any dues or fees may be paid at the Local Union Office through 4:00 PM on Wednesday, August 31, 2022. Nominees must accept nomination in person, or if absent, in writing for only one office. Written acceptance must be submitted to the Local Union Secretary-Treasurer.

Eligibility to Run for Office

A member on dues checkoff will not lose good standing as a result of a delay or default by the employer in sending dues to the Local or because of an employer's failure to make the proper deductions from the member's pay in the month in which the member had any earnings from which deductions could have been made. Potential candidates are encouraged to check their eligibility, and the eligibility of their nominators and seconders, prior to the nominations meeting by submitting a written request to the Local Union Secretary-Treasurer.

Election

The election will be conducted by mail ballot. Ballots will be mailed to all active members and new applicants eligible for membership in Local 848 on or about September 9, 2022. Ballots will be counted on October 1, 2022, at the offices of Teamsters Local 848 located at 3888 Cherry Ave., Long Beach, California.

All ballots must be received at the designated Post Office Box by 10:00 AM on October 1, 2022, to be counted. Members who have not received a ballot by September 19, 2022, should call the Local Union Office at (626) 732-4700 to request a ballot. Duplicate ballots may be requested through September 23, 2022.

Instructions for the completion of the ballot will be enclosed in the ballot package. This is a secret ballot vote. You should mark your ballot in private and mail your ballot, sealed in the secret ballot envelope, to the designated Post Office Box in the postage paid Business Reply Envelope provided. Do not give your ballot to anyone.

Eligibility to Vote

To be eligible to vote in the election a member of Local Union 848 must be in good standing with initiation fees and dues paid through September 2022. Members have until 4:00 PM on September 30, 2022, to pay their Initiation fees and dues at the Local Union offices in order to have their votes counted, under the International Constitution.



Local 896

In June, during the Branch 3 and Branch 4 membership meetings, a vote was approved to go dark for the summer months of July and August.



Local 952 Notice of Nominations & Election of Officers

A Special Membership Meeting of Local 952 will be held for the purpose of nominating candidates for President, Vice President, Secretary-Treasurer, Recording Secretary and three (3) Trustees. The terms of office for these officers will begin on January 1, 2023, and end on December 31, 2025. Nominations shall be the sole order of business at this meeting. The nominations meeting will be held on Wednesday, September 7, 2022, at 5:15 p.m. at 140 South Marks Way, Orange. Proper identification is required to be admitted to this meeting.

Nominations must be made and seconded at the Nomination Meeting

by a member in good standing other than the nominee. A member must accept his/her nomination at the meeting or, if unable to attend, in writing. Any such written acceptances must be presented at the time of nomination. No member may accept nomination for more than one office. To nominate or second a candidate or otherwise participate in the nomination meeting, a member must have his/her dues paid up through the month of August 2022 and be an active member on the day of the nomination meeting. Prospective candidates are advised to verify their eligibility as well as the eligibility of their Nominators and Seconders with the Secretary-Treasurer in advance of the nomination meeting. Members in the military Reserves or National Guard should consult the special eligibility rules in the International Constitution at Article II, Section 4 (a), subsection 4 (a). A meeting for all candidates will take place immediately following the nominations.

To be eligible to be elected for any office in Local 952, a member must be in continuous good standing in Local 952 and actively employed in a craft within the jurisdiction of Local 952 for a period of 24 consecutive months prior to September 2022 and must be eligible to hold office if elected. This requirement includes the timely payment of dues for the 24-month period, together with no interruption in active membership in Local 952 because of suspension, expulsions, withdrawals, transfers or failure to pay fines or assessments. Prospective nominees are advised to verify their eligibility with the Secretary-Treasurer in advance of the nomination meeting. A member on dues checkoff will not lose good standing as a result of a delay or default in the employer's transmittal of dues to the Local Union or because of an employer's failure to make the proper deductions in any month in which the member has earnings from which deductions could have been made. This election shall be held in accordance with the Local 952 Bylaws and the IBT Constitution, copies of which are available upon request. Elected officers of Local 952 shall, by virtue of such election, be delegates to the Joint Council and any other subordinate body with which Local 952 is affiliated.

ELECTION OF OFFICERS

Election for officers of Local 952 shall be by a secret ballot, conducted by mail referendum. The printing, mailing, receiving and tabulating of all ballots shall be conducted under the supervision of UniLect Election Services. In order to vote in the election, a member must be in good standing and have paid his/her dues through September 2022. Members may pay all dues arrearages, initiation, or reinstatement fees at the Local 952 office until 5:00 p.m. on October 6, 2022. Ballots will be mailed to each active member of Local 952, at that member's last known address, on or about Thursday, September 15, 2022. Returned voted ballots from members of Local 952 must be received by UniLect Election Services' designated Post Office Box no later than 10:00 a.m. on Friday, October 7, 2022, in order to be counted in this election. Members who do not receive a ballot in the mail by Thursday, September 22, 2022 may request a replacement ballot be sent to them. If more than one ballot is received from a member, the ballot marked "duplicate" will be accepted. Members can telephone 24/7 (866) 466-6455 until 2:00 p.m. on Friday, September 30, 2022, to request a duplicate ballot. Member must call personally, give the last four digits of the member's social security number or member I.D. No. for identification. The vote count will take place on Friday, October 7, 2022 beginning at 10:00 a.m. at 140 South Marks Way, Orange, CA.

If this notice was forwarded to you by the post office to your current home address, please notify Local 952 immediately so that they can update your records.



Local 986

Monthly 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.

Meetings are scheduled as follows:

Thursday, September 1

Tuesday, October 4

Wednesday, November 2

Thursday, December 1

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



Local 2010 Notice of Nominations & Election of Officers

Notice is hereby given of the nomination and election for the following officers of Local Union 2010: Secretary-Treasurer (Principal Officer), President, Vice President, Recording Secretary, five (5) Trustees, Skilled Trades Director, Chapter Coordinator, Chief Steward, and Assistant Chapter Coordinator for each Chapter, and the representatives from each Chapter to the Statewide Council. The Chapter Coordinator and Chief Steward of each Chapter shall be members of the Statewide Council by virtue of their office. The members of each Chapter with more than 400 members shall elect (1) additional Council member to the Statewide Council per 200 members, or fraction thereof, exceeding 400 members. Officers for the Skilled Trades Division shall be the Skilled Trades Director, President, Vice President, Treasurer, Recording-Secretary, and six (6) board members, three (3) each from the California State University (CSU) and University of California (UC). The terms of office for these officers will commence on January 1, 2023 and conclude on December 31, 2025.

Nominations: Nominations will be accepted in person at the general membership meeting at 10:00 AM, Saturday, October 8, 2022, at 7730 Pardee Lane, Oakland, CA 94621, and 9900 Flower Street, Bellflower, CA 90706. Nominations must be made at the meeting by a member in good standing other than the nominee, seconded by a member in good standing other than the nominee, and accepted by the nominee. Prospective nominees are encouraged to verify the good standing status of their nominator and seconder prior to the nomination meeting by submitting a written request to the Secretary-Treasurer, Teamsters Local 2010, 7730 Pardee Lane, Suite 2010, Oakland, California 94621. Nominations may also be submitted by mail petition or hand delivery, specifying the name and signature of the nominator and seconder, the position sought, and the name and signature of the nominee stating his or her acceptance of the nomination. Nominations submitted by mail or hand delivery must be delivered to the Secretary-Treasurer's Office, Teamsters Local 2010, 7730 Pardee Lane, Suite 2010, Oakland, California 94621, and must be received no later than 5:00 PM on Friday, October 7, 2022. Nominees must accept nomination at the time made either in person or if absent, in writing, and may not accept nomination for more offices than they are permitted to hold. Candidates may form slates, permitting voters the option of voting for all candidates on a slate by placing a voting mark on the ballot next to the slate. No later than 5:00 PM, Monday, October 10, 2022, candidates wishing to run as a slate must so inform the Secretary-Treasurer in writing, stating the name of the slate, the names of all candidates running on the slate and the office sought by each candidate, including the order in which a slate's candidates should be listed as Trustees. Such written notice must include the

signatures of each candidate on the slate, indicating his/her intention to run with the slate.

Every member of Local 2010 whose dues are paid up through September 2022, shall have the right to nominate and second or otherwise support the candidate of their choice. Any back dues or fees may be paid at the Local Union office through 4:00 p.m. on Friday, October 7, 2022. No member whose dues have been withheld by the employer for payment to the Local Union pursuant to his or her voluntary authorization provided for in a collective bargaining agreement shall be declared ineligible to nominate or second a candidate for office in the Local Union, by reason of the Employer's delay or default in the payment of dues to the Local Union.

Election: To be eligible to run for office all members must meet the twenty-four month continuous good standing requirement as set forth in the International Constitution. Merged members shall meet the continuous good standing requirement in accordance with the International Constitution provided that they have worked at least half the period of time since the merger. "Continuous good standing" is defined as compliance with the requirements regarding the timely payment of dues, together with no interruptions in active membership because of suspensions, expulsions, withdrawals, transfers or failures to pay fines or assessments. Accordingly all members in good standing by the payment of dues through the month of September 2022, shall be eligible to run for office provided they are actively employed and have been properly nominated. Potential candidates are encouraged to check their eligibility prior to the nomination meeting by submitting a written request to the Secretary-Treasurer, Teamsters Local 2010, 7730 Pardee Lane, Suite 2010, Oakland, California 94621.

The election will be conducted by mail ballot. Ballots will be mailed to all active members on or about Friday, October 21, 2022. All ballots must be received at the designated Post Office Box by 10:00 AM, Tuesday, November 15, 2022. Counting of ballots will begin on Tuesday, November 15, 2022, immediately following the pickup of the ballots at the U.S. Post Office and ballot delivery to the tally site located at Teamsters Local 2010, 7730 Pardee Lane, Oakland, California 94621. To be eligible to vote in the election, a member must have dues paid up through the month prior to the month in which the election is held and must still be an active member on the day of the election. Members who have not received a ballot by Friday, October 28, 2022, may call UniLect Election Services' Ballot Request Call Center toll-free at 866-466-6455. Duplicate ballots should be requested by Friday, November 4, 2022, no later than 5 p.m. to ensure proper delivery by the United States Postal Service. Instructions for the completion of the ballot and eligibility requirements for voters will be enclosed in the ballot package. This is a secret ballot vote.

The nomination and election process will be conducted in accordance with the applicable provisions of the IBT Constitution and the Local 2010 By-Laws, which are available from the Local Union upon request.

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

Official Teamster Notices & Announcements

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Local 63 Notice of Nominations & Election of Officers

Nominations for the offices of Secretary-Treasurer, President, Vice-President, Recording-Secretary, and three (3) Trustees of Local 63 shall be received at a special Membership Meeting of the Local Union on Saturday, September 3, 2022, at 9:00 a.m. at the Bloomington Office of Local 63 located at 955 Bloomington Ave., Bloomington, California 92316.

To nominate a candidate or otherwise participate in the Nomination Meeting, your dues must be paid through August 2022. The last date and time to pay your August 2022 dues to be eligible to nominate a candidate is the regular close of business, Friday, September 2, 2022. The election of officers shall be held by mail ballot. The ballot packets will be mailed to members of Local 63 on or about September 16, 2022. If any member has not received his/her ballot, a duplicate ballot may be requested from UniLect Election Services' toll free Call Center at 866-466-6455, no later than 3:00 p.m. on September 29, 2022. Operators are bi-lingual and standing by 24/7 throughout the election period. Ballots must be received no later than 10:00 a.m. on October 6, 2022.

Ballots will be picked up at the U.S. Post Office at 10:00 a.m. on October 6, 2022. The ballot counting process will begin immediately upon return from the U.S. Post Office to Local 63's office at 955 Bloomington Ave., Bloomington, CA 92316. In order for your vote to be counted in the election, your dues must be paid through September 2022. The last day to pay your September 2022 dues in order for your ballot to be eligible to be counted is the regular close of business on Wednesday, October 5, 2022. The term of office is January 1, 2023-December 31, 2025.

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Local 186

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

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Local 399 Notice of Nominations & Election of Officers

Nominations for the office of Secretary-Treasurer, President, Vice President, Recording Secretary and three (3) Trustees of Local 399 will be received at a special membership meeting of the Local Union on Thursday, September 08, 2022 at Local 399, 4747 Vineland Avenue, North Hollywood CA 91602 (Building B) at 5:00 PM.

To nominate a candidate or otherwise participate in the nomination meeting, your dues must be paid through August 2022. Prospective nominees are advised to verify their eligibility in advance of the nominations meeting, as well as the eligibility of their nominators and seconders.

The election of officers shall be held by mail ballot. The ballot packets will be mailed to the members of Local 399 on or about September 22, 2022. If a member has not received their ballot by September 29, 2022, or has spoiled their ballot, they can call UniLect Election Services' Duplicate Request Call Center toll free at 866-466-6455 to request a Duplicate Ballot. English and Spanish speaking operators are standing by

and available 24/7 throughout the election period. You will need to have your Teamsters Member ID Number or the last 4 digits of your Social Security Number available and let the operator know you are with Teamsters Local 399.

Ballots must be received at the P.O. Box no later than 9:00 am, October 19, 2022.

All ballots will be counted on Wednesday, October 19, 2022 at the Local Union (Building B) located at 4747 Vineland Ave., North Hollywood CA 91602. To be eligible to vote in the election, your dues must be paid through September 2022. The last date to pay your September dues in order for your ballot to be eligible to be counted is the regular close of business on October 18, 2022. The term of office is January 1, 2023 through December 31, 2025. Please refer to the Nomination and Election rules in this newspaper for further details including, but not limited to, eligibility to nominate and run for office.

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Local 495

Membership meetings are held at 8 a.m. and 8 p.m. the second Thursday of the month at 225 No. Barranca St., fourth floor, West Covina CA 91791.

Meetings will be held on:

October 13
November 10
December 8

No meetings will be held in August and September.

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Local 572

Monthly general membership meetings will be held at 9 a.m. on the following dates:

October 23,
November 20
December 11

For additional meeting information, please visit our website at teamsters572.org.

Local 572 Notice of Nominations & Election of Officers

Notice is hereby given of the nomination and election of the following officers of Local Union 572: Secretary-Treasurer (Principal Officer), President, Vice President, Recording Secretary, and three Trustees. The terms of office for these officers will commence on January 1, 2023 and conclude on December 31, 2025.

Nominations will be accepted at a Special Membership Meeting of Local Union 572 to be held on Thursday, September 15, 2022 at 7:00 p.m. at Local Union 572, 450 E. Carson Plaza Drive, Carson, California 90746. Nominations must be made and seconded from the floor by members of Local Union 572 in good standing with dues paid through August 2022. Any back dues or fees may be paid at the Local Union office through 5:00 p.m. on Thursday, September 15, 2022.

A candidates' meeting will be held immediately after the Special Membership Meeting to advise the candidates of the election procedures and rules and to hold a drawing for ballot placement. If a candidate/slate is absent and does not have a representative at the meeting, an election official will represent the candidate/slate in the drawing.

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

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

dates set for election. The application shall contain the grounds for the request for an absentee ballot. Absentee ballots shall be valid only if received by noon of the day on which the polls close. Only members who are ill, absent from the city or town where they are normally employed at the time of voting because of vacations or on employment tour of duty are eligible to receive absentee ballots. The Local Union may permit additional reasons for absentee balloting, so check your Local Union Notice of Election.

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

The Constitution of the International Union and your Local Union Bylaws are available upon request from your Local Union.

BE SURE TO READ YOUR LOCAL UNION NOTICE OF NOMINATION OR ELECTION AND THE INTERNATIONAL CONSTITUTION AND YOUR LOCAL UNION BYLAWS.

¡AVISO A TODOS LOS MIEMBROS!

REGLAS DE LAS NOMINACIONES Y ELECCIONES PARA LOS ELECCIONES DE OFICIALES DE UNIÓN LOCAL

Las siguientes reglas de nominación y elección para las elecciones de oficiales, aplica solamente para todos los locales de unión. Lea el aviso de su local de unión para la hora, fecha, lugar, y para mas detalles

Las nominaciones para los puestos oficiales de su Local de Unión deben de ser hechas oralmente desde el piso en donde se lleve a cabo la asamblea miembro que este en bienestar con la Unión y secundado por un miembro que este en bienestar con la Unión. Los candidatos deben de aceptar la nominación en el momento en que la misma es hecha, en persona, o si esta ausente por escrito y solamente puede aceptar a la nominación de un puesto. Un miembro elegible para nominar candidatos tendrá el derecho de nominar un (1) candidato y solamente (1) por cada puesto abierto. Los candidatos prospectivos tendrán el derecho de nominar a un (1) candidato, pero solamente uno (1) 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 Unión, todo miembro que este activo de acuerdo con la Constitución Internacional y los Reglamentos de su Local de Unión y ha estado en bienestar con su Local de Unión por 24 meses consecutivos antes del mes de las nominaciones y que ha trabajado por un periodo de 24 meses consecutivos como miembro y bajo la jurisdicción del Local de Unión, es elegible para asumir un puesto si el elegido. Estare en bienestar con su Local de Unión por un periodo de 24 meses consecutivos significa que las cuotas deben haber sido pagadas en o antes del último día de negocio del mes por un periodo de 24 meses consecutivos con anterioridad a la nominación sin ninguna interrupción en la membresía activa en el Local de Unión por causa de suspensión, expulsión, retiros, transferencia o faltar en pagar multas o cargos.

En el evento que un solo un candidato haya sido nominado para un puesto o en el caso de un fideicomisario, en el que el número de candidatos no exceda el número de puestos vacantes, los nominados serán declarados elegidos en la asamblea de las nominaciones efectivo al concluir la candidatura del candidato anterior.

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

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

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

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

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

The election will be conducted by mail ballot. Ballots will be mailed to all active members and new applicants eligible for membership in Local Union 572 on or about September 26, 2022. All ballots must be received at the designated Post Office Box by 9:00 a.m. on Thursday, October 20, 2022 to be counted. Members who have not received a ballot by October 3, 2022 should call the election agency, UniLect, at (866) 466-6455 to request a ballot. Duplicate ballots may be requested through 1:00 pm, October 13, 2022.

Instructions for the completion of the ballot will be enclosed in the ballot package. This is a secret ballot vote. You should mark your ballot in private and mail your ballot, sealed in the secret ballot envelope, to the designated post office box in the postage paid Business Reply Envelope provided. Do not give your ballot to anyone.

To be eligible to vote in this election a member of Local Union 572 must be in good standing with initiation fees and dues paid through September 2022. Members have until 5:00 p.m. on Wednesday, October 19, 2022 to pay their initiation fees or dues at the Local Union office in order to have their votes counted. Under the International Constitution, any member on dues checkoff shall not lose good standing as a result of a failure by an employer to send deducted dues to the Local, or to make a proper deduction from the member's pay in any month in which a member has any earnings from which dues could have been deducted.

Please read the "Notice All

Members" box at the back of this newspaper for additional election information, including but not limited to, eligibility to run for office and eligibility to vote in the election.

Local 572 Aviso de Nominación y Elección de Oficiales

Por este medio se notifica la nominación y elección de los siguientes oficiales del Local Unión 572: Secretario Tesorero (Oficial Principal), Presidente, Vicepresidente, Secretario Registrador y tres Fideicomisarios. El mandato de estos funcionarios iniciará el 1 de enero de 2023 y concluirá el 31 de diciembre de 2025.

Las nominaciones para los cargos

mencionados se aceptarán en una Junta Especial de Local 572, que se celebrará el jueves, 15 de septiembre de 2022 a las 7:00 pm en la oficina del Local 572, ubicada en 450 E. Carson Plaza Drive, Carson, CA 90746. Las nominaciones deben ser presentadas y secundadas por los miembros de la asamblea del Local 572, cuales deben estar al corriente con sus cuotas sindicales y pagadas hasta agosto de 2022. Cualquier cobro o cuota sindical podrá ser pagado en la oficina del Local hasta las 5:00 p.m. el jueves, 15 de septiembre de 2022.

Se celebrará una reunión para los candidatos inmediatamente después de la Reunión Especial de

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Moving? LET US KNOW

August 2022

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