

Southern California Teamster

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

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Joseph J. Kaplon, a longtime Union-side attorney for Teamsters Joint Council 42 and several affiliated Teamster Local Unions, tragically died June 4 after a short illness. He graduated from UCLA in 1971 and UCLA's law school in 1974 and immediately began his long tenure as a Teamster lawyer. He also represented several non-Teamster entertainment industry Unions and health and welfare trust funds.



Stop Giving Amazon \$\$ for Union-Busting

WASHINGTON (PAI): Organizing, wins and corporate greed were the top topics of both workers and Union leaders in a whirlwind round of a White House meeting and a Senate hearing on Capitol Hill. And Amazon, both how to beat it and what to do about it, was a top topic of the sessions in May.

The worker-organizers met with Democratic President Joe Biden's task force on encouraging unionization nationwide. Amazon Labor Union President Chris Smalls detailed how his independent grassroots union beat the retail and warehouse monster in the union recognition vote at its JFK5 warehouse on Staten Island.

With co-chairs Vice President Kamala Harris and Labor Secretary Marty Walsh—a Laborers Local 223 member--listening, "The workers talked about fair pay, paid leave and health care benefits, their commitment to co-workers, and the desire for basic dignity and respect as important motivators for their organizing efforts," a White House fact sheet said.

Smalls and the other workers "also described some of the anti-union tactics deployed by some of the employers." The tactics, which failed at JFK5, included lies from expensive union-busters which Amazon, owned by Jeff Bezos, one of the nation's three richest men, hired.

Biden dropped in to

chat—and to congratulate Smalls for the Amazon win.

At the Senate Budget Committee, chairman Sen. Bernie Sanders, Ind-Vt., listened to Smalls, new Teamsters President Sean O'Brien, and Good Jobs First Executive Director Greg LeRoy detail how ALU beat Bezos, even though millions of dollars in federal, state and local subsidies and contracts flow to that firm and other anti-union employers.

Sanders vehemently opposes such subsidies, and Biden has issued an executive order setting up labor standards firms must meet to get federal contracts. O'Brien, whose Union has set up an entire new division to organize Amazon nationwide, agreed with Sanders' stand.

"To put it plainly, it is wrong for our government to be giving taxpayer dollars in the form of federal contracts to companies like Amazon," said O'Brien. "There is no excuse to reward employers who repeatedly, knowingly, and purposefully violate federal labor laws, drive down wages and standards across the supply chain, including in core Teamster industries, and create dangerous working environments."

In one example he gave, warehouse wages had risen for three years in Mercer County, N.J., until Amazon entered in 2014, O'Brien said. They fell 18% in the next four as its

low pay forced competitors to drive their salaries down, too.

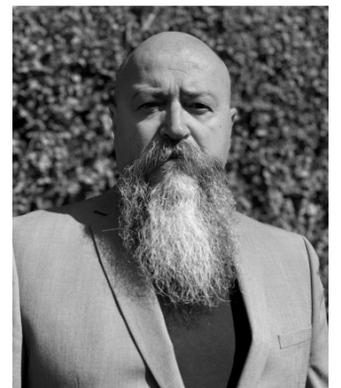
Amazon has paid \$62 million in fines for wage theft alone and broken job safety and health laws at least 20 times.

"As Chairman Sanders has said, we have the power to completely stop companies that break labor law from receiving federal contracts. So why aren't we doing it?" O'Brien added.

The feds are guilty, too. In 2013, the CIA tried to award Amazon a 10-year \$600 million cloud computing contract. IBM challenged and stopped it. That deal was dwarfed in 2020 when the super-secret National Security Agency awarded cloud contracts worth "tens of billions of dollars" over multiple years to Amazon, Microsoft, IBM, Google and Oracle.

All this government cash

helped fuel Amazon's anti-union campaign.



TRANSPO MAN: Teamsters Local 986 Business Agent Art Loza was appointed to the city of Riverside's Transportation Committee, for a three-year term. The committee advises the city council and mayor on management of the city street systems, parking and traffic regulations. Loza was appointed by councilperson Gaby Plascencia.



BOXING HELP: Teamsters Local 63 continued the decades-long effort of affiliates supporting the good works of the South El Monte Youth Boxing Club, presenting a check to youth director Ben Lira, center. 63 Secretary-treasurer Randy Cammack, left, and President Sam Stewart welcomed Lira to the Local's new building in Bloomington. The youngsters, schooled in boxing techniques, must maintain good grades and citizenship to participate and youth fighters have gone on to Olympics Games competition and turned professional under Lira's tutelage.

MIXED NEWS ON SOCIAL SECURITY

Social Security trustees issued a mixed annual report this month, citing reserves would run out in 2035, a year later than what was projected last year.

Economic growth last year generated more in payroll taxes for the fund. Once reserves run out, incoming revenue would pay for 80% of scheduled

benefits. Of course Congress could always step in.

Social Security's costs exceeded its income in 2021. Trustees forecast that trend continuing for future years. Most recently, trustees say they expect the annual cost-of-living adjustment to be about eight percent, as inflation continues.

IN THE KNOW

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



LOBBYING: Teamsters Local 2010 members working in the Cal State university system are lobbying hard in Sacramento to get a fair shake for the essential work they perform at the statewide campus system.

Women: Anti-Worker Actions Fueling Organizing Drives

WASHINGTON (PAI): Women across the U.S., learning firsthand about the extent to which bosses try to destroy unions and repress workers, are taking the lead in confronting and battling back against the union busters. At one notorious workplace, the Amazon warehouse in Bessemer, Ala., they battled the so-called “persuaders,” who tried all kinds of tactics to defeat the union organizing drive, including harassment following them home at night.

Jennifer Bates, a lead organizer at Amazon’s monstrous Bessemer warehouse, discussed their tactics in a recent panel talk. She said the illegal tracking of workers to their homes happened in the middle of their second drive to unionize the 5,000-plus workers at Bessemer, the majority of them workers of color. Their union, the Retail, Wholesale and Department Store Union, lost the first election, in 2021, by a two-to-one ratio.

But the National Labor Relations Board (NLRB) tossed out that vote due to rampant company labor law-breaking, officially called unfair labor practices. So RWDSU came back for a rerun, culminating in second election earlier in 2022, again facing Amazon and its founder and dominant force, Jeff Bezos, one of the richest people in the U.S.

And this time, applying lessons learned in the runup to the first vote, Bates and her RWDSU colleagues undertook intensive education of their co-workers, even as Amazon’s hired union-busters trailed the organizers

house-to-house.

The union-busters, as usual, also forced workers into “captive audience” meetings, complete with harangues against unions in general and RWDSU in particular. “The anti-union consultants really angered me,” Bates told a session on the rising role of women in the union movement, sponsored by Georgetown University in D.C.

“One employee asked them: ‘Why do we see you all only during election time?’”

And when the union-buster stood up and bleated about how unionizing would economically hurt workers, even in low-wage Alabama—starting from zero, if you will—“one anti-union person stood up” in the captive audience meeting “and said, ‘That’s a lie.’”

“The point is they”—companies and their “consultants”—“should not be allowed to interfere with our efforts.” Amazon has interfered enough that RWDSU has filed charges anew.

It was incidents like that, plus a lot of one-on-one meetings and education, that produced a win among 600 tech workers at the New York Times, that led to a mail-in election now occurring at a Starbucks in Cleveland, and produced a rerun race too close to call in the second Bessemer vote.

Georgetown’s Women Innovating Labor Leadership initiative brought Bates, Times senior software engineer Nozlee Samadzeh and Cleveland Starbucks worker Maddy Van Hoek together for the zoom discussion on the rising role of women in

the labor movement. Instead, the session ranged far afield.

One big point all three agreed upon: While almost half the U.S. workforce is female, and while women are discriminated against on the job in pay, benefits and promotions, most women—and most workers—know little if anything about Unions, and how organizing can help them improve their lot and lessen pay and benefit inequality.

“Doing basic agitating about working conditions can make you a lot more familiar” with people’s individual problems on the job—and how they’re all similar—said Samadzeh said, in a statement Bates agreed with. “Workplaces are built for people not to unionize...We understand we’re all workers and can improve conditions by having a (Union) contract.”

“We thought it would be easy” to organize Bessemer, “because a lot of people understood what a Union was,” Bates added. They didn’t and it wasn’t. “They should begin teaching about labor education in middle school—and have it be a requirement, not an elective, in college.

“So the second time around” at Bessemer “we did a lot more education.”

At Starbucks, said Van Hoek, it was the realization the impression the firm gave “that it’s a decent place to work,” isn’t altogether true. “A lot of people in the community said ‘I thought you were treated well.’ But even if Starbucks did live up to its standards, we could still form a union, for accountability.”

Vegas Boxing Benefits Ukraine

Teamsters Union affiliates are supporting a July 2 boxing card in Las Vegas to benefit Ukraine relief efforts.

The show is also on pay-per-view and is being staged at the West-

gate Hotel and Casino, a property staffed by Teamsters Local 986 members.

Headlining the action are Ronald “The Thrill” Gavrill, Sean Brewer and Eric Murguia.

Delgado Wins Big in Covina



Teamsters Local 986 Business Agent Hector Delgado swamped his three opponents in the June 7 election for a city of Covina city council seat, district 1.

His four-year term will begin in early July with his swearing-in.

“This victory is because of Teamster households in the district and residents who want common sense and progressive ideas to enhance their lives. It’s all about quality of life and listening to our citizens, and being accessible,” Delgado said. “I had a ton of commitment and grassroots help from Teamsters in the brotherhood.”

“We’re proud of Hector. He stepped up as we are always encouraging Teamsters to get involved and run for office across the whole spectrum of available positions” Local 986 Secretary-treasurer Chris Griswold said.

Passings...



Andrew (Nick) Nichols, retired director of the Southern California Teamsters Construction and Upgrading school, passed away March 30 in Riverside CA. A longtime construction Teamster member before becoming an instructor then director at the training site, he belonged to Teamsters Local 166. He retired in 2006. An early 1960s U.S. Army veteran, a memorial was held at Riverside National Cemetery following services in Norco, May 13. He is survived by two sons and several grandchildren and great grandchildren.



Hector Raul Velez, retired business agent from Teamster Locals 63 and 572, passed away May 27. He was 78, and lived in Alta Loma. He began his Teamster career as a member working at Golden State Foods. Services and interment were conducted June 8 at Rose Hills Memorial Park in Whittier. He is survived by his wife Angie, daughter Debbie, sons Greg and Jimmy, brothers Tony and Greg and three grandsons.



Rest in Peace Brothers

Quick Looks at Items of Interest

The Eye

California has **116** community colleges.....in 2021 banks reported \$279.1 billion in **profits**, up \$132 billion over 2020, FDIC says.....**potatoes** are the nation's most valuable vegetable crop worth about \$4 billion annually.....last year 68% of Americans **approved** of Labor Unions, Gallup survey says.....we can apply for Social Security up to **4 months** before we want benefits to start.....**two-thirds** of those with Alzheimer's are **women**.....estimated in 2021 6% of pro landscapers' equipment is **electric**, homeowners' 55%.....in 2020 about **16.8%** of American adults **caring for someone** over age 50, up from 2015.....how many American households have a **cat**? 45.3 million.....people in the biz say there will be 2.5 million **weddings** this year in the U.S.....national average time of people **showering** is 8 minutes.....the national **minimum wage** is \$7.25 an hour and has been since 2009.....Medicare covers more than **64.2 million** Americans over age 65.....more than 100,000 died of overdoses in the U.S. last year, a 30% rise over the previous year.....in 2021 average **age of vehicles** on the road hit a record **12.2** years, the fifth straight year the average has increased.....Los Angeles County is the nation's **most populous**.....as we reached 50 years (June 17) since Watergate, we remember it was the late **Frank Wills** who started it all. The 24-year old Black security guard found a door duct-taped open--twice, and called the cops.....**flag of convenience** is when ships are registered in countries with weakest labor and environmental regs—chiefly Panama, Liberia and Marshall Islands, among 30 of 'em.....

MINOR LEAGUE BASEBALL

Baseball: The Penniless Part of the Dream Ending

SAN FRANCISCO (PAI): Imagine you're at a workplace where you make \$3,000 over six months—and must work the other six for free. Where you work 50-70 hours over six days a week, and you don't get overtime.

You're in a job where your boss can ship you to another employer at a moment's notice, or ship you out. And where, to survive, you must room with five or six other guys—it's an all-male worksite—in an apartment. Some of the guys bring wives and kids.

Welcome to the won-

derful (?) world of minor league baseball. Those were and are the working conditions in baseball's bush leagues that led ex-minor leaguer Dan Peltier to liken the minors to "indentured servitude of the 1700s."

But all those conditions may be about to change. Definitely, the money will.

Some 34 former minor leaguers, in a class action suit that took seven years to resolve, have reached a settlement with Major League Baseball, which effectively runs the minors. Sports news services esti-

mate it at approximately \$200 million restitution for years of unpaid overtime and minimum wage violations, all due to bosses' defiance of federal labor law.

And in their case, which will be the subject of a July 11 settlement hearing at the U.S. Ninth Circuit Court of Appeals in San Francisco, the ex-players also may find out if they win not just on wages and working conditions of the past, but on their demand that the jurists ban MLB's owners from imposing such exploitation on future generations of ballplayers.

Naturally, the obtuse moguls who own the 30 major league teams never saw this one coming, even though the U.S. Supreme Court two years ago approved a Ninth Circuit certification of the minor leaguers as an exploited class.

Most of the 34 played for one or two major league farm systems, but one, Brandon Pinckney, played for four—Cleveland, Baltimore, Philadelphia and Oakland—from 2003-2010. Others got shuffled and shuffled from team to team. The entire class is in the thousands.

The suit, filed May 20, 2015, in the Ninth Circuit, said the big leagues systematically shorted the minor leaguers' pay, which has been rock bottom for decades. Not mentioned: The few stars who were high draft choices and earned major league pay even while riding buses in the bushes. Oh, did we mention the long bus rides from town to town? No pay for those, either.

Not only did the minor leaguers not earn the federal \$7.25 hourly minimum wage, they didn't get overtime pay, either. Or pay at all during spring training. And if the majors required minor leaguers to undertake off-season conditioning, as the Florida Marlins required from lead plaintiff Aaron Senne, they didn't pay them for that work, either.

At minor league clubs, 50 to 70-hour workweeks were routine, the suit said. The pay wasn't and isn't: \$3,000-\$7,500 on average for seasons lasting three to six months, depending on which minor league level players toiled at. The lowest-paid, in Rookie leagues, got \$1,100 per month for a three-month season—and didn't get their first paychecks until the end of June.

Minor league baseball "traces its roots to the 19th century," the suit said. "Unfortunately for many of its employees, its wage and labor practices remain stuck there," it deadpanned.

Testifying to Congress in

Southern California Teamster

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1997, Peltier said the 19th century comparison was too modern. He likened the minors to working conditions of the 1700s...indentured servitude.

"When you first sign, you are owned by that team for basically seven seasons. A team can buy you, sell you, send you to another country, or fire you whenever they want. They can cut you if you get hurt," Peltier continued, in testimony included in the court papers.

"A player, on the other hand, cannot try to play for someone else. He can't try out for his home team. You have to play for the team that drafted you even if they are loaded at your position....Obsession with making the majors should not be a justification for the current treatment of minor league players, and I certainly hope it would not be used as an excuse to give major league and minor league owners a legal blank check."

"MLB's longstanding exemption from antitrust laws allows it to openly collude on the working conditions for the development of its chief commodity: Young baseball players," the original court papers add. "This antitrust exemption, however, in no way provides an exemption from the federal and state wage and hour laws the defendants"—owners—"routinely violate."

The "major league cartel...actively and openly colludes on many aspects of minor league play and working conditions," the original suit says. That collusion includes wages, contract terms, drug testing and discipline. From 1976-2015, minor leaguers' average pay rose 75%, inflation was 400% and major league pay—thanks to a strong union—rose 2000%.

The blank check for the owners wasn't the sole problem. The pay was and is so low minor leaguers either must stay for the season with "host families," who open their homes for free, or live five or six to an apartment in order to make the rent. That's five or six players, some of them with spouses and kids, too.

And while the Major League Baseball Players Association is one of the nation's most successful unions, the minor leaguers have none at all. "Efforts to unionize minor leaguers have been unsuccessful because minor leaguers fear retaliation by the seemingly omnipotent defendants," the major league clubs, the court papers said. Sound familiar?

Whether minor leaguers can unionize once the suit is settled is unknown. "MLB's exemption from antitrust laws has only made it easier" to depress minor leaguers' pay, the suit said. But the players' lawyers said on May 10 they're "pleased to report the parties have reached a settlement in principle in this case, subject to court approval. We look forward to filing preliminary approval papers with the court and cannot comment further until then."



OSHA'S Been Covid-Ineffective— And Here's Why

WASHINGTON (PAI):

In 2019, the Occupational Safety and Health Administration inspected fewer than one-half of 1% of U.S. firms it regulated, the non-partisan watchdog Government Accountability Office told Congress in May. And that's around its usual inspection percentage.

That pattern, combined with what one key lawmaker called "OSHA's own stumbles" and Republican Trump regime interference, left workers with less protection against the coronavirus, GAO Education and Workforce Director Thomas Costa said.

The lack of inspections is a symptom of a bigger OSHA problem, Costa told the House Workforce Protections Subcommittee hearing: Lack of personnel and lack of power.

OSHA is still short-staffed even though Congress gave it an extra \$106 million—on top of \$592 million previously earmarked for it—to hire and train more inspectors and conduct more enforcement against the coronavirus plague, he explained. The Democratic Biden administration has since hired hundreds of more inspectors at the still-short agency.

But without a special emergency temporary standard (ETS) to force firms to protect workers against the virus, OSHA inspectors—when they could get out in the field—must use the agency's "general duty clause" mandating overall protection. That clause requires huge documentation, has a higher standard of proof, and is hard to enforce, Costa testified.

Subcommittee Chair Alva Adams, D-N.C., called the hearing as part of the panel's oversight of Labor Department programs designed to protect workers. "Many causes of occupational disease remain unregulated or underregulated," she said at the start.

"The spread of Covid-19"—the official name for the coronavirus—"caused the worst worker safety crisis in OSHA's history and

served as a stress test of OSHA's capacity to address hazards and respond nimbly," she elaborated.

Costa's report said that, in so many words, OSHA flunked during the first year-plus of the pandemic, though it was not solely to blame. He noted a federal court decision years before sharply cut the number of "summary injury and illness data" reports firms must send in to OSHA, aggregating illnesses and injuries on the job. The agency uses the summaries to set inspection and enforcement priorities.

As a result, OSHA cited firms only 300 times from late 2017 through Sept. 30, 2019, for failing to file the summary reports and cited firms 110 times from then through April 15, 2022.

Another loss came early this year. In late 2021, Democratic President Joe Biden's OSHA issued an ETS covering all firms nationwide with 100 workers or more. It ordered them to ensure all workers are vaccinated against the virus, plus other mandates. Costa pointed out the Supreme Court overruled that as "regulatory overreach."

What Costa did not say, since GAO is non-partisan, is the Republican-named Supreme Court majority tossed that ETS, acting on a suit by Republican state Attorneys General and a raft of businesses with "Christian" in their names. The foes overturned the standard by judge-shopping for a favorable federal court in deep-red rural Texas. OSHA is now working on an overall standard to order all firms to protect workers against all air-borne respiratory diseases, agency Administrator Douglas Parker testified.



Work Union

Hawaii Local 996

By Kevin Holu
President



Since taking office on January 1 our representatives here at Local 996 have been working tirelessly. Thus far, we've had a lot of successful and positive results in numerous contract negotiations with more to come.

In February, members of Service Printers, led by Business Agents Kingsley Le'i and Casey Kaohi, ratified their new contract focusing on wage increases in which we were able to secure raises over a three-year contract. Members stated that this is their largest increase yet.

Also led by Kingsley along with Business Agent Jonathan Johnson was a wage re-opener which members ratified with a percentage increase for Hawaii Gas over the next year with their contract negotiations to begin in 2023.

Hawaii Coffee Service Technicians received a nice hourly increase. Members of Tech Systems also ratified their contract in February.

In April, Hawaii Transfer Co. members led by Business Agents Jonathan Johnson and Casey Kaohi, overwhelmingly ratified a 4-year extension proposed by the company. All members received a wage increase, effective May 1, and an additional increase over the next 3 years and a pension increase in the second half of the contract.

Contracts were concluded for Avis/Budget Group led by Business Agents Scot Paiva and Casey Kaohi in April, securing wage increases for all members and a \$1 for \$1 match to their 401K contributions.

Business Agents Beverly Tusi, Sandra Chung and Casey Kaohi led the negotiations with ALSCO last month. Members overwhelmingly ratified their contract with an immediate wage increase for all drivers and a percent increase for production in the first year of a 5-year contract. The pension increased to \$1.40, and IRA increased to \$.70 over the 5 years.

Hawaiian Cement Concrete & Aggregate Division has multiple open grievances and arbitrations dating back as far as 2018. Currently we have a step 3 class action grievance on behalf of the maintenance shop because the company subcontracted out work that our members are able and willing to do.

HC&D Quarry and Ready Mix also has multiple open grievances dating as far back as 2018.

Currently, Hertz on all islands is offering a \$3000 hiring bonus for skilled mechanics and \$1000 for all other positions.

We are currently in negotiations with the following companies: Hitachi Rail, led by Trustee/Business Agent Felipe Paco Anguiano; Oahu Transit Services - Paratransit Division (Handi-Van), led by Trustees/Business Agents Felipe Paco Anguiano, Jonathan Reed and Business Agent Casey Kaohi; Aigas, led by Business Agents Casey Kaohi & Jonathan Reed; Martin Transpor-

tation, led by Vice President/Business Agent Walter Fox III; Kapiolani Medical Center led by Business Agents Sandra Chung, Beverly Tusi & Casey Kaohi.

Negotiations will be taking place within the next few months for the following companies: Queens Medical Center, led by Business Agents Beverly Tusi, Sandra Chung & Casey Kaohi; Fresenius (Liberty Dialysis), led by Business Agents Sandra Chung & Beverly Tusi; Paradise Beverages, led by Business Agent Scot Paiva; Don Quijote, led by Business Agent Kingsley Le'i; RNDC (Young's Market), led by Business Agent Kingsley Le'i; Baker and Island Commodities, led by Business Agent Kingsley Le'i; Island Pumping, led by Business Agent Kingsley Le'i; Mercantile Trucking, led by Vice President/Business Agent Walter Fox III.

Much Mahalo to our representatives here at Local 996 for your hard work and dedication in bringing back the trust and integrity in our members!

Also, a big shout out and Mahalo to Julie Gutman-Dickinson and the Bush & Gotlieb law firm for their commitment to Local 996.

Please remember to visit our webpage and download our app for up-to-date information.

Local 996 wishes you and your family a safe and fun summer!



By Mike Bergen
Secretary-Treasurer



The Costco Union National Negotiation Committee and Teamsters Local 166 mailed Costco's last, best and final

offer on May 20. It is in your best interest to open, review, and most important is to vote!! The Teamsters Negotiating Committee hosted a Webinar on the company proposal. If you have moved or have not received your Costco ballot by the beginning of June, please call this Local Union (909) 877-TEAM for us to update your information so we can send you a ballot. Again, please review all of the relative information and vote!

At Heritage Foods Riverside, the Local Union filed a grievance on behalf of all members because the employer has taken the position that a contractual holiday is now considered a day of rest in violation of our new contract language and making it mandatory for employees to work both of their scheduled days off. Mission Linen negotiations are now in the economics stage of bargaining and based on the company's initial offer, we will be contacting the federal mediator for assistance. Also, our members have voted authorizing a strike if necessary. American Textile Maintenance dba Republic Master Chefs and Medico Linen, we will begin negotiations shortly. At Yardney Water Management a new 2-year agreement was ratified by the membership with substantial wage increases along with protecting the benefit package. The Local Union thanks shop steward Joe Herrera for his input at the negotiations. At RNDC Chino - the company has

posted positions for the new building that will be opening this summer.

At Kaiser Permanente, the Teamsters and other Unions in the Inland Empire and Kern, have made a big step forward with Kaiser on wages. After wrapping up on wage equity on the first go around our Teamsters membership will receive increases which will impact about 230 of our membership in July 2022. There will be a second go around in 2023 and we hope to be even closer. Through the national agreement, Kaiser Permanente and Alliance of Health Care Unions will now discuss in partnership on improve staffing and backfill which are scheduled to begin starting no later than July 2022. In April we conducted our quarterly Steering Committee meeting. The next Steering Committee meeting will be held July. The Local Union has received notice that the Kaiser Permanente Surgery Center in Murietta that was scheduled to open in December 2022, was put on hold until early 2023.

At Mondelez, resolution of the grievances concerning ongoing attendance issues with the new management team--the waiver of all attendance issues from December 04, 2021 to April 28, 2023 and also that moving forward the Union will be involved in all conversations with Union representative and/or stewards. The stewards then had a meeting with the new management team as well to discuss workflow and on how they now look forward on raising the staff issues and morale. The company's still looking for Class "A" drivers/warehouse personnel to hire. If interested you may apply at Mondelez.com for the Ontario and San Diego areas. The Local Union has added two new stewards--Richard Peña and Paul Hannibal, to work with steward Greg Parriot.

Work is still ramping up at Purewater and the San Diego Airport PLA's. Martin Murietta and S.D. Vulcan Materials continue to be very busy. Pinnick and Marlins started a new job at Carmel Mtn Rd. SE Pipeline is looking for working Teamsters in North County for line 1600 project. We have wage allocations coming up in the SDMLA this July.

At Fort Irwin, KBR Talon & Premier, the Union resolved a termination grievance at the SSA Warehouse and working on another termination grievance at the GFE shop. Business agent visitation went very well at all the shops on May 11. The members really like the idea of being able to see their business agent and their insurance administrator (Pacfed) all at one table. The Local Union will be having more meetings scheduled throughout the rest of this year with dates, times and places to be announced in the next few weeks at Ft. Irwin. At the Marine Base, Technica was informed that they will not be the contractor effective September 30, 2022 and the award went to Red River. The phase-in is set to start in July. We will keep you informed of where the hiring and orientation meeting will be as soon as we find out. Also, we will be having a meeting in the next few weeks to make sure you have the latest information. At Technica Ft. Irwin, the company relinquished the contract and now we are in negotiations with Chenga. At Lexicon the

continued next page

Southern California Teamster

Union filed a NLRB charge against the company for Union activity. At SpecPro contract negotiations will begin next week.

The Construction Teamsters Apprenticeship Program continues to work with employers in the placement of the apprentices resulting in many job placements. The CDL Training continues at the Training school, along with our offroad program at the Fairplex in Pomona. If anyone you know is interested in applying to the program, please go to ctapsc.us. We are always accepting applications.

Contract Compliance currently has approximately 60 cases pending with Department of Industrial Relations. The reason these cases continue to be unresolved is due largely to Covid. We are currently monitoring several Assembly bills for any updates or changes.

Condolences go out to the family of Brother Shawn Tinker of Martin Murietta. RIP. You will be missed.

Local 630

Food, Industrial & Beverage Warehouse,
Drivers and Clerical Employees

By Lou Villalvazo
Secretary-Treasurer



Our condolences and prayers go out to the families and friends of our sister Nichole Oliveri from Southern Glazer's Wine and Spirits. Our sister Nichole's husband Mike Oliveri suffered a heart attack while he was driving his daughter to work in La Mirada, and both her husband and daughter lost their lives in this tragic accident. It's also with deep sadness that we inform you of the loss of our brother Modesto "Junior" Talamantes from Apffel Fine Coffee, who passed away May 16. He was involved in a fatal accident on the 210 freeway. He was a 30-year member and shop steward. Our thoughts and prayers go out to his family and friends as he is survived by his wife, son and daughter.

We also send out prayers to the people of Ukraine that are trying to survive through this senseless war driven by ego and hatred. Our prayers go out to the family and friends of those that have lost their family members as they were shot and killed at a church in Irvine as Taiwanese retirees were worshipping, also to the families of the 10 folks massacred at the Tops Supermarket in Buffalo, New York-all African American. Both shootings were driven by hatred of others. And to the families and the community in Uvalde TX, where 19 children, 2 teachers and a grandmother lost their lives.

It's frustrating to see politicians passing gun laws that allow 18-year-old boys to buy a military style weapon and these same politicians pursue laws that ban books that threaten their form of history. Their solution to these school shootings is to arm our teachers!

You want to help the teachers, then stop telling them what history to teach and what books they can read to our kids, provide them with a livable wage and benefits, where they don't have to work 2 jobs in some cases to help pay for some of their student supplies. Stop under-

funding schools and art programs and pass some common sense gun laws!

Our teachers aren't police officers, and our schools shouldn't look like prisons!

If these 18 year old adolescents or grown men want to shoot military style weapons like they do on their video games, then have them enlist in our military or the reserves. I refuse to accept that this is the new norm and that we are ok with our kids being raised in this environment.

To everyone still fortunate to have your mother and their baby mothers in their lives, thank them and love them. As they gave you and your children life and are raising your children.

Ventura Foods, with the help of our stewards our business agent has been pushing back on the employer via grievances, incident reports and face-to-face meetings with management. We had 2 arbitrations scheduled, both stemming from our contract negotiations from January 2020. The job bidding arbitration was canceled by the company because they weren't prepared, and the mechanic arbitration was scheduled for late April. I'm glad to inform you that we were successful in settling both arbitrations in favor of our members.

The company finally agreed to what we negotiated for the job bids and our members in the maintenance department will be made whole for all hours worked based on the contractual wage increases, on top of the new established base rates we negotiated going back to January 2020. Payment will be retro for all hours worked, in the amounts over \$150K. I would like to thank our members for waiting patiently.

Danone North America, I would like to welcome back our brother Jose "Pepe" Andrade who was wrongfully terminated. He was reinstated immediately with his seniority along with full backpay for all lost wages and benefits. I would like to thank our stewards Juan Perez and Raymundo Gaytan for a job well done.

Driftwood Dairy, I would like to thank all the members who participated in the pension and health & welfare visit. Members were able to see where they stand regarding their pension benefits and were able to ask questions and make changes to their health plan. I would like to thank our BA Alex Flores for setting this visit for our members along with the field representatives from the Western Conference Teamsters Pension Trust Fund and the field reps for Labor Alliance.

On May 5 our members at See's Candies ratified a new five (5) year contract. The new agreement comes with a great economic package in wages, pension, and night premium. I would like to thank our rep Felix Chavez and our negotiating committee brothers George Lujano and Aric Perez for a great job!

We would like to thank all those members that had their children participate in this year's Jerry Ver-cruse Memorial Scholarship, we will announce the winner at our next general membership meeting for the month of July.

Attention all members-the Local will be sponsoring 10 children (ages 8 to 18) from our 630 membership giving them the opportuni-

ty to attend the Teamsters Summer camp through Youth Helpers up in Big Bear Mountain, from June 17 thru 21. To apply please submit your child registration ASAP but no later than July 1. Member must be in good standing.

Congratulations to our members on their retirement: our brother Jeremias Hererra - 12 years of service at Torn & Glasser Pomona, Jose Oscar Acuna - 42 years of service at Season Produce, Ramiro Rubio for his 48 years of service at Foster Farms, Jorge Castillo for his 35 years and Stanley Hardison AKA "Big Stan" also from Ventura Foods and lastly Kenji Taji for his 40 years of Union service at Mutual Trading. We ask you to remain involved and help us educate and mentor our young Teamsters.

Remember to always update your contact info with the front office, visit our website and follow us on social media.



By Chris Griswold
Secretary-Treasurer



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.

Make sure you are registered to vote in 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.

Members in Las Vegas can join us for Teamster Night on September 14 for some baseball and fun at the Las Vegas Aviators at the Las Vegas Ballpark in Summerlin. Call our Las Vegas office at (702) 385-0995 or contact your business agent to inquire on how to purchase the discounted tickets.

Members in Southern California can help patients at the City of Hope on Wednesday, July 13 by donating blood at one of our shops represented by Teamsters Local 986. ECOBAT in the city of Industry is hosting the blood drive and it is open to anyone in the community. Donors are invited to enjoy a complimentary meal with breakfast from 8:00 am to 11:00 am and lunch from 11:00 am to 1:00 pm. Call (626) 937-3254 to make an appointment.

Members in Santa Maria attended a quarterly meeting June 2 and heard from speaker Jun Payoyo of the California State Mediation and Conciliation Service. The quarterly meeting was well attended, and we look forward to new organizing opportunities throughout the Central Coast.



By Damascus Castellanos
Secretary-Treasurer



Damascus Castellanos: Local 495 is growing back slowly to where we were prior to the pandemic. This has been a tough climb. Members that have returned to work are having to work a lot of overtime and perform more tasks due to lack of employees. For those members we thank you. To help in some areas, Local 495 has been researching to partner with companies with trade schools in their areas in hopes to find employees with certified skills. Recently Local 495 along with the IBT Industrial Trades Division successfully concluded negotiations with Hertz Car Rental, this agreement covers 14 Teamster Locals in the western region. Thanks to International Vice President and Director of the Industrial Trades Division Rocco Calo and our very own IBT Representative Jim Lennox for their hard work along with Local 495 Business Reps Mark Manning, Art Carrillo and Emerson Diaz. Jim Lennox has announced he will be retiring August 1. Jim has been a Local 495 Business Representative for 23 years. He has been instrumental in many contract negotiations and has four years as an International representative for the Industrial Trades Division. On behalf of our members, I would like to thank you, Jim, for your service and expertise.

Jim Lennox: Hertz Garage: Local 495, in conjunction with our International Union and the western region car rental Locals, have wrapped up negotiations for the Hertz Western States Master Garage Agreement. The bargaining was intense and went on for months, but it ultimately produced our greatest settlement ever. As we went to press we were setting up ratification dates. With nearly 44 years as a Teamster, I have decided that it is time to step into the next

chapter of my life and retire this year. Mere words cannot begin to express how proud I am to have had the honor to serve the membership of our great Union. With this change, I know that the staff at Local 495 is more than ready to continue the good fight for the members in the many industries I have worked with - I am certain you are in good hands for the future challenges ahead.

Art Carrillo: Congratulations to our members at Commercial Tire on ratifying a new agreement. Congratulations to our members at Fenner Precision Polymers on ratifying a new 3-year agreement. Thanks to stewards Ivan Verduzco and Jeronimo Garcia and committee member Juan Hernandez for all their hard work and dedication. On May 15 we had our proposal meetings with Penske and the Penske hikers. We will begin negotiations with the company in June.

Johnny Espinoza: I'm happy to announce that we've concluded negotiations with Bridgestone. Hertz Transporter agreement was ratified at Long Beach and we'll be voting the garage shortly. We're starting negotiations with Medico & Republic Master Chef this month. At Disney we're able to bring a cast member back to work through the grievance procedure. At UPS we successfully resolved OT grievance, resulting members being paid.

Mark Manning: The Hertz Transporters negotiations were finally concluded, and the contracts were overwhelmingly ratified the week of May 16. The first-year increase is retroactive back to October 1 of last year. Ryder Truck Rental has moved out of the Alameda location. Although there was not a lack of work involved, the company and the Union agreed to treat the closure and subsequent displacement of members as a layoff under the agreement. The company worked with their customers to determine where their fleet would be serviced going forward thus determining where our members may end up working. The Ryder contract provides members the right to bump with their seniority so there was much work to be done before any "open" positions could be posted. The company and Union agreed to monitor the whole process by way of weekly conference calls with our steward Luis Duran and Union staff including Secretary-Treasurer Damascus Castellanos. Your Union appreciated the partnership with Ryder in working through this.

Carla Castro: Happy to report that through a dedicated fight Disney has adjusted their enforcement of their cellphone/personal electronics policy and their efforts to inform and update their employees on the policy. Which also resulted in 12 people being put back to work due to wrongful termination. Also been able to settle a few arbitrations, where the member felt vindicated. We just finished up negotiations with Bridgestone. A big thank you to the committee members for their hard work and dedication. And to our members for their patience and steadfast unity. Next up are Penske and Adesa/Carvana negotiations.

Emerson Diaz: We ratified the Hertz Shuttlers agreement by a margin of 123 Yes - 7 No. After months of bargaining, the Hertz

continued next page

master agreement was voted as we went to press. National Ready Mix and Catalina Pacific Concrete negotiations are ongoing. Penske negotiations began in early June. 7-UP negotiations will also start in June. Two Hertz drivers who were wrongfully terminated were brought back to work with full back pay. Over at Waste Management Baldwin Park, I filed for arbitration on a suspension and termination. Ryder contracts were printed and distributed to the membership. Sygma contract has been signed and should be ready for distribution soon.

Albert Bautista: UNFI-I'm happy to announce that we have re-elected J.R. Tyson to continue his role as steward at our Commerce location. Members have also elected new steward Gerardo (Jerry) Zambrano who will now represent Santa Fe Springs. Ralphs-I would like to thank steward Alex Muro for attending our stewards' seminar. YRC-also, thanks to steward Mike Martinez for attending too. Bridgestone-we have been in negotiations for 3 months and it looks like we have come to an agreement that will be presented to membership for ratification. Thanks to our committee members for working through this and making tough decisions for all. National Ready Mix-we are currently in negotiations and thank steward Billy Cameron for his efforts and participation in order to get what's best for our membership



**By Ray Whitmer
Secretary-Treasurer**



Elsinore Valley Municipal Water District 911 members ratified a 3-year contract, which secures all benefits and salary increases each year. 911 continues negotiations on behalf of the city of Oceanside Employees Association, San Diego lifeguards, the Port of San Diego and the San Diego County Regional Airport Authority. The city of San Diego lifeguards successfully secured their fair share of San Diego's make-whole obligations, related to the decade-long Proposition B litigation. PERB filed a complaint on the city of San Diego upon 911's filing an Unfair Labor Practice charge for wrongful withholding of holiday pay. 911 is winding up non-economic negotiations and contract cleanup on the 4-year agreement with the city of Temecula, which secures all health and welfare benefits, across-the-board wage increases retroactive to July 2021, and increases the city contribution to its health flex plan.

Pasadena Unified School District (PUSD) Teamsters have arrived at a tentative agreement. The members will receive the Juneteenth holiday, salary increases, new salary schedule 7th step. The membership ratified this agreement on May 17 convincingly with a 106 yes votes versus 4 no votes.

Our newest classified Teamster members from Inglewood Unified School District (IUSD) received their first wage increase since March 1,

2016. The Teamsters have been able to bring several benefits to completion for our members in a brief time. These members were recently organized in March 2022, and we have hit the ground running. Some of our accomplishments so far are carry-over of vacation days, wage increases, as well as the Juneteenth holiday. The tentative agreement was ratified by the classified employees on Thursday, May 19 with an overwhelming support of 202 voting yes and 4 voting no.

Teamsters are actively representing members in investigatory meetings, grievances and in other formal meetings, including joint labor management meetings, for the city of Los Angeles crossing guards, LACoAEHS, and LACCD. Further, 911 is working to stop contracting out of MTA jobs and address job security concerns. City of Santa Monica and LACoAEHS are meeting with Local 911 weekly to bargain new contracts and win equitable wage and benefit increases for all.



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



We have continued to engage with the company in Section 6 negotiations to bring us closer to a tentative agreement. We have begun to discuss some economics and will continue to convey the need for improved language for benefits and compensation that reflect this pilot group being "the best in the industry". We all know that Allegiant has a unique business model and base structure that requires pilots to remain flexible. For this exact reason it is imperative that we obtain industry-leading provisions that protect our work/life balance and that compensates us for these unique circumstances. As the major carriers continue to hire and reduce their minimum requirements for potential recruits, we are still far from any agreement.

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Regardless of the platitudes the company continues to provide the pilot group about harboring a better relationship and treating us as "customers", the company's appeal in the 9th District Appellate Court to the arbitrator's ruling regarding our bidding system continues. We prevailed twice, yet the company still believes that they should be able to ignore our scheduling and bidding provisions within our collective bargaining agreement. Hearings for this case will be heard in July and August as we continue to fight for our schedules to be awarded in accordance with our current CBA.

The Allegiant pilots continue to experience old and new interpretations of our pay and work rules. Grievances are the only way to hold the company accountable and they should be filed for anything believed to be a violation. The historical modus operandi of Allegiant and how it treats labor agreements and understandings makes two sections of our contract vitally important—Section 18 Grievance Procedures and Section 19 System Board (the arbitration procedure).

The fact we have more than 4,000 pending grievances proves that our current processes and contract language are not working. When we ultimately come to an agreement with our second collective bargaining agreement, it isn't a matter of if, but a matter of when the company will violate the contract. It is important that the pilot group is able to enforce and protect the contract and effectively bring potential violations to light and a judgement brought forth as quickly and fairly as possible. Regardless of the outcome of these rulings, precedent will be made and further interpretation issues and grievances would no longer occur for that particular dispute. Indirectly, this creates a more concise and unambiguous work environment. These provisions of the contract are cost neutral for the company, unless they plan on violating the contract. Any strains in negotiations coming to a consensus on these particular sections will convey to us they have no intention or genuine interest in abiding by their promises to begin with. This in of itself will be a barrier to a successful TA.

It has been confirmed that due to the certification process required to bring on the Boeing aircraft by the FAA, the AQP program is on hold for the foreseeable future. The FAA is only able to have one certification process pending per air carrier certificate. This does not change our resolve that industry standard is the bare minimum for the Union to accept an AQP program on property. The timeline is unknown as to when we will be able to continue talks to coordinate with the Training Center on implementing AQP. As correspondence have already been sent, we are once again starting the LOSA (Line Oriented Safety Audit) in the fall of this year. This collaborative program is a benefit to all involved and we encourage crews to allow the observers in the flight deck. We have a robust letter of agreement that provides the level of neutrality and anonymity that creates a successful safety program.

We continue to fight for your rights to fair representation and a contract we can all be proud of. Until next time...



**By Abel Garcia
Secretary-Treasurer**



Abel Garcia - Secretary-Treasurer: Hello to all members of Local 186, hope this article

finds you and your family safe and healthy. We are currently in negotiations with MTD. Management needs to respect our members who worked through the pandemic and in harm's way. MTD refused bonus pay, it's time to provide the members decent wages, or the wheels stop! E.J. Harrison—we have started our second campaign to organize rolloff drivers, mechanics, fuel island, painters and welders. Welcome aboard VCTC Transit, first contract ratified. DFA—we are about 90% done with negotiations. UPS: Local 186 has responded to Newbury Park manager's disregard for

our contract. The company paid all grievances. Thank you to all stewards in the Newbury Park center for your vigilance in policing the contract. Sysco--the company installed a new payroll system that has screwed members' paychecks and your dues deductions. I am in constant communications with the company to rectify the problem. In solidarity, Abel.

Fernando Lara-Vice President: 7UP--with our contract ending soon, we will be holding a proposal meeting. Please make yourself available for this meeting. Aramark--as negotiations are around the corner, we must get ready to hold a proposal meeting; we will reach out for specific dates soon. Please make yourself available. ALSCO--with negotiations underway, we look forward in negotiating one of the best agreements at Alsco. Challenge Dairy--due to inflation this year, the pension wage diversion was placed on hold, however, it will be subject to vote next year. We will keep you updated. DFA--negotiations have been very productive. We should be closing negotiations soon. E.J. Harrison--we have some grievance cases going to arbitration, along with filed NLRB charges against the company. An update shall be provided soon. National Ready Mix--negotiations are underway with wages being the key factor; we look forward to a very favorable contract. Pepsi--we will have our first onsite pension visit on July 6 from 1pm-6pm. Representatives from WCTPT (Teamsters Pension) will be onsite to answer any questions you may have regarding your pension benefits. Please mark your calendars. STA--please make sure all members sign up for the Teamsters 401(k). If members are not signed up, the company would not be able to make the contributions on your behalf. Sysco--thank you to all our brothers and sisters that attended our Sysco craft meeting. We hope this has educated and empowered a lot of our new members at Sysco. VCTC--we have completed negotiations and ratified the tentative agreement. We would like to thank our committee member Luz Gomez for all her efforts. Waste Management--we have also completed negotiations and ratified the tentative agreement. We would like to thank our negotiation committee: Adalberto Rodriguez, Jorge Avalos, Jose J. Rodriguez, Juan Moreno, and Salvador Orozco. We would like to welcome all our new brothers and sisters at VCTC (Ventura County Transportation Commission) and Waste Management. We would like to thank all our members who came out to our big membership meeting on June 12. Please patronize Union business and support Union-made products.

Jed Johnson-Business Representative: At RNDC and SGWS Sales the Union vetted the application "SGProof" and "E-RNDC" will be next. Still issues at RNDC with structured delivery and other management decisions that cause our sales reps heartburn. RNDC and SGWS drivers: At RNDC--the Union was successful in local level disciplinary hearings, getting disciplinary actions thrown out per the grievance procedure. The company and Union are currently negotiating cameras that SGWS wants to be installed into all delivery vehicles. At Ferguson Plumbing Supplies there are job openings for warehouse

and driver positions, apply online. Amerigas: All disciplinary actions have been rectified by the Union and thrown out. At San Pedro Forklift we are currently in negotiations. We will keep you updated as updates become available. At the Ventura Port: The Union was successful in getting backpay to brother Reed Bear (dockmaster) at the Port. The Port District failed to inform Union members of a bonus that was to be given if the employee has a degree. The Port acknowledged their mistake and brother Reed Bear received a significant backpay check. Have a safe summer and enjoy your family.



**By Victor Torres
Secretary-Treasurer**



As we head into the summer season, unfortunately we continue to be hit with unpleasant circumstances. Like many of

our members and their families, the last couple of years have been rough ones for all of us at Local 481. As far as we are concerned, we have lost way too many members of our Teamsters family.

In recent months we lost longtime member and steward Robert Miller from UPS and longtime member and recent retiree Neil Caldwell from the San Diego Zoo. If all of this was not enough, as we continue to try and put the last few years behind us, we learned that former UPS member Jorge (George) "Coky" Naranjo passed away on May 8, and former Local 481 President James (Jim) Joiner from the San Diego Zoo (and father of recently retired Local 481 President Mark Joiner) passed away on May 23.

Brother Naranjo began his Local 481 membership in 1994 at UPS in the automotive maintenance department. He subsequently transferred to the porter position where he spent the majority of his tenure at UPS Chula Vista working in that capacity. To say he was well known and beloved by not only his coworkers, but his family and the community where he grew up, lived and worked, is an understatement. His generosity, both prior to and during his affliction, literally provided food, shelter, clothing and medical supplies for dozens and dozens of families in need throughout Southern and Baja California in the U. S. and Mexico.

His pastor at Heart Revolution Church said that he proposed to make Jorge an official minister of the church. By all accounts he was already ministering to the congregation and had been for many years, but "Coky" declined, stating that he was ok with things the way they were. It was just like him to not want to step into the spotlight, but to lead by example and what an example on how to live one's life did "Coky" leave us with.

Treat others as you would want to be treated and spread good will wherever you go-- a motto we should all aspire to achieve as "Coky" did. Brother Naranjo faced many health issues during

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his working life and retirement. He faced all of them without ever complaining, but in true Teamsters spirit always vigilant and prepared.

Brother Jim Joiner began his Local 481 membership in 1970 at the San Diego Zoo as a keeper specializing in caring for and training bears. Always exhibiting leadership qualities stemming from his upbringing and his military service, Jim honorably served the membership of Local 481 as its President from 1990-1995 when he retired from the San Diego Zoo after 25+ years. His steady hand during trying times set the tone for the rest of us as we found our place in San Diego's labor community and throughout the Teamsters organization locally, regionally and across our International Union.

Of particular significance during brother Joiner's tenure was the institution of Local Union sponsored educational seminars both representational and educational. Providing such services to the members has now been institutionalized in Local 481's DNA. We owe a debt of gratitude to brother Joiner for helping us getting these programs started.

Jim was always willing to pitch in to support Local 481 even in his retirement whether it was walking a picket line or attending one of our general membership meetings.

It is with the heaviest of hearts that we send our sincere condolences to the Naranjo and Joiner families and their many dear friends and coworkers. Thank you for sharing Brother Naranjo and Brother Joiner with us. Please know that they will forever be missed, but never forgotten. Rest in peace brother Jorge "Coky" Naranjo and brother James "Jim" Joiner.

In addition, we have also learned that Local 481 Trustee and steward Elaine Baker's mother, Angela Teresa Brown from Hertz passed away on May 19. Our sincere condolences to our sister Elaine and to the entire Baker/Brown families.

On the political front, we had the California Primary June 7. Details regarding the results and the impact 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 now 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 the 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 \$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) for further details or 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.



**By Tommy Blitsch
Secretary-Treasurer**



T o m m y Blitsch: Congratulations to our 631 Charity Fund Scholarship winners: Olivia Bell (daughter of Donnie

Bell-Republic Services) and Kennedy Belcher (daughter of Kizzy Belcher-Convention Industry). The general membership meetings will be dark for the months of July, August, and September. The kitchen renovation is almost complete as we continue to make improvements to our Union Hall. Remember COVID is still with us so, follow the guidelines set forth by the CDC.

Government contracts: We are currently in contract negotiations with Amentum flight attendants and will be starting up negotiations with Amentum dispatchers and pilots, in the next couple of months. Let's continue to keep our Union solidarity.

Trade shows: Congratulations on ratifying a new 4-year collective bargaining agreement with the convention industry employers. The summer months are upon us, so all those working with no air conditioning, remember to hydrate and take care of your health!

UPS: The company and the Union are working together to get all preload employees back to a five-day schedule. As schedules are adjusted to five days by seniority, please report to work every day and on time to prevent forced sixth-day punches. RPCD's now is the time to get on the 9.5 list. Never prioritize speed over safety. Remember, management should not be handling packages! Protect your bargaining unit work!

Simplot Silica: We have a new MOU regarding changes in working conditions with the stacker elimination, talk with shop steward Chris for more details. There will be some new hires around the plant, hopefully this will relieve some of the forced OT. To better coordinate

time off requests, talk with your department/coworkers and figure out the situation amongst us instead of putting it off on management.

Rinker Pipe: After fifteen plus years Jose Gallegos has retired, best wishes to him. Enjoy those pension checks, brother! The company is keeping an eye on attendance and issuing warning letters so make sure you have an approved day off or a proper excuse if you cannot make it to work on time. More new hires coming soon to a department near you. Cemex Block: The weather is getting hotter, stay hydrated and take your scheduled breaks. Please work safe, production is not worth being injured over. Don't be afraid to speak up and notify management of any safety issues or dangerous working conditions. Don't hesitate to call your Union representative @ 702-672-4666 or speak with Jose Miranda, the steward with any questions or issues on work safety.

Construction: Members allocated their wage increase to wages and health and welfare this year. The Tropicana/I-15 interchange revamp started this week. All the major freeways have projects underway from one end to another. Projected to be another good year for our construction members. Make sure that your contact information is up to date with both dispatch and the front office. Also, make sure your skill sets are updated with the Training Center and Dispatch.

Ready-Mix: Effects bargaining with SilverStar Ready Mix is still ongoing. Nevada Ready Mix has tentative plans to purchase 13 new mixers by year's end. Three have already been delivered and set up for operations. The ready-mix contract expires end of June 2023, so now is the time to start thinking about proposals for negotiations.

Heavy Haul: The Master Heavy Haul agreement expires at the end of this year. Proposal meetings will take place in early November after the 60-day notice transpires. Members should also start making notes on what proposals they want presented during negotiations.

Ryder: Nothing new to report thanks to shop steward Mike Coates! YRC/Reddaway: Change of operations ongoing. Locally will not affect our members. Thank you Ed Smith, shop steward, for all that you do!

T-Force: New equipment is on the way. VP of the West resigned. We are hoping to get someone friendly to labor to replace him. A special thanks to Wayne Augustine for continuing to represent the members in your "retirement". In addition, thank you Sal Pamiza for all you do. ABF: There is a change of operations underway. It should be beneficial to our members locally. Thank you, James, for helping the members who entrust us to represent them. Your knowledge is invaluable!

We had several local members from T-Force and ABF participate in the Truck Driving Championship on April 23, two of which placed. Congratulations.

CertainTeed - The fourth shift/relief crew is in motion with continued hiring and training going on. First Transit RACC - The company is in hiring mode. Upcoming contract negotiation surveys have been passed out so watch your bulletin board for proposal meetings.

MV Fixed Route Operations - The company is in hiring mode and we

continue to have labor meetings to address issues. 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 as well as continuing to hire employees to reduce the forced work. The Union continues to address a list of other issues with many meetings and has made good movement with job reinstatement, attendance occurrences, pay disputes, and Covid issues.

Movie Industry - actively steady. Thank you for all you do. Be safe - Union pride.

Republic: Congratulations on a new 5-year collective bargaining agreement. Stay hydrated and make sure to read your text messages for negotiation updates. Stay united and strong. Please make sure to keep your address and phone number updated with the Local Union.



**By Fred Horvath
Secretary-Treasurer**



Under the guidance and leadership of International Union Organizing Director Chris Rosell and his staff,

Local 14 successfully organized 17 warehouse employees at Bimbo Bakery's Las Vegas location. Seventy-five percent (75%) of the eligible employees voted in favor of representation by Local 14. Jason Gateley leads all organizing activity at Local 14 and executed a focused tactical plan that included numerous unfair labor practice charges and constant communication with the employees at Bimbo. Negotiations towards the initial collective bargaining agreement will begin promptly.

Matt Lunde, IBT Western Region Organizer Coordinator, is leading the effort by the International and Local 14 in the south, and Local 533 in northern Nevada, to organize state of Nevada workers. State workers achieved collective bargaining rights during the 2019 Nevada legislative session. Nevada Revised Statute 288 was amended to include state workers, created defined bargaining units and provided for the equivalent of card check for recognition. The defined bargaining units are occupation-based and cover the entire state. This initiative is focused on the supervisory unit of approximately 1500 employees. Three additional groups remain available for organizing.

Organizing state workers is complicated by the fact the initial structure of their collective bargaining rights provides for the Governor to have ultimate authority over issues of compensation and benefits. Expanding workers' rights in the areas of compensation and benefits is an important legislative endeavor for the 2023 legislative session.

Clark County School District: Local 14 led the negotiations to have CCSD absorb an additional

\$6,600,000.00 in increased premiums for members' health care coverage for the 2022-2023 school year. The current contract language leaves members exposed to significant year-over-year increases to their monthly premiums. Absent this bargaining gain, family coverage would have cost members an additional \$95.00 per check or \$2280.00 annually. The end result would have been a material pay cut during the current inflationary environment. This marks four (4) consecutive years that we negotiated for the District to absorb the full premium increase.

The District took significant action to address the critical shortage of bus drivers. The wage scale rate is competitive with Local 14's best private sector contracts.

A second round of retention bonuses have been negotiated with CCSD. Support staff working under this collective bargaining agreement will be eligible for \$4500.00 during the 2022-2023 school year. One half of that amount will be paid to employees at the start of the school year and the second check of \$2250.00 will be paid in May 2023. The second check of \$1000.00 from the initial retention agreement will be paid to employees in June.

Collective bargaining: Grant Davis, president and chief negotiator and Local 14's business agents have produced some eye-popping terms and conditions during a very demanding bargaining schedule over the last six months. Today's extremely tight labor market and annual inflation rates have allowed us to leverage high 1st year wage increases. Previously standard warehouse wage rates were increased 20% in the 1st year at Core-Mark. Our contracts in the public sector are still being negotiated and we are experiencing more pushback from the local government leadership than we are seeing in the private sector.

End of an era!: Local 14's Financial/Administrative Manager Lynn Griffith retired on May 28. Lynn is a thirty-six-year Teamster and has been incredible to work with. She played an important role in the growth of Local 14 into the organization it is today. Lynn worked for four secretary-treasurers, and each of us knew rather quickly that we worked for her! Lynn was also a trustee on the Teamsters Security Fund of Southern Nevada- Local 14, and her previous experience working during the self-administration period of the fund provided a very important perspective. Myself individually and the entire membership of Local 14 collectively wish Lynn the very best during her retirement.



**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 - I'm happy to announce the recipients of the 2022 Teamsters Local 542 "Rick

Aceves Scholarship": Alina Trasvina, daughter of Alex Trasvina from UPS Chula Vista; Kamryn Rodriguez,

continued next page

daughter of Maribel Rodriguez from the county of Imperial; Malia Ferrer, daughter of Hermie Ferrer from UPS Chula Vista; Yesenia Bolanos, daughter of Carlos Bolanos from UPS San Diego; Cindy Garcia, daughter of Juan Garcia from Republic Services; and Robert Brown, son of Janelle Brown from Costco Santee. Congratulations! And on behalf of the executive board and staff of Teamsters Local 542 we wish all of them much success in their future endeavors. We are saddened to report that we lost sister Karina Munoz from Costco, Jeff Sutch from UPS, Brianna Pacheco from Costco Carlsbad and Ernest Caro from UPS San Marcos. During the May general membership meeting the membership approved two items. One is Teamsters Day at Padres which will take place on Saturday, September 10 at Petco Park. Game starts at 5:04 p.m. vs. the Los Angeles Dodgers. A limited number of tickets will be sold at a first come, first served basis at \$20.00 each. The second item approved is the San Diego Teamsters Local 542 Picnic which will take place on Saturday, October 1 at the NTC Park-Liberty Station. For more information, keep watch for the notices on your Union bulletin board, the Teamsters Local 542 website (www.teamsters542.org), the Teamsters Local 542 Facebook page or our Phone App.

Business Agent Tasha Gee - I would love to give a shout out to all my shop stewards from Chula Vista, San Diego, or San Marcos UPS. I think that all the stewards are doing a very good job! I do appreciate when my stewards feel the need to notify me on things that they are not sure about or when they notify me regarding different articles/sections of the UPS contract that one is not aware of. This helps with grievance procedures and filings making sure what the member is grieving that the article and or section is on the grievance properly. I am also happy that a few stewards have mentioned to me about their interest on participating in the next shop steward seminar which is a very good educational tool for all stewards. I will notify them as soon as the next seminar is scheduled. I know sometimes being a steward is not an easy task, being on the front line dealing with issues pertaining to our legal binding agreement can be tough at times, so that's one of the reasons I would like to give my gratitude and appreciation to each and every one of you. I also want to congratulate Therisa Huddleston who worked at UPS in Chula Vista on her retirement. Therisa was with UPS approximately 30 years. Therisa retired a couple months ago; she was always so positive and very sweet. Most of the employees in Chula spoke very highly of her and mentioned how, when birthdays or special occasions would occur, Therisa was always the one making special cakes etc., for a lot of the members.

Business Agent Alvin Mitchell - At ABF we welcome 5 new members (4 P&D drivers and 1 office) and we have 2 new stewards. Happy trails to T. Gibson, D. Lockhart, and F. Gonzalez. ABF is looking for Class "A" drivers. Darling Int.- we have a new shop steward, Mario Ayala. Darling International is also looking for Class "A" drivers. Reddaway has announced a merger into its parent company YRC June 17. T-Force is looking for Class "A" driv-

ers at top scale. YRC is looking for Class "A" drivers and awaiting the merger through a Change of Ops. Letter Carriers Food Drive this year was a huge success! Big thanks to ABF drivers Dave & shop steward Richard, from T-Force Cesar. From Reddaway steward Dave and from YRC steward Steve.



**By Lindsay Dougherty
Secretary-Treasurer**



Lindsay Dougherty: I'm proud to address our Joint Council 42 sisters and brothers for the first time in this publication as

secretary-treasurer of Local 399. As of May 1, I have formally taken on the role of principal officer after Steve Dayan retired April 30. Under Steve Dayan's leadership, and together with our members, Local 399 has accomplished a lot in the past 8 years. We have grown Local 399 through organizing, achieved strong contracts, created educational programs, increased communication tools to our members and we've modernized our internal operations to better represent and support our members. Steve has a lot to be proud of during his time as secretary-treasurer, and we wish him a healthy, happy and restful retirement.

I'm looking forward to continuing to grow the programs currently in place to engage and educate our members. With the conclusion of our last major contract negotiations with the AMPTP, we began immediately rolling out classes and educational materials around contract enforcement. It's essential that members not only understand the gains made in this round of bargaining, but also the importance of preserving longstanding contractual items to ensure we don't lose what we have already fought hard for.

We recently released our Spring 2022 Newsreel that can be found on our website at: www.ht399.org. It provides an overview of some of our recent contract fights and highlights from our negotiating committee members. Having rank-and-file members at the bargaining table this round made all the difference in achieving strong contracts. I want to thank every single committee member that gave their time to fight on behalf of the membership.

Since our last report, our members have overwhelmingly ratified a new 3-year 'Location Manager Agreement' and 3-year 'Casting Directors Agreement' with the AMPTP. We have also extended our 'Return to Work' protocols with the AMPTP to July 15, with minor modifications. Our 'COVID-19 Safety and

Testing Protocols' were also extended for members that work in commercials.

Our newly formed Teamsters Local 399 Charity Fund hosted our 1st Annual Hollywood Teamsters Charity Golf Tournament April 15. I want to thank our sponsors and all those that took part that helped us raise over \$100,000. This money will go to support programs like our Leo T. Reed Scholarship Fund. We look forward to expanding our charity fund and supporting our members and their families.

With our increased focus on contract enforcement and education, I want to welcome the newest Local 399 Representative, Victor Rangel. Victor has served as a steward on the Warner Bros. lot since 2018 and has been a member of Local 399 since 2004. Victor started in early May, serving as an assistant business agent. Victor will be an invaluable asset to our team as he will be exclusively visiting shows and prioritizing contract enforcement.

Kenny Farnell: I currently have grievances pending at Universal/NBC for meal penalties and possible timecard fraud and 'Hop Skip & Jump Productions' for hiring & laying off out of grouping and bargaining work being done by non-rostered personnel. Disney/ABC also has outstanding grievances for grouping violations.

Ed Duffy: I want to remind members working under the new 'Location Manager Agreement' that have questions about your scale rate to check the Local 399 website contract page. For Casting associates working under the newly ratified 'Casting Director Agreement', if you are due any retroactivity payments from the production and payroll companies, it will take some time to complete. If you have any questions or feel you are paid the incorrect amount, please let us know.

Joshua Staheli: I've filed grievances on WB's "All Rise" for having costume PA's do pick-ups and returns for the costume department. I have also filed and settled a grievance on "April 29, 1992" for sub-contracting out the picture car work to non-bargaining unit employees. I have open grievances with Warner Bros. on "The Color Purple" for using a common carrier to move a prop trailer to Atlanta, "Legendary S3" and "Lucky Man" for failure to pay 6th days correctly, meal penalties not being paid, failure to assign a gang boss and non-bargaining unit employees doing bargaining unit work. Also an open grievance on HBO's Westworld for failure to pay meal penalties. Fixing these issues wouldn't have been possible if the members working on these productions hadn't reported. In the case of Coercion, which has finally been paid correctly, it resulted in members getting more than \$30,000.

Ernie Barraza: I am in the process of settling five seniority arbitrations at Universal City Walk that will also benefit future members who work under that collective bargaining agreement. I am also working to settle close to 300 grievances at Universal Tours that will go directly to the membership. We have negotiated numerous contracts these past few months including Universal Tours, Classic Couriers, PRG and Prop Services West.

Calvin McDowell: Over the past couple months my primary focus has been on member engagement.

I have been regularly visiting commercial sets to help with enforcement and understanding member issues. I have also continued to pursue and organize non-union commercial production companies to ensure our members working on those projects receive Union wages, pension and health benefits.

Chris Sell: I have outstanding grievances with Disney and Fox regarding paying retroactivity in wages and benefits to their DOT Admins who work in their respective offices. We have launched a campaign protecting our work by stopping the practice of using PA's to do our work in the costume departments. This will be an ongoing effort, but I want to thank those members that have already joined us in the fight.

Victor Rangel: Since I have started as an assistant business agent, I have been visiting productions and visiting many members on set. From my recent conversations with members, please make sure that you are paying attention to your pay stub. With the new "Black Book" agreement in place, it's important that you get what you deserve. It's your money, keep an eye on it.

Local 1932 San Bernardino County Public Employees

**By Randy Korgan
Secretary-Treasurer**



Teamsters Local 1932 ended the spring season right with thousands in attendance at the 3rd Annual Spring Fling

Classic Car Show & Cruise on May 21. Hundreds of custom and classic cars and bikes rolled into downtown San Bernardino and filled the streets, with the event taking up the corner of 4th Street and Sierra Way. It was a great day filled with fun for everyone, both Union members and neighbors - people were literally dancing in the streets!

On the morning of the Spring Fling event, Local 1932 held its latest general membership meeting, where the executive board was proud to recognize this year's Academic Scholarship Award recipients. Members of Teamsters Local 1932 and their family members are incredibly talented. It is a great privilege to extend a helping hand with the support of a scholarship recognizing their tremendous hard work thus far in their respective academic careers. Congratulations to member dependent award recipients: Mia Gregory-Paul (daughter of Zondra Graham of the San Bernardino County Sheriff's Dept.), Aryo Chakma (son of Gnaana Chackma of the San Bernardino County Sheriff's Dept.), Jacob Villa (son of Ashleigh Villa of the San Bernardino County Transitional Assistance Dept.), Caden and Danielle Cabrera (son of Sandi Cabrera of Arrowhead Regional Medical Center), Leslie Mills (daughter of Jill Mills of the San Bernardino County Sheriff's Dept.), Henrie Emerson (son of Katthariya Woolwine of the San Bernardino County Transitional Assistance Dept.).

Congratulations to member award recipients: Jessica Vadez at the San Bernardino County Preschool Services Dept., Raymond Seraille of the San Bernardino County Department of Behavioral Health, and Arnold Briseno of the San Bernardino County Transitional Assistance Dept.

We will begin our first courses at the Teamsters Local 1932 Training Center this month. As previously referenced in this column, it is the mission of the Training Center to educate, train, and develop the skills of the working class in our region to contribute to its success and growth. We are committed to being a vital contributor to improving our local economy and educating our youth on career paths that support middle-class jobs. The first training course available comprises classroom and hands-on instruction, reviewing warehouse/distribution safety and powered industrial trucks (PIT). Upcoming classes include a diesel to electric conversion training program, a certified office personnel program, and a cannabis cultivation training program. The interest in these courses is very high - I encourage all Teamsters to tell their friends and family about these opportunities to take a step toward a new, safe, Union career. Visit 1932trainingcenter.org to learn more!

Another exciting development in building community power lies in Needles, CA. Members of Teamsters Local 1932 knocked on over 1,500 doors in Needles between May 5th and 6th to listen to community concerns amid the city's explosive growth in cannabis cultivation. According to city officials in Needles, the small city of approximately 5,000 situated along the California border of the Colorado River currently has an estimated 500 cannabis industry workers and is anticipating adding another 1,500 workers through new development in the coming year. During the Union's door-knocking, hundreds of Needles residents reported not seeing improvements in affordable healthcare, housing, or wage growth since the cannabis industry's prominence. They pledged support for a fairer deal for workers, residents, and the cannabis industry that would address these issues. Members involved in the canvassing came from a diverse group of public and private sector units. They said that the experience was fantastic because it allowed them to talk about the issues that matter. In the coming months, a town hall is being considered to tackle these issues head-on, collectively.

By and large, Teamsters Local 1932 is tired of corporate media ignoring issues that matter to working families. In this spirit, your Union has partnered with the Rick Smith Show, a nationally syndicated radio show that focuses exclusively on labor news and Union power! Thanks to a sponsorship by Teamsters Local 1932, Inland Empire radio powerhouse KCAA will now air the Rick Smith Show every weekday from 12-1 pm. For the next year, catch the show on KCAA 102.3 FM - 1050 AM - 106.5 FM or the podcast stream. Already, Smith has devoted hours of content on the warehousing jobs crisis in our region and how Amazon drags down standards. Please listen to the show and tell

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Southern California Teamster

those around you that Teamsters Local 1932 amplifies the call for organizing at work.

Lastly, Teamsters Local 1932 is already gearing up for its next large-scale member and family event. Local 1932 will be hosting its annual Family Day Picnic on October 1 at Cucamonga-Guasti Regional Park in Ontario. Please save the date for a day of fun and food, with picnic games and activities for all Teamsters and their families. In previous years, over 2,000 people were in attendance! So be sure to put it in your calendar! Until then, please take care during these hot summer months, Teamsters!

Live Better Work Union



By Ron Herrera
Secretary-Treasurer



The executive board and staff of Teamsters Local 396 sends regards to our Teamsters Joint Council 42

brothers and sisters. Our Local Union continues its mission in 2022 to build Teamster power while helping working people throughout our jurisdiction.

As one of the largest UPS Teamster Locals in the nation, our membership remains constantly engaged in the fight for contract enforcement and winning strong agreements into the future. With our current UPS agreement expiring July 31, 2023, our goal is to keep our membership involved in our fight to win a strong contract next year.

We would like to congratulate Teamsters Local 396 Internal Organizing Director Victor Mineros, who recently co-chaired the UPS Western Region Panel serving as Assistant Director of the Teamsters Package Division for the Western Region. Victor began his career as a rank-and-file UPS Teamster, participating in the historic 1997 UPS strike. Teamsters General President Sean O'Brien has selected Victor to serve the membership of our great Union in this vital role.

UPS Teamsters had until June 5th to sign up for the 9.5 list to reduce excessive overtime. The 9.5 list gives drivers the right to file a grievance when UPS forces them to work more than 9.5 hours more than twice a week. When UPS violates an employee's 9.5 rights, Article 37 of the National Master Agreement calls for the company to reduce the driver's workload and exposes the employers to penalties.

Another critical component in the fight to protect good-paying Teamster jobs is addressing the threat that non-Union employers like Amazon pose to our jobs, environment, and communities. Our members were part of a recent community coalition effort in Norwalk, California, that successfully stopped the development of a last-mile delivery station in the city. Companies like Amazon bring bad jobs and hurt our communi-

ties with increased traffic and other environmental harms. They are known to expand their operations in a region once last-mile facilities are built. We would like to especially recognize brother Jose Luis Rodriguez from UPS Cerritos, one of the 60 coalition members who attended the Norwalk Planning Commission meeting and spoke out against the project.

As the largest Teamster sanitation Local in the nation, we are hard at work bargaining with our current Teamster employers and organizing new sanitation companies to lift standards and improve working conditions in the sanitation industry. Teamsters Local 396, which represents nearly 3,000 sanitation workers in Southern California, demands that these companies take the appropriate measures to ensure that sanitation workers are protected and can go home safely to their families after work. Before COVID-19, sanitation was already the fifth most dangerous job in the U.S. Union sanitation companies have a much safer workplace due to Union representation and the ability to flag unsafe situations through the grievance process.

2022 is a big year for our sanitation members in Riverside, San Bernardino, and Los Angeles counties. With contracts expiring this year with multiple employers this spring and fall, our Local Union has begun engaging our membership to organize and secure fair agreements. Currently, our Teamster brothers employed at Waste Management Chino and Corona are bargaining for a new contract that will ensure they continue to enjoy the benefits of a middle class job and be treated with dignity at work. These members service cities throughout Riverside and San Bernardino counties, including Chino, Chino Hills, and Eastvale.

As Teamsters, it is essential to participate in the political process. 2022 is an election year. As election day approaches this fall, it is important to remember to participate in the political process by voting and encouraging your fellow Teamster brothers and sisters to register and vote. California now sends all registered voters a mail-in ballot to increase voter participation.

The Teamsters Local 396 Women's Caucus invites all our Teamster brothers and sisters in Joint Council 42 to their summer poker tournament fundraiser, "Gamble Your Summer Away." This great event will feature a poker tournament and a food and drink sale. All proceeds from the event will go to fund the Barbara Liddy Memorial Scholarship. The scholarship was created in honor of former Teamsters Local 396 Recording Secretary Barbara Liddy to help the sons and daughters of Teamsters Local 396 with their college tuition. This event will be held at the meeting hall of Teamsters Local 396 on Saturday, June 25, from 6 pm to 10 pm. Our address is 880 Oak Park Road, Covina, California 91724. We encourage our Teamster brothers and sisters to join us in support of this good cause.

In closing, we congratulate our recently retired Local 396 members: Odell Ainuu, Juan Alba, Adrian Antonio, William Austin, Steven Avellaneda, Craig Barton, Michael Caballero, Luis Camar-

go, Terry Carcerano, Jose Castro, Lamar Dorsey, Ambrosio Fregoso, Sergio Garcia, Carlos Gomez, Darryl Herrington, Larry Holden, Darren Iwata, Elaine Jensen, Jeffrey Jones, Daniel Lara, Henry Manuel, Ruben Martinez, John Mchtchian, Jose Mendez, Rolando Mendizabal, Raul Murillo, Harold Noll, Paul Ochoa, Roy Oto, Fred Pascual, Salvador Perez, Sean Pulido, Tracey Quom, Sean Regalado, Pedro Rios, Brian Robinson, Jose Robles, James Rogers, Jesus Sandoval (Republic Services Sun Valley), Jesus Sandoval (Republic Services Gardena), Chris Schurr, Kevin Singleton, Andy Vargas, Anthony Vega, Javier Verduzco, Thomas Viayra, and Donald Yost.

Local 683

San Diego Sales Drivers

By Lee Fletcher
Secretary-Treasurer



Seven Up: On April 30 Seven Up ratified a new 5-year contract. Highlights include the largest pension increases ever for Seven Up San Diego; also, wage increases for all classifications included the front loading of the increases. I would like to thank the committee for all their help: Rene Andrade, Pedro Garcia, Daniel Escalona, and Ron Wardrobe.

Reyes Coca-Cola Oceanside: Ratified a new 3-year contract on May 22. Highlights include the long overdue Western Conference Pension with PEER 84; the members in Oceanside have been waiting for this since the opening of the Oceanside branch in 2007. The strike in 2008 was over wages and pension and now they will enjoy the fact that they will be protected with a pension. Anyone who knows the history of Coke Oceanside understands that the contract was lacking in lots of areas and this contract addresses a lot of those issues. Along with the Teamster pension there will be: the Teamster 401K, transfer language between departments, equipment by seniority in the warehouse, improved layoff language, Union leave for shop stewards, cost sharing for arbitration expenses, all members will be allowed to wear Teamsters pins and stewards will be allowed to wear shop steward pins, improved strike language, move to a new Teamsters health and welfare trust that will save the members from \$0.40 - \$1.05 an hour on the first year of the contract, large hourly increases for warehouse, full service and club drivers with the delivery drivers moving into Component Based Compensation with an hourly component. Thanks to the committee members for all their knowledge and suggestions: Ron Hennessey, Eloy Rodriguez, Gerardo Mendoza, and Russell Miller.

Also: We will be going into negotiations with AlSCO and during this upcoming negotiations we will be simultaneously bargaining 3 different contracts--maintenance, office workers and sales/drivers. I'm confident that we will continue bringing good contracts to our members.

Binmo Bakeries--no grievance

was filed but there was an issue with Pan Blanco package, the barcode was incorrect for a period of about 3 to 4 weeks which the earnings were 2% less per unit. If you're not tracking your earnings it is something that could easily be undetected. We also had a member suspended pending investigation for misconduct; after conferring with the company the Union agreed to a last chance agreement and returned this member back to work immediately.

I want to thank everyone for putting their trust on this team's leadership.



By Eric Jimenez
Secretary-Treasurer



Greetings brothers and sisters: Local 952 recently held its annual family picnic in Orange. The event featured

a delicious barbecue, giant, hand-made snow cones, face painting, a bounce house, music and a raffle. This is one of my favorite events of the year. It's great to be able to socialize in a relaxed setting and take some time to celebrate our Teamster families.

The Local also held its second shop stewards training in March. Our administration is focused on keeping Local 952's stewards equipped with timely information so they can perform their jobs and represent their co-workers to the best of their ability. Following the steward training, we held a Western Conference of Teamsters Pension meeting open to the entire membership. The guest speaker was pension Chairman Chuck Mack. He updated us on how fiscally healthy the plan is and explained the plan going forward to keep it in great shape.

It takes a lot of hard work and dedication to be a steward, and to show how much we value their service to the Local, we hosted the first Shop Steward Appreciation Dinner following the training. It was a great turnout with over 300 stewards and their guests attending.

We announced earlier in the year that Local 952 is providing UPS Feeder training. Members are encouraged to watch for more training dates in the future. The demand for feeder drivers is so large that in addition to the training, business agents have been meeting with UPS members at their worksites to make sure they know about this opportunity and that they get the information they need about this significant career move.

The IBT is pushing for every UPS Teamster to sign up and know your rights about 9.5 and excessive overtime. If you have questions, please contact your steward or business agent.

We have one year left with the UPS contract expiring July 2023. We encourage all UPSers to stay updated on the latest information and the actions we will be taking concerning negotiations.

Albertsons/ CVS: Recently the IBT engineers visited Local 952 and did a time study on CVS and did a walk-through Brea and Irvine

Albertsons in preparation for the future time studies.

The YRC/Reddaway West Coast Change of Operation has been rejected by Local 952 as well as 32 other Locals on the west coast. I want to thank Business Agent Dino Dibello for all of his hard work ensuring that our 28 Reddaway and 3 YRC members aren't displaced during this company adjustment.

ABF is renovating the Orange facility for our members, and the transition from UPS Freight to T Force is complete. We have some awesome stewards in place in our freight division who are doing a great job and I'm really proud of the work they're doing.

At Disneyland, we've resolved some grievances with oilers regarding part-timers and filed another grievance with the company over truck drivers on shift differentials. The "Power Up Days" has been agreed on and implemented, however we are in the process of meeting with the company over the new attendance policy.

We're also pushing grievances along at the county of Orange, and meeting with them regarding new policies for animal shelter adoptions and the merging of John Wayne Airport and OCPW.

We do have a couple shop steward positions open at OCCR and OCWR. If you're interested, please contact Local 952 Business Agent Sam Carlin.

At First Student, we have a significant arbitration coming up regarding pay for trips, and we're now in the middle of summer bids.

I'm happy to report we have met with Cytec on grievances and we were able to get reimbursements for members on medical leave. However, we are dealing with them with three additional grievances that will go to arbitration.

At the April general membership meeting, we presented member Raul Perez with a \$108,342.00 giant check highlighting the significant monetary award he recently won from CVS. Local 952 never gave up and had been working on getting Raul's job back since 2020.

To our members waiting for printed copies of their contract, please note we are working on getting contracts out to you as soon as possible but we have to make sure all language is correct prior to printing.

We are very happy to see the COVID restrictions finally being lifted. Because of this, in the last two months the leadership has visited as many locations as possible to make sure the members' needs and concerns are being addressed.

Finally, I want to welcome new shop stewards Chris Fields, Anthony Holdby and Irvin Carrillo representing our Capistrano mechanics and drivers. Welcome to the team and thank you for stepping up to assist your fellow coworkers.



DISTRICT COUNCIL 2

By Clark Ritchey
Secretary-Treasurer



During the past few months District Council 2 has ratified contracts for close to 300 Union members in California, Utah and the state of

Washington.

In Southern California, a 3-year contract was bargained with Bay Cities Container. Members received significant wage increases in each year of the contract along with a signing bonus. Improvements were made to the company's contribution towards the 401(k) pension plan and to shift differentials, increased safety shoe allowances, and two additional paid funeral leave days were added to the agreement.

DC2 continues negotiations, in Southern CA, with American Red Cross. Upcoming negotiations include International Paper, Graphic Packaging, Key Container, PCA LA, Inno-Vative Solutions Group, and House of Printing.

Recently ratified contracts in Northern California were Custom Paper Products, Commerce Printing Services, Merlin Graphics, MTA Brown Mail, and Portocork. Custom Paper Products bargained a 2-year contract with a substantial wage increase in the first year and a fixed payout amount in the second year. The GCIU-ERF plan will remain the status quo. Commerce Printing Services, Merlin Graphics, and Portocork America, Inc. all ratified a 3-year agreement with significant wage increases throughout the contract, while continuing to contribute to the 401(k) pension plan. MTA Brown Mail also ratified a 3-year agreement.

Lodi News Sentinel extended their contract another year.

DC2 is preparing for negotiations, in N. California, with International Paper, Adhesive Products, Inc., Firefighters Print & Design, Gowans Printing, Mad Illustrators, MPP Products (Union City), San Jose Mailing, TLG Enterprises, Inc., and UC Berkeley Printing Svcs.

In Utah, Mondi Bags USA, Inc. overwhelmingly ratified a 3-year agreement with significant wage increases in each year of the contract. Upward adjustments were made to several base classifications and restructured classifications, Long Term Disability (LTD) will be offered to all members by the company and improvements were made to the Life Insurance/AD&D policy and safety equipment. An increased dollar for dollar company match to the 401(k) Retirement Plan was also included in the new contract, as well as retaining the status quo on health & welfare.

Currently in negotiations in Colorado with DP Media, while DC2 is prepping to bargain at PrimeCare Benefits, Inc, in Nevada, in the next few weeks. In the Northwest region, members at Johnson Cox ratified an agreement for 1-year with all items remaining the status quo. Upcoming negotiations in this area are with International Paper, Westrock (Yakima & Twin Falls), Adco Printing & Graphics, Morel Ink, Flint

Group, Greif, Irwin Hodson Group, LLC., and PromoNinja.

DC2 recently settled a grievance at IP Tracy, a continuous operations site with up to 18-days of mandatory overtime per year. The company violated the contract by increasing the allotted mandatory overtime worked within the year. The Union filed a grievance and almost a year later, at end of 2021, the grievance settled before it went to arbitration. Now, IP Tracy will utilize a "volunteer" overtime sign-up list first to obtain replacements instead of "requiring" employees to work on their scheduled days off. Employees will not be required to work during their off days greater than 22 mandatory days annually. There will be a penalty of \$150 extra pay for each day above the 18 days of OT and anything greater than the 22 days will be a violation of the contract. This is a great agreement for our members at IP Tracy.

There are several scholarship funds to take advantage of at this time. Log on to the DC2 website at www.TeamstersDC2.org and look at the different opportunities to receive grants: DC2 Scholarship Fund, Joint Council 42 Scholarship Program, and Joint Council 7 Harry Pollard/Bob Morales Scholarship Program. Make sure you apply prior to the designated deadlines. If you have any questions, please contact the DC2 Office at (800) 333-4388

New DC2 membership cards will be disbursed this summer. Talk to your chief steward or representative if you do not receive your card by August 2022.

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

Local 388M: Active-Manuel Lopez, Jose Soto; Retired-Maynard Gooler, John H. Lukins, Jr., Charles A. Ratto (4N); Termed-Francis Dome, Jose Lopez. Local 543M: Retired-George W. Sievers, Larry Fisher. Local 625S: Retired-Eugene Valerio, Robert K. Sampson, James Abeyta. Local 747M: Termed-Pavel Kuzmenko.

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.

Local 2010

By Jason Rabinowitz
Secretary-Treasurer



Nearly 150 CSU workers filled the halls of the California State Capitol on May 23 as Teamsters Local 2010 united with our fellow California State University Unions

to lobby the Legislature for fair pay and salary steps for CSU support staff! Eighty-six Teamsters traveled to Sacramento from as far away as San Diego to tell state leaders that they must approve the funding CSU needs to pay workers fairly.

As CSU Northridge Teamster Dave Unger said to Governor Newsom's staff, "If the CSU is that special to California, prove it."

We met with more than two dozen Assemblymembers, State Senators, and top aides over the course of the day – and dropped in to the offices of more – to ask legislators to support our request for \$287 million in ongoing funding for CSU staff salaries. In a year when legislators have more than \$97 billion in surplus money to spend, we hope and expect that our state's wealth will be shared with the workers who make California higher education possible.

The dollar figure is based on the findings of a comprehensive salary study conducted last year and early this year by Mercer Consulting and commissioned by the CSU. Teamsters Local 2010 worked with CSUEU and CSU leaders to secure funding in the 2021 State Budget (Senate Bill 129) for this independent evaluation.

The findings of the study were clear: CSU support staff wages are stagnant due to the lack of a step structure, salary compaction is rampant, and staff salaries are well behind the market rate. The study recommended various improvements in the CSU pay structure, including a 9-step salary system to help support wage growth and a living wage for non-faculty staff, with a cost to the CSU totaling \$287 million. The CSU knows it has left support staff behind and has joined worker Unions in lobbying for this critical funding.

"Our members came out in force to demand the Legislature provide the funding to end the long-standing crisis at CSU of substandard pay practices," said Teamsters 2010 Secretary-Treasurer Jason Rabinowitz. "We have members who have worked in CSU 10, 20, 30 years who are stuck at the low end of their pay range. Our members have been making the sacrifices and keeping the place running without receiving a raise in almost three years. Teamsters and our sister Unions will keep fighting until we win the fair raises we deserve!"

We secured the firm support of Senators Nancy Skinner, Maria Elena Durazo, and Connie Leyva, and Assemblymembers Jim Patterson, Cecilia Aguiar Curry, and Freddie Rodriguez, representing both Democrats and Republicans in the Legislature. Our \$287 million ask is moving quickly through the state budget process and we will keep members informed as soon as developments occur.

"[The CSU] is my school. I've been there 26 years; I want to see it continue on. I don't want to see it falter," said Robert Stockler, CSU Dominguez Hills lead plumber and Teamster. "But the money's just not there to bring in new people."

Our union has never been stronger and together with our brothers and sisters at CSUEU, APC, and UAW, we showed state leaders exactly how powerful workers can be!

Be Heard - VOTE

Local 848 Wholesale Drivers Salesmen

By Eric Tate
Secretary-Treasurer



So good to be back to some normalcy now that we have had 4 general membership meetings this year.

I encourage you to attend our next meeting on Sunday, June 26 at our Long Beach office. The shop steward meeting begins at 8:00 am and the general membership meeting begins at 9:00 am. We continue to have businesses and vendors that provide services for Teamster members at these meetings, for your benefit. I invite you to come to our June meeting, have lunch and find out what is in store for you at Teamsters Local 848 before going dark for the summer months, July, August and September.

Local 848 recently opened an online store where universal gear can now be purchased. We have started with just a few items but look forward to growing the quantities of items soon. Please come take a look at Teamsters848.org/shop.

Our condolences to the friends and family of brother Robert Baral of Vopak who passed 3/13/22, brother Steve Perkovich, Jr. of TABC who passed 4/9/22, brother Johnny Gonzalez of Coastal Pacific Food Distribution who passed 4/17/22 and brother Artemio Hernandez of Hyatt Die Cast who passed 4/24/22. They all will be truly missed.

Pablo Camacho – I am happy to announce that Pac9 Transportation recently ratified a 5-year agreement with a great increase the first year and additional pension contributions. Pac9 is a hybrid company which is currently hiring both employee drivers and owner drivers. Pac9 is located in Gardena and owner drivers have the opportunity to work out of the Inland Empire. Savage Services in Torrance recently ratified a 4-year agreement with substantial economic increases.

Gordon Ament - We are back live for general membership meetings. I encourage all to attend. First Transit Cerritos - we are currently in negotiations for your new CBA. Keep an eye on the Union board for updates. First Transit Pasadena – congratulations on your new CBA which contains vast improvements to language, wages, and health care. A special thanks to your negotiations committee of Esmeralda Diaz and Melonie Corral for all their help. Keolis Pomona – please join me in welcoming your newest operator steward, Cynthia Morales. We are currently in negotiations for your new CBA. Watch your Union board for updates. Best wishes to Richard Cerda. He has resigned and taken a job in another industry covered by the Teamsters; he will be missed. MV Trans. Div. 43 – please join me in welcoming your new steward, Khecho Taloian. Khecho brings considerable knowledge and experience to the table. MV Trans. Div. 77 – the Union and company are currently working on a settlement agreement for the wage violations grievance scheduled for arbitration. Keep an eye on Union board for updates. There are currently open steward positions

for operators, road supervisors, dispatcher and call-takers, contact me if interested. MV Trans. Div. 197 – 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. MV Trans. Div. 284 – we are currently in negotiations for your new CBA. Check on the Union board for updates. There are currently open steward positions for operators. Please contact me if interested. Transdev Div. 98 – reminder: Never sign any new policies or rules unless this Local has advised you to do so. There are currently open steward positions for operators. Please contact me if interested.

Loui Diaz – wishing all Local 848 members a great summer. Please note that this year will be our first year back celebrating Labor Day with our annual Labor Day Parade event at Banning Park in Wilmington on September 5. After being cancelled for two years due to the Pandemic, it will be good to see you all out there in celebration for working men and women across the nation.



Local 572 Long Beach Sales Drivers

By Rick Middleton
Secretary-Treasurer



As we head into the summer, I'll share my yearly reminder that all drivers should pay special attention for pedestrians and

cyclists. Students and their families are enjoying the warm weather and using the streets more than during the school year, so please make sure they, and you, can reach your destinations safely.

We have been busy with the many changes facing our school bus members, including a severe driver shortage and the shifting of work from one employer to the next. We continue to engage current and new employers, so stay alert for updates as many things are still developing. On a positive note, we have negotiated significant mid-contract wage increases for many of our school bus members and we're not done yet. We have discussions scheduled with additional employers so keep an eye out for information on our Union bulletin boards.

We are proud to welcome First Student Victorville drivers and monitors to the Teamsters! Stay tuned for information about contract negotiations. As for transit, there is more work than any yard can handle. Keep track of your hours of service and do not jeopardize your license by going over what the law allows. We have and will continue to fight to protect your vacation time despite the driver

continued next page

shortage, so reach out to your steward or business agent if you encounter any problems with taking your well-deserved vacation.

LAUSD: Our membership overwhelmingly ratified a successor labor agreement. Retroactive wages are scheduled to be paid in or about August/September. LAUSD health benefits negotiations continue with Local 572 Business Agent Adriana Salazar Avila co-chairing on behalf of all Unions. Check your email for our LAUSD updates as there is a lot of activity in nearly all divisions, even during the summer months. To all members, especially those working at LAUSD: Stop working off the clock! You hurt yourself and your fellow Teamster members when you work for free. If that isn't enough to convince you to stop working for free, remember that you may be subject to discipline for doing so. Stop today.

UPS: Additional and more frequent information will be distributed as we near contract negotiations. We expect tough negotiations but we're ready for the challenge.

Costco: Contract negotiations have taken a turn downward. Please keep a close eye on your mailbox and Union bulletin board for important information about the negotiations. Remember that every vote counts so make sure to mail in your ballot whenever a vote is taken. Also, double-check that your mailing address is correct on the ESS system on the computer in the break room to ensure you receive a ballot.

Pepsi: By now everyone should be at top rate of pay so confirm that you are by checking your paystub. Call Business Agent Jaime Villanueva if you have any issues with this. **Gate Gourmet:** The federal mediators have scheduled an in-person meeting date for all parties in August. Please stay alert for developments. As work slowly continues to return to Gate Gourmet, our members are getting recalled from layoff. Ensure that you promptly respond to recall notices.

Acts: TSA continues to test our members' skills. Pay special attention and double-check your entire vehicle and all other duties if TSA is anywhere near your vehicle.

Contract negotiations: We have achieved numerous strong contracts in the last few months, but still have contracts in several industries to negotiate this summer. A big thank you to our business agents and bargaining committees that are second to none. They work tirelessly to deliver contracts we can be proud of. Discipline is keeping business agents busy as ever, but fortunately we have been successful in getting a lot of it overturned, including several terminations and suspensions. That is the power of the Union. Common disciplinary themes are failure to report accidents/incidents and attendance, including no calls/no shows. Protect your job by timely and accurately reporting your absences and all accidents/incidents. This goes to all members: Stay off your cell phones when driving! And never, ever drink and drive—even in your personal vehicle. You jeopardize your career and your and others' safety when you do. Please excuse our mess if you stop by our Local Union building this summer as repairs and updates will continue throughout the summer. Take time to enjoy the outdoors and be safe out there!

Local 896 Bottlers

By Phil Cooper
Secretary-Treasurer



I would like to remind everyone that owns firearms to please be responsible gun owners. Every day in our country five children die of gunshot wounds, and two out of the five deaths are self-inflicted by children either accidentally shooting themselves or shooting a brother or sister with a gun that was accessible.

As mentioned in previous articles, your Union is very busy with negotiations, and pending arbitrations. We began negotiations for Allied Beverages in Sylmar June 6, we have a committee of drivers and warehouse employees. This was a five-year agreement and it appears that maybe five-year contracts are a little too long these days. The drivers of Allied are below what other drivers in the industry are making and I am positive we will get them the money they deserve. Allied warehouse workers also deserve a good raise too, but considering how different the country and world has become post-pandemic, I believe a three or four year agreement is in order.

We continue to make progress with the first contract negotiations for Keurig Victorville. These negotiations have been progressing very slowly due to the un-availability of the company's chief negotiator. He has been in contract negotiations all over the country, and just finished with Local 683 in San Diego. The business agent in San Diego stated that his members received the best contract they have ever had, and the members ratified the agreement overwhelmingly. We are now in economic discussions with the company and are hoping to get a last offer very soon.

The High Desert contract will have a huge impact on the Keurig So. Cal negotiations that are rapidly approaching. Local 896 will be chairing these important negotiations that also include Locals 186, 495, 848 and 952. These negotiations are for Teamsters working as production bottlers, drivers, merchandisers, mechanics batchers, quality employees and warehouse workers. All these members deserve a great contract. Keurig Dr. Pepper wants to be a big player in the industry and needs to start paying wages comparable to those offered by Coca-Cola and Pepsi. I'm asking all members of Vernon and San Fernando to stay strong and united, and please put off any large purchases until after we ratify our contract. The company watches your behaviors prior to contract expirations and buying new vehicles or other expensive items makes it harder to vote a substandard contract down if you are not prepared to hit the streets and fight for the contract you deserve.

We also have our Budweiser distributor in Carson negotiations this year. We are hoping to be done with all the other negotiations before starting the last one for this very busy year. Brian Indelicato, the president of our Local, will be assisting Lindy Gerbig with these

negotiations later this fall.

For the workers of Safeway Beverage in Norwalk, the last day the facility was open was June 12. This is never good news for the workers when a facility closes its doors. We have seen this happen all too often the last two-and-a-half years. We lost the MillerCoors facility in Irwindale, the closure of Coca-Cola in Carson and Lancaster, Ace Beverage and Pepsi Beverage in Baldwin Park. Some of these employees were able to follow work to other locations, and others lost their jobs all together. We know that Monster has purchased the Norwalk facility, but their intentions to honor the current contract is unknown at the time of this article. We have demanded that Safeway supply us with all the information Monster shared with them and all conversations they had with the new owners of the building. It was Safeway's job to let the new owners know they had a contract with successors-and-assigned language that allows the workers to follow the work, if the new company intends to run the same product the facility is currently running. I am being told that Monster is going to finally meet with the current employees, but they also need to meet with the Union.

Local 896 along with 848, 952 and 63 are proceeding to arbitration over the Reyes Coca-Cola implementation of the new attendance policy. Several attempts were made by the above Locals to negotiate a fairer policy, but to no avail. Now we will put it in the hands of an arbitrator. We will keep the members affected by this new policy up to date on any and all progress.

We also finally had a chance to sit down with Reyes Coca-Cola and begin negotiations over their implemented new Engineered Labor Standards. The Union and the company met to open the process, and one of the Union demands was to negotiate a memorandum of agreement that we had with old Coke. This is only the beginning of the process, and we expect more dates in the future.

The June Union meeting will have a vote by the members present to go dark for the summer months. Per the by-laws, a vote by the membership at the June Union meeting to forgo the summer meetings for the months of July, August and September must be approved by those present. Of course, we will still have meetings in emergency situations or for those that are in or beginning contract negotiations.

Congratulations go out to our recent retirees: Jose Delgado-Bud Van Nuys, Fred Ellis-Coke Downey, John Worth-Bud Beach Cities, Chris Hoeg, Gary Monk, and Ruth Ann Austin-Coke Ontario. Enjoy your well-deserved retirement!

Condolences to the families and co-workers of the members that recently passed away: Gilberto (Junbug) Parra Jr. Coke Downey and Jomer Mascardo, Bud Fairfield. I would like to also mention that Christy Bailey, IBT Political Coordinator, passed away and we want to keep all in our hearts and prayers.

Our prayers and thoughts to our attorney Joe Kaplon's family on his tragic passing.

Next Union meeting will be on June 26, 8:30 am Branch 3 and 10:00 am Branch 4. Hope to see you all there.

Local 63 Teamsters

By Randy Cammack
Secretary-Treasurer



Ron Seamans, BA: Freight: Yellow/Reddaway: The company has put in for a major operation that will affect every terminal in the west with the merging of Cohab Terminals into one name and the closing of some terminals. This change is one of the most aggressive changes that I have been a part of. The company wants to convert runs that are currently line haul work into 260 utility runs and creating two velocity centers in Pico Rivera (783) and the other one in Bloomington (830). The Local has been in discussions with the company meeting several times to try and minimize the impact, mainly in line haul. Local 63 is very much in disagreement with Yellow and is going to protest change in its current form; we will keep you informed on our progress, and once all the talks are over, we will meet with the stewards at all the locations to discuss the change. ABF: As you all know your contract is set to expire on June 30; negotiations are most likely to start later this year. When I get the dates we will have a proposal meeting at the new Bloomington Union Hall. Have a great and safe summer, remember the kids are out of school so keep your focus on your surroundings.

Martin Perez, BA/Coordinator: ARC: To all members of Local 63 employed by American Red Cross—by press time we should be done with all negotiations. You will be voting elections locally on the National Addendum and your local contract. This is very important, vote, your vote counts!! Thank you to all the stewards who assisted in the long process. To all members, have a safe summer and enjoy all of your endeavors.

Carlos Barnett, Dairy and Misc. BA: I am pleased to report that several contracts have been ratified by our members: Driftwood Dairy, Challenge Dairy, Baskin-Robbins, Rockview Dairy and Gold Star Foods. All these agreements have received increases in wages, pension, and full medical coverage by the employer. Work is picking up and some things are returning to normal. Please stay vigilant. Where your mask, get vaccinated if you have not already and stay a safe distance from each other. The Local will be conducting several workshops this summer so check us out at Teamsters63.org and stay informed.

UPS Agents: We understand this year has been a difficult year, in particular for part-time UPSers. With most members at \$18 an hour, come January we're all cut to \$15 with no answer or any notification as to why? Due to inflation and high costs of living as well as gas at an all-time high, \$15 an hour is no longer a living wage. "What are we doing?" We are challenging UPS with the grievance procedure as well as filing charges against UPS with the NLRB. We are fighting for a "MRA" (market

rate adjustment) for a living wage for all members. Contract negotiations are coming up and a pay increase is our number one priority! Keeping UPS accountable is at the forefront of this year's negotiations. We will do our very best to rectify what the company has done; it is killing the morale and spirits of many UPS employees. Also, they were given an incentive of \$75 a week to show up to work for perfect attendance because there's a terrible turnover rate at UPS facilities. We will not be taking anything lightly; UPS will and needs to put their employees first as they are the backbone of the company. Members-- make it a priority to file for pay shortages on incentives! Second, if you are planning to promote to full-time whether it be driving, or combo, be sure to make copies of your forms when submitted. The same goes for the preferred job list postings and submissions. Stop excess overtime and over-dispatching, protect your body and have more time with your family. Third, if you're planning to promote to Feeder see your business agent for information on the next Feeder orientation. Finally, regarding membership meetings, we will be going dark for the summer. Historically for the last 30 years the members have voted and approved this, we will not have membership meetings for the next 3 months. We will be live again in September.

Tim Fraley, BA: Lumber: Congratulations to the members at Champion Lumber on ratifying their 3-year contract. The new CBA included wage increases, additional pension contributions, safety language, and denying management the ability to operate "driver facing cameras" in the cabs! Thank you steward Roy Long for your help with these negotiations. We have just opened proposals for the members at A.C. Huston Lumber as this article goes to print. Public Transportation: We had filed "strike sanctions" with the Joint Council and nearly took Empire Transportation to the street, but at the last minute the company gave the members what they wanted. Our members won a 5-year contract that included a great wage increase over the life of the contract, double the pension contribution, and additional vacation time for our senior members. We also added shoe allowance and work boot reimbursement. I would like to thank stewards Rick Breault and Mario Zamarripa for their help in these negotiations, the Proposal Committee, and the entire membership for their solidarity during these challenging negotiations! Dental: We are currently working on the Bellflower Dental negotiations. These negotiations continue to move forward, and we hope to have a contract available to the membership to vote on in the coming weeks. Congratulations to Cheli Lopez (Riverside), Sam Mendoza (Lakewood), Erica Tovar (Chino Hills) and Vanessa Perez (North Hollywood) on their stewardships at Aava Dental. We recently were able to get Aava Dental (San Bernardino) under contract and are currently working to organize additional locations.

Buy Union Made

Official Teamster Notices & Announcements

★★★

Local 186

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

★★★

Local 495

Membership meetings are held at 10 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 July, August and September.

★★★

Local 572

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

October 23
November 20
December 11

A vote to suspend general membership meetings in July, August and September will be conducted at the June 26 meeting.

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

★★★

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:

Wednesday, July 6
Wednesday, August 3
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.

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

BUY



RETIREE CORNER

UNION STRONG

CENTRAL COAST: When we're allowed to meet again it will be our traditional spot—the Quarterdeck restaurant in Arroyo Grande, 1500 West Branch St. 10 a.m. second Tuesday of the month. Questions? Call Howard Barrios at 805.268.2784.

SAN BERNARDINO: Greetings to all retirees, we don't have meetings in the summer, however come join us when we start again on Saturday October 22 10 am. at Teamsters Local 166, 18597 Valley Blvd., Bloomington. We start with breakfast at Farmer Boys across the street at 8:30 am. If you don't make it for breakfast, we have coffee and donuts in our meetings. Call President Dean Horne (951) 566-5049 for more information.

LONG BEACH: Our condolences to the family of Glenn Mitchell, who passed away, may he rest in peace. We invite all retirees to

our Teamster retirees meeting on the 1st Saturday of the month except in July, August and September. Join us for coffee and donuts on October 1, meeting starts at 9:30 am. in conference room at Teamsters Local 848, 3888 Cherry Ave., Long Beach. Don't forget—if you want to attend the SCTRA luncheon on August 20, fill out the form in our retiree newsletter and send it in to the SCTRA office. For more information call President Tony Mosqueda (323) 569-9127. Thank God for the Teamsters.

SAN DIEGO: Our meetings are July 21, August 18, Sept. 15 and Oct. 20. We meet at the meeting hall of Teamsters Local 542, 4666 Mission Gorge Pl., San Diego 92120. 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 par-

tially sponsored by the generous donations of Local Unions. 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 Teamsters Retiree Club of San Diego, can be reached at jdnrock542@gmail.com or 619-562-5796.

MONTEBELLO: A big thank you to our member Anthony Contreras for providing a taco catering service in May. Food was great & everyone enjoyed it. We have our meetings on the 4th Thursday of the month, except in November & December, our meetings are on the 1st Thursday of the month. Our next meeting is Thursday, July 28 at VFW Post 7734, 9128 Bermudez St., Pico Rivera, at 1 pm. We raffle off retiree t-shirts,

coffee cup, window stickers, beverage coasters, patches and magnet buttons. Come and join us, we welcome recent and non-recent retirees to our meetings, drop by when in the area. Our annual SCTRA luncheon is August 20, door prizes for all members, please send in the registration form in the Teamster Retiree Newsletter to the office as soon as possible. Please call Phil Zamora (562) 505-1387, if questions. Thank God for the Teamsters.

EL MONTE: Condolences to the family of Al Valencia, our chapter trustee. RIP brother. With half the year over, we are still having the effects of COVID, however we have started having our meetings. We meet on the 3rd Thursday of the month, 10:30 am, VFW Post 8070, 250 First St., Azusa. Join us when you are in the area. We had elections for our new e-board and planning our calen-

dar for the year. Our annual SCTRA luncheon will be August 20 at Local 952; reservation form is in our Teamster Retiree newsletter, please send it in ASAP, we want to have enough food for everyone. Any questions call President Charles Fuller (714) 742-5775

SO. NEVADA: The Southern Nevada Teamster Retirees will not be meeting during the summer months of June, July and August. President Norm Kloke has sold his home, bought a motor home and plans to travel extensively in the coming months. Happy travels to him! The ULAN food bank is still available to seniors, contact Fran for more information if you or someone you know is in need. Have a happy and healthy summer.

It's Just Not Safe Out There

According to the AFL-CIO's 31st annual Death On The Job: A Toll Of Neglect job safety and health report, a lot of jobs are unsafe. That's because federal fines against bosses for job safety and health violations are still too low "to be a deterrent" to corporate lawbreakers on safety, the report says.

Incomplete data about how many workers the Covid virus on the job infects, and how many die, by industry, is one big job safety data problem workers face, according to the report.

"Every single day, 340 people die from work-related injuries and illnesses," the AFL-CIO said. That includes deaths of former workers from ailments such as black lung disease. But not all those Covid-19 sickened, or who died, are counted.

Using data from all sources, including cases where employers actually reported coronavirus cases to the feds, "other sources" i.e. not specific reasons (such as falls) cost men 169,260 days away from work in 2020, and were the leading cause of such missed days for them. For women, health care was the worst occupation for illnesses, causing them to miss—in

three sectors—341,700 days of work. Again, the coronavirus contributed to the figure, but how much isn't detailed in the federal data.

Other summary figures are stark:

An estimated 120,000 workers died from occupational diseases. That's past diseases, such as black lung, silicosis and even after-effects from toxic gases that, 20 years later, still kill former workers who toiled on "The Pile" in Manhattan after the 9/11 attacks.

There were 3.4 on-the-job deaths per 100,000 workers in 2020, down from 3.5/100,000 in 2019. The death rate was 5.2 deaths per 100,000 workers in 1992, dropping to 3.5/100,000 in 2009. It's stalled at between 3.3 and 3.6 deaths ever since.

2020 death rates for Latino/a workers (4.5/100,000) and Black workers (3.5/100,000) were higher than the national rate. The death rate for Latino/a workers has risen 15% in the last decade, after declining from a peak of 6/100,000 in 2001.

Job injuries and illnesses cost woman workers more days away from jobs (585,540) than they cost

men (577,990). Employers reported almost 3.2 million work injuries and illnesses in 2020, and the report repeated that's an undercount. Outside studies, including those of state workers' comp claims, show the actual rate is much higher.

The federal Occupational Safety and Health Administration lacks enough resources and people to inspect the whole country. It would need 236 years to inspect every current workplace. And about half the states perform their own inspections.

Some, notably Arizona, have fallen down on the job. After the AFL-CIO's report went to press, OSHA announced it is considering yanking Arizona's certification to do its own inspections, given the state's decade-long track record of resistance.

But the biggest resistance comes, still, from business and its Republican political allies, trying to block and stall remedying legislation.

The injury and illness rates decline drastically when Union contracts protect workers. Contracts both mandate safety coverage, and protect workers when bosses take revenge against those who complain.

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

Moving? LET US KNOW

June 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:

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

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Old Address or Mailing Label Here