

Southern California Teamster

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

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Cali Teamsters Fight Robot Trucks

SACRAMENTO, Calif. (PAI):

A giant truck with no driver in the cab recently drove itself 80 miles from Tucson to Phoenix, Arizona.

TuSimple Holdings, a San Diego firm, announced it conducted an 80-mile driverless truck run along highways and streets, including Interstate 10, from Tucson to a location in the Phoenix area. The unusual thing about the nighttime drive was that no one was in the driver's seat.

The public company, which has tested self-driving trucks in Tucson, said the Dec. 22 trial run was the first trip of that type without a human driver. TuSimple says the truck "interacted naturally" with other motorists on the road that night, who were presumably unaware the vehicle in their rear view mirror or the one passing them on the left had no human being at the controls. Waymo and other companies say they have also tested driverless trucks.

Does it sound creepy? The Teamsters think so and say it is dangerous too. So they launched a campaign in California to ban driverless trucks, arguing those vehicles are safety hazards on the road, just like the creaky Mexican trucks NAFTA let into the U.S. The Union battled that corporate brainstorm—seeking higher profits from cut-rate costs—for a decade.

The Union's three-pronged push started with opposition

to the scheme at a state Department of Motor Vehicles public hearing in late January, but moved to the state Capitol building in Sacramento at the end of the month.

The next stage is not just lobbying lawmakers, but garnering public support, starting with a mass rally on the Capitol steps, and getting the state labor federation to work with sympathetic lawmakers on a bill, AB 316, to ban any such vehicles over 10,000 pounds from state roads.

The union's argument against driverless trucks is simple and straightforward: Tests show driverless cars are a hazard on the road. Driverless trucks would be even more so.

But the Teamsters at the hearing and the demonstration emphasized safety, ahead of protecting truckers' jobs and livelihoods, though that's important to them, too.

"Already today, we've heard unfounded claims about how safe these vehicles are," Matt Broad, director of the California Teamsters Public Affairs Council, told the state DMV in a video of the Jan. 27 public hearing. "But based on what?"

"Every single day I get on line and I see videos of 'driverless' passenger-scale vehicles, malfunctioning, not being able to navigate routine traffic. It's astounding to me that the DMV would look at that and say 'We want to double down but on large-scale commercial

vehicles.'

"I think it's completely out of step with the DMV's stated goal of regulating motor vehicle companies and products in pursuit of public safety.

"We intend to fight this through the regulatory process, through the legislature and in the court of public opinion."

Half a dozen drivers, five of them from Teamsters locals, followed Broad to the podium. All said the driverless trucks are a road hazard to other drivers and to pedestrians, too.

They testified driverless trucks "tend to lock up if they sense trouble ahead, and nothing can be done to stop them," the Teamsters reported.

"When it comes to safety, drivers cannot be outdone by self-driving technology. Technology fails and humans will always be more efficient than machines. The safety of drivers and the danger posed to pedestrians and other travelers on the road make automated vehicles a high-risk proposition. No to self-driving diesel trucks."

"This is not only about safety on the road for Teamster drivers and the driving public, it's also about the future of good driving jobs in this country," Teamsters Joint Council 42, representing Southern California, also said in the statement.

The rally drew more than 300. And the Teamsters gar-

nered California Labor Federation support, specifically for bipartisan legislation AB 316, which "requires any heavy-duty autonomous vehicle weighing at least 10,000 pounds to have a human operator" when it's on state roads. The state fed helped craft the measure, sponsored by Reps. Cecilia Aguiar-Curry, D-Winters, and Tom Lackey, R-Palmdale.

"This bill is just common sense good legislation for all Californians" said Randy Cammack, president of Joint Council 42, who spoke at the rally.

The most-prominent manufacturer of driverless cars is Elon Musk of Tesla, who's aggressively anti-worker and breaks labor against organizing drives at his Fremont, Calif., plant. In tests, driverless Teslas have developed a reputation for going out of control and crashing, potentially injuring any humans that happen to be riding in them.

Automotive News reported firms other than Tesla—like TuSimple—are developing driverless truck technology and eyeing its rollout in southwestern states starting in 2025. But with California as the nation's most-populous state and as a trucking trade hub, since truckers haul cargo eastwards starting from the ports of Los Angeles-Long Beach and San Francisco Bay-Oakland, whatever the Golden State decides on the issue will have national impact.

Smart & Final: Back in the Teamsters

After more than three decades, the warehouse workers who make Smart & Final run efficiently are returning to the protections of the Teamsters Union. Los Angeles Teamsters Local 630, specifically.

Last month over 300 warehouse workers at the food stores company voted to insure their working futures by selecting Local 630 as their bargaining rep by a 2-to-1 margin.

"We applaud these workers for uniting to overcome the company's high-priced Union-busters and making the Teamsters their path to a contract with real protections," Local 630 Secretary-treasurer Lou Villalvazo said.

The Commerce-based company used to be a Teamster shop. A bitter strike ensued in late 1988 for Local 630's warehouse workers and Local 848's truckers there. The most abhorrent aspect of the company's strike behavior was the cancellation of health insurance coverage for hundreds of retired Smart & Final Teamsters.

Ultimately, the Locals and

continued next page

The Inside Story on Robot Trucks Fight



By Shane Gusman
California Teamster Lobbyist

Just before the holidays late last year, I received a call from the California Governor's office that the Dept. of Motor

Vehicles (DMV) was going to hold a listening meeting with stakeholders on potential regulations around testing and deployment of automated trucks. Having experienced the DMV's idea of "listening" before on similar issues, I knew we were headed for trouble. Our fight against robot trucks in California had officially begun.

Working people have faced technological "advancements" in the workplace throughout history. Sometimes it can improve things and many times

it works against us. If big tech and some of our employers have their way, the rollout of robot trucks will be a disaster for people who drive for a living and a clear danger for the public. The whole point of this for the employers is to eliminate our jobs. The tech companies spin this as a way to make the roads much safer, but that doesn't really sell their product. The real value for the end user, the thing that makes it worth purchasing for our employers, is tremendous savings on labor costs. Ro-

bots don't need pensions or healthcare.

Big tech companies have a weak spot here though. The technology isn't actually safer. The introduction of autonomous passenger vehicles has been fraught with problems, from terrible accidents to basic failures of the technology to work in less-than-ideal conditions. This is all with only a super tiny fraction of these vehicles on the road. Imagine thousands of 80,000-pound

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DAIRY OKS NEW DEAL

Southern California Teamster dairy Local Unions, seven of them, hammered out a new two-year contract for the industry which was approved by members March 5.

Dairy members overwhelmingly voted for the package, 280-21, over two meetings at Bloomington Local 63. The old contract expired February 28.

Lou Villalvazo, Local 630 Secretary-treasurer and

Teamsters Joint Council 42 Southwest Dairy Council chair, said the pact includes the highest wage increase in history plus significant language improvements.

The members hail from Knudsen, Santee, Heart Farms, Fresh Dairy Direct, Dean Foods, Alta Dena, Dairy Brands and Dairy Farmers of America, and Locals 63, 166, 186, 495, 542, 630 and 683.

NEW OFFICERS AT JOINT COUNCIL 42

Las Vegas Local 631 Secretary-treasurer Tommy Blitsch in February was appointed a trustee of the Teamsters Joint Council 42 executive board following the retirement of board member Mike Bergen from Local 166.

Appointed vice president was Rick Middleton from Carson Local 572; and sec-

retary-treasurer is now Jaime Vasquez, ceo of San Diego Local 542.

In December at the JC 42 delegates' meeting JC 42 President Randy Cammack announced the appointment of San Diego Local 481 Secretary-treasurer Victor Torres to the board's advisory committee.

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

Gusman: The Inside Story on Robot Trucks Fight continued from Page 1

vehicles rolling around our roads, all having similar issues.

The industry's safety argument is not helped by the less-than-robust oversight by the DMV. The relationship between the regulator and the industry is a little too cozy for comfort in the opinion of many. We have enough issues with trying to get our Teamsters what they need in terms of licensing, testing, etc., to truly expect that they would handle regulating robot trucks well.

So clearly, we cannot let this happen without a fight. Through the leadership at Joint Council 42 and the IBT, and many others in the Union, we have organized around a plan to fight back.

First, we appeared at the DMV "listening session" with rank-and-file members to voice strong opposition to the DMV moving forward to allow testing and deployment of this technology. Their attitude in that meeting confirmed everything we feared about how

they would regulate in this area. They had lots to say to the tech company representatives and little to us.

We then held a huge rally a few days later on the steps of the Capitol in Sacramento to both protest what the DMV is doing and to announce our own sponsored bill on robot trucks. We had a great turnout of both Joint Council Presidents, including JC 42 President Randy Cammack who spoke, our International VPs, stewards, members, other

Unions, and politicians. It was the talk of Sacramento and we got lots of good press out of it. The rally was the perfect kick off for the other part of our plan, to go on offense.

We are sponsoring a bipartisan bill to require a properly licensed human operator in every automated medium and heavy-duty vehicle. The bill is AB 316 by Assembly Member Cecilia Aguilar-Curry (D, Winters) and is co-authored by Democrats and Republicans. Legislators from up and down

the political spectrum understand that this is a public safety and jobs issue. This is just the start of the legislative process, but we believe we have public sentiment and momentum on our side, and we are hopeful we can get this to the Governor.

This will certainly be a huge battle with the tech industry and employers who are hoping to use robot trucks to cut labor costs, but it's a necessary and righteous fight that we intend to win.

Smart & Final: Back in the Teamsters

Continued from Page 1

workers lost out when the company fomented a decertification, in 1992. For years a core of Local 630 business agents and members continued to alert the public of the non-Union scab company's history.

Villalvazo traced the beginning of the winning campaign to a contact initiated by a S & F veteran warehouse worker last May.

"It was fast and intense with the company using the nasty tactic of employing five Union-busters to hound the employees with lies, intimidation and misinformation," Villalvazo said. "The most desperate, despicable move came from S & F vice president Tom Paluchi, who told the workers 'I love you more than I love my wife.'"

The consensus for Teamster protection by employees was propelled by a desire for consistent time standards, better health care, a path to retirement, safety, respect and an end to favoritism, Villalvazo explained. "And we'll be addressing those important items shortly in contract negotiations," he said.

The Smart & Final em-

ployees were also aware of discrepancies between their jobs and the benefits afforded in the Teamster contracts at other food distribution centers such as Vons, Albertsons, UNFI, Stater Bros. and Ralphs.

The company was created in 1871 by three partners in Los Angeles and has gone through, as would be expected, several ownership, mergers and name changes. It was owned by a French company during the strike launched in 1988. The current owner is Chedraui, from Mexico. There are over 250 stores in California, Arizona and Nevada.

Villalvazo, the JC 42 food council industry chairman, also has been raising awareness of the need to particularly organize the Hispanic Grocery distribution center sector, an ever-growing market share in Southern California.

"We all need to get our great history and Teamster message out there, communicating the Union difference. This will allow our Local Unions to wield greater bargaining power at the contract negotiations table."

Union Density--2022

WASHINGTON (PAI):

The U.S. had 14.285 million Union members in calendar 2022, 273,000 more than the year before, the Bureau of Labor Statistics reported in its annual survey. But because the workforce grew faster as the nation recovered from the coronavirus-caused depression of 2021, union density declined 0.2% to 10.1%, BLS added.

All the gains came in the private sector, where union membership increased by 293,000, to 7.223 million. The public sector, which has yet to fully recover from job losses the virus-caused crash produced, reported 7.062 million members, plus 823,000.

Even the BLS's overall number, and the increase, may be low. BLS bases its numbers on a rolling survey of 60,000 workers through the year, not the individual membership reports unions file with another section of the Labor Department, or union election wins and loss-

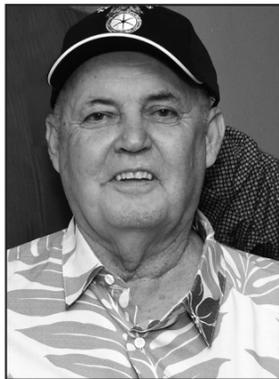
es the National Labor Relations Board compiles.

The BLS numbers also don't reflect the tide of Union elections last year. In fiscal 2022 alone, which included the first nine months of the calendar year, the National Labor Relations Board reported running 1,522 Union elections, up 59.5% from 954 the fiscal year before. Those figures lag behind, too, because they don't include wins and losses in October-December 2022.

As usual, union density was highest in the Northeast and the Pacific Coast, with the Great Lakes states not far behind. Hawaii (21.9%) led, with New York (20.7%) second. More than one of every six workers in Alaska, Washington, Oregon and California were unionists.

The numbers also reinforce another message: The union edge in wages, roughly a 20% premium—a median weekly wage of \$1,219-over wages non-union workers earn (\$1,029).

Passings...



Gene Brewer passed away last year following his retirement and a short illness. He was a business agent for Construction Teamsters Local 420 and continued in that role when the Local merged into Local 986 several years ago. He served as an executive board member at 986. His family moved to Las Vegas shortly after his retirement. The Local hosted a reception for his family and scores of Teamster brothers and sisters at 986 in Covina following a celebration of life and burial at Rose Hills in Whittier. He is survived by his wife Linda and two daughters and two sons.



Danny Jackson passed away in early October in Utah after his retirement as a business agent for Las Vegas Teamsters Local 631. He was involved in the Teamster convention industry for over 25 years including service as a chief shop steward. He is survived by his wife Jackie Martin Jackson, a Local 631 member.



Ricardo Pearce passed away in 2022 following a long career as a Las Vegas Local 631 shop steward at Republic Services for over 25 years and an executive board member, a trustee from 2012 to 2022.



Wayne King passed away in February at the age of 73. He joined Las Vegas Teamsters Local 631 in 1977 as a construction worker. The Local soon recognized his talent at representing working people and hired him as a business agent. Among other duties he represented Teamsters at the Nevada Test Site for over 10 years. He was Local Union president in 2006 and served as secretary-treasurer from 2006 to 2008.



Bernie Ostrander passed away last year in Kentucky following his retirement as a business agent for Orange County Local 952. He joined the Teamsters as a Navajo Freight driver, then deposited his Union card at Local 952 as a Lucky Stores grocery driver before becoming a business agent. He is survived by his wife Peggy Ostrander, seven children and eight grandchildren.



Deadline: Joint Council 42 Scholarships. May 12



WASHINGTON WINDOW

MORE EVIDENCE ELECTIONS MAKE A DIFFERENCE...and Robot Trucks

If you want yet more evidence elections make a difference for workers, we have two similar stories, both involving the Teamsters, to tell you—40 years apart.

The more recent story started in January. Teamsters from Joint Councils 7 (Northern California) and 42 (Southern California), plus the California Labor Federation, rallied in Sacramento to oppose a scheme floated by trucking firms looking to increase their profits by putting driverless trucks on the state's roads.

That's a big safety problem, the Teamsters said, first at a California Department of Motor Vehicles hearing and then in a mass rally of more than 300 truckers and Unionists on the state Capitol building's steps. Tests of driverless cars show out-of-control vehicles and frequent crashes.

Driverless trucks, Teamsters say, would be an even greater hazard.

So far, they've gotten a positive reception from lawmakers, if not from the DMV, but it's early. Luckily workers and their allies elected hefty pro-labor majorities in both houses of the state legislature. So don't be surprised if AB 316, the ban on all driverless trucks weighing at least 10,000 pounds, with trailers, passes in Sacramento.

Now cast yourselves back 40 years, same Union, same safety hazard from another brainstorm the trucking firms' lobby pushed in its relentless pursuit of profits. Only the names have changed and it's on the other side of the country, in Connecticut.

There, the Teamsters and auto safety groups battled another corporate scheme, double tractor-trailers, on Nutmeg State roads. And for the same reasons: Take a tractor-trailer cab and attach not one, but two, trailers to it.

Such a big rig is less maneuverable, harder to stop in bad road conditions and needs at least double the braking distance a single-trailer truck requires even when the road is dry. That makes rear-end crashes when a car cuts in front of the truck more likely, and so on. It's unsafe.

The Connecticut Teamsters took their campaign against the over-sized, over-weight big rigs to Congress. And they found a friend in a key spot: Rep. William Ratchford, a Democrat whose Danbury-Waterbury district included major interstate highways and parkways with heavy truck traffic. More importantly, Ratchford had a seat on the House Appropriations Committee.

Appropriators help decide on disbursing federal funds. But they can also use those seats to attach conditions to agencies' use of the cash. Ironically, such requirements are called "riders." They were eliminated from recent money bills, as a Republican target, but returned starting in the 117th Congress, with the condition the "riders" be openly listed.

The Teamsters and highway safety advocates went to Ratchford. "Can you do something about this?" they asked. These big rigs are a hazard on Connecticut roads, and elsewhere, too.

Ratchford was a committed pro-worker Democrat, keeping a low profile and preferring to be a workhorse, not a showhorse, in the House. He went to work on the big-rig problem. His solution was a "rider," an amendment to the money bill funding the federal Transportation Department. It ordered DOT and its agencies to flatly ban such double tractor-trailers as a safety hazard.

The Democratic-run Transportation Appropriations subcommittee OK'd Ratchford's big rig ban. So did the full Appropriations Committee. So did the Senate. It became law. There was one catch: The "rider" was attached to a money bill which covered only that fiscal year, 1983, which began Oct. 1, 1982 and lasted through Sept. 30, 1983. Congress renewed it for fiscal 1984.

But Ratchford lost to pro-corporate Republican John Rowland in the 1984 Reagan landslide. Rowland wasn't on Appropriations and wasn't interested in truck bans. Ratchford's rider rode into the sunset. The big rigs now run nationwide, as you see when you drive.

What's the lesson from all this? It's one workers and their allies should keep in mind year in and year out: Who you elect matters to you, and we don't mean just the president.

Indeed, lower-level lawmakers, such as Bill Ratchford and California state Reps. Cecilia Aguiar-Curry (D) and Tom Lackey (R), co-sponsors of AB 316 to ban driverless trucks, impact your daily lives just like, and maybe more than, Joe Biden, Ronald Reagan or even Donald Trump. That's though presidents get the most ink, TV and cable time and twitter posts, too.

So as you make your choices for offices this year—mayors, state Supreme Court justices, school board members—and next year, for Congress, legislatures, governors, and the White House, make sure you're informed about the stands of candidates at all—we repeat, all—levels on the bread-and-butter issues that matter: Workers' rights, the gap between the rich and the rest of us, health and safety, food and gasoline prices, aid for struggling families, etc., etc.

And driverless trucks.



NEW AGENT: Bloomington Teamsters Local 166 has hired a construction industry business agent, Sean Cover. The 20-year Teamster, a veteran steward, will primarily attend to the needs of members in the low desert, Blythe and El Centro areas plus Matich and Vulcan Material.

Bad Actor Starbucks Nailed

BUFFALO (PAI):

A National Labor Relations Board judge has literally thrown the book—218 pages and dozens of unfair labor practices counts—at Starbucks and owner Howard Schultz, saying the monster coffee company broke labor law at least 70 times in the Buffalo area alone in a campaign it's extended against unionization nationwide.

And in his March 1 ruling, Administrative Law Judge Michael Rosas ordered its summary and 13 pages of remedies posted in every Starbucks in the U.S. After all, Rosas said, the law-breaking is nationwide, too.

Rosas also ordered Starbucks back to the bargaining table. Last year, under pressure, Schultz had set a three-week window for talks. But when the workers twice showed up and also zoomed in with proposals in hand, his management team and union-buster walked out after five minutes each time and never came back.

Schultz himself also broke labor law when he came to Buffalo to try to thwart the organizing drive, Rosas said. Schultz did so after flooding the previously ignored area with dozens of new "supervisors."

So Rosas mandated Schultz be present when NLRB officials read the remedies aloud to workers and post that notice at every store "for the duration of the organizing drive." And a video of that session must go nationwide, including to all 2,500 stores, Rojas added.

The firm must also post the remedies electronically on all its platforms and otherwise widely disclose the rollcall of its wrongdoing and the NLRB-required orders to cease and desist.

**Live Better,
Work Union**

Southern California Teamster

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Quick Looks at Items of Interest

The Eye

Survey sez: **30%** of all California cars are **white**—the highest share among the states.....the first time **closed captions** appeared on tv in the U.S. was **1980**..... as last year drew to a close, New Orleans had the highest **homicide rate** of any major U.S. city.....American kids diagnosed with **autism spectrum disorder** surged to 1 in 44 in 2018 from 1 in 150 in 2000.....about 97,000 Americans are **100** or older (centenarians).....26 million U.S. adults with **food allergies**, plus 6 million kids.....38% of American households **cook with gas**.....electric vehicles auto sales here last year were 5.8% of the market.....**18%** of Americans used **marijuana** at least once in 2020, gov't agency says.....around **10% of water** is lost to evaporation in the 370-mile Los Angeles aqueduct because of its length.....Covid-19 **deaths** in the U.S. were 50% higher for **males** than females in 2020.....California has 266,000 **lawyers**, nation's most.....only 10% of the **ocean floor** is properly mapped.....state lawmakers across the country passed **24,000** bills last year.....2 milligrams of fentanyl—about the weight of a **sesame seed**—can be lethal to an adult.....our military has more than 1,000 working **dogs** worldwide.....the most **cardiac deaths** occur on Christmas, Dec. 26 & New Year's Day than any other 3 days of the year.....the **Medal of Honor** has been awarded to 3,515 since the Civil War.....Bureau of Labor Statistics says fewer than 30% of workers over 55 have stuck with one company for at least **20 years**..... the deadline to submit **scholarship** applications for a Teamsters Joint Council 42 college stipend is May 12.....American Veterinary Med Assn. says about 4.5 million **dog bites** annually.....in 2021 there was a fatal work injury every **101 minutes** in the U.S.....

Unions the Road to Good Jobs for Black Workers

By Mark Gruenberg
PAI Staff Writer
WASHINGTON:

There was one big agreement by a panel of top Labor Department officials, Union leaders and Black workers: Unions are the road to the middle class for Black Americans demanding both good jobs and to overcome the impact of centuries of ingrained U.S. racism.

Conversely, added one panelist, Deputy Labor Secretary Julie Su, workers in right-to-work states—most, but not all, Republican-run, though she didn't say so—finish at the bottom in pay, benefits and safety on the job.

"The fastest way to the middle class is organized labor," said Biden administration Labor Secretary Marty Walsh, a Laborers Local 223 member from Boston who will leave that job in mid-March for a Union post as executive director of the National Hockey League Players Assn. Better labor laws can help, too.

"But we don't have strong labor laws because we don't have enough strong labor people in Congress to pass those laws," Walsh admitted.

There are other ways to strengthen unions, Su, who is in the running to succeed Walsh, pointed out. One, included in the three big laws the 117th Congress approved, is to condition federal dollars on investing in employing workers from underserved communities of color.

"There is \$2 trillion in investments in jobs programs" in those laws, Su pointed out. "Many of those are in the Southeast," still home to half the nation's Black population,

and the most Union-hostile—and anti-Black—section of the U.S.

The jobs programs in the Inflation Reduction Act, the American Recovery Act and the infrastructure law all have requirements for employing workers of color, offering federal contracts to businesses employing them, or both, the panelists said.

One panelist brought up the fact that the original version of one of those laws, the Build Back Better Act, included a \$15/hour minimum pay requirement for child care and home health care workers, with funds to pay for it. Left unsaid: United Republican opposition, plus two key renegade Senate Democrats, forced those sections out of the final legislation. All but two of the Republicans were whites, from the South and Plains states.

Still, conditioning federal dollars on serving underserved communities, plus a proposed union-buster ban, would be a change from the original labor laws of the 1930s, including the National Labor Relations Act and the Fair Labor Standards Act.

Those two laws set minimum wage and overtime pay standards. Many Blacks in the Great Depression, migrated from the Deep South to Chicago's South Side seeking both better jobs and to escape racial repression.

But the NLRA and FLSA excluded workers who were overwhelmingly Black—agriculture for men and home care and domestic work for women—or brown (farming).

That's where strong federal labor law can make a difference, the panelists said.

feeling around here. She served the membership as an IBT Convention delegate and well-represented our female members as a participant in several International Union Women's conferences. She will be enjoying golfing, being a Grandma, and playing pickle ball across town with a retired senior citizen Local 14 Teamster office manager.

2023 has gotten off to a great start and will continue to be a very busy year with numerous contracts up for renegotiation. We have recently completed several projects within the offices of the Local Union. New flooring, LVT and carpet have been installed throughout the offices and lobbies along with updated furnishings. We have also purchased new chairs for the meeting hall. Gone are the original desks purchased when we moved into this building in 1997. The last project will be to replace the meeting hall floor with the same LVT. Please make sure to keep your address updated with the Local Union by calling the front office.

Government contracts: We have two contracts up for renegotiation and two contracts up for wage openers (renegotiations: Amantum TM1 Construction and Amantum mechanics/inspectors), (wage openers: MSTs Construction and MSTs Fire & Rescue). Please email any contract changes you want to me or your shop steward. Let's continue to keep our Union solidarity! It is everyone's job to enforce their contract, so I ask each of you to watch your work.

CertainTeed Gypsum: We have another new plant manager, and the new forklifts are in. There has been discussion with the company over train rail shipments into the Las Vegas location due to rail embargos affecting the loading department and a change in working conditions. We currently are in negotiations with the company over the maintenance/electrician department on the classifications of the A, B and C languages. First Transit RACC: The contract passed with good wage increases. Transdev is in the process of purchasing First Transit. MV fixed route operations: The RTC contract bid was awarded to First Transit. MV Paratransit: Currently in contract negotiations, watch your bulletin board for updates. We won an arbitration on bid hours that is huge for paratransit members and are in the process of figuring out the award. Movie industry - activity steady and we have been addressing some payroll issues.

Republic Services: Spring break and the tourists are here, so be sure to take your time when servicing your routes and be safe out there. Remember, the company also tests for alcohol and as a CDL driver, your limits are lower than the general public. Endurance is still in negotiations, so if you get a message about a strike, please support our future brothers and sisters and not cross their line.

Yellow/Reddaway: Happy to announce the retirement of Don Sparkman and Keith Sipple, enjoy your earned time! Still working on payroll issues. TForce: Contract negotiations are underway. ABF: Contract negotiations are underway. Brianna Wasko, city driver, was named to the ABF road team.

UPS: Part-time - please arrive to work on time and insist on your dai-

ly guarantee if forced to go home. Ask to see that your scheduled vacations were submitted to payroll two weeks ahead to ensure payment and prevent an interruption in health insurance. Full-time: make sure you are on the 9.5 list and also get your guaranteed 8 hours. Contract negotiations have begun in the Southwest. The Union will keep you notified of progress. It's time to stay unified and strong to achieve our goals. Everyone, please download the UPS Teamster App to receive up-to-date information from the IBT.

Construction: On April 30, 2023, at 8 a.m., we will be conducting our Allocation meeting. Members will vote on how the increase is allocated to wages and benefits. A representative from the WCTPT will give an update on the pension prior to allocating the increase. The Union has received multiple notifications from employers on awarded projects. These projects are scheduled to start soon. The work picture looks very good for 2023 and 2024, leading us into negotiations in May and June of 2024.

Ready Mix: Watch your bulletin boards for the upcoming notices regarding proposal meetings for the upcoming negotiations. We will conduct a couple of meetings in April and start negotiating sometime in mid-May, or early June. Heavy-Haul: Members ratified their contract in late December. Members approved a contract that had a big increase to their wage package over the 3-year contract.

Rinker Pipe: Keep your mind on safety. Make sure you have PPE on and JBAs are being followed. Don't forget to sign up on the 360 list for extra work out in the convention industry. Overtime is lean, make sure seniority is being respected.

Cemex Block: Keep up the good work with safety. The second shift is still rolling with a lot of work coming down the pipeline. Keep an eye out for green hats. We encourage you to attend the general membership meetings which are held every second Thursday of the month. Stay safe and keep warm.

Convention industry: Another successful January in the tradeshow industry. Being one of our busiest seasons, Teamsters throughout the nation came to Las Vegas to take part in the abundance of work available which helps keep Las Vegas the top destination for conventions in the country. Great job to all!

We were victorious in an NLRB 10K decision over Teamster jurisdictional work between IBT Local 631 vs. IBEW Local 357. We appreciate our membership standing strong against the constant onslaught and greed of Local 357 and their employers and providing us the ammo to win the decision.



By Ray Whitmer
Secretary-Treasurer



Victory for MV Transportation shuttle drivers at Burbank Airport! After months of negotiations, workers have finally secured a new Union contract that will pro-

vide fair wages, better working conditions, and a voice on the job. The new contract includes a significant pay increase, ensuring that workers will be able to support themselves and their families with dignity. It also includes stronger job security provisions, so that workers will not have to worry about losing their jobs for no reason. The contract also provides improved health and safety standards, so that workers can work in a safe and healthy environment. The biggest victory is a big increase on wages by seniority, and family health insurance coverage. Workers' families will be covered at a low cost of 5% workers' contribution at the end of the Union contract. The road to this victory was not easy, and it took the determination and solidarity of workers to make it happen. Through their hard work and sacrifice, they have secured a better future for themselves and their families. This contract is a major milestone in the ongoing fight for workers' rights, and it sends a clear message that when workers stand together, they can win. It also alerts the employers and policy-makers that workers deserve to be treated with dignity and respect, they will fight for their rights, and with the power of collective action and having a strong Union, we protect workers' rights. We celebrate this victory and look forward to continuing to work together to improve the lives of Union workers and their families. When you park your car at Burbank Airport and take a shuttle bus to the main terminals, recognize your Teamster shuttle driver.

911 is proud to announce the ratification of a four-year agreement on behalf of the represented employees of the Port of San Diego. The contract features significant wage growth with value front-loaded in the first year. The contract also requires the Port to cover the full cost of dependent medical & dental for the life of the agreement. Perhaps most significantly, this agreement will end the hybrid pension plan, which was inferior, and put everyone back in a full defined benefit plan. In all respects, the agreement represents the most favorable labor agreement negotiated by the Port employees in decades. This was made possible because Teamster members stood together throughout the lengthy negotiation. This resolve was made clear to the Port when more than 60 Teamsters in rain gear addressed the Port Commission in public comment to successfully advocate for their futures.

Teamster members of the Rancho California Water District ratified a three-year agreement with significant increases to COLA, merit pay, standby pay, and a signing bonus. The total value of the contract maintains Rancho Water employees' advantage in the regional market.

Local 911 negotiated a settlement with the City of San Diego to restore four years' worth of holiday pay wrongfully withheld from city lifeguards. In the process, Teamsters secured interest for the entire statutory period, obtaining complete relief sought in the Unfair Labor Practice charged 911 lodged with PERB.

Local 911 is organizing the administrative, clerical and engineering employees of the city of Escondido. Teamsters has submitted a petition for recognition for representation with overwhelming

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Killing Unionization in D.C.

WASHINGTON (PAI):

No sooner had radical Republicans taken over the U.S. House than their puppet, new Speaker Kevin McCarthy, R-Calif., proposed abolishing congressional staffers' right to organize, by a change in the House rules.

But it may harder than McCarthy and his anti-worker horde realize. To do so, they'd have to repeal a section of a 1995 law enacted by, of all people, former House Speaker Newt Gingrich, R-Ga., and his Republican majority.

For years, overworked and underpaid House staffers discussed organizing, but couldn't really form their own union without the House's consent. They got it in the Democratic-run 117th Congress, with then-Rep. Andy Levin, D-Mich., leading the way.

Staffers work long hours, especially when lawmakers are forced to stay in session, sometimes into the wee hours of the morning. Many staffers earn paltry pay compared to colleagues in the private sector who have similar skills, backgrounds, qualifications and talents. So they formed the

independent Congressional Workers Union to fight for their rights.

Without Union protection, their jobs are at the whim—literally—of their bosses, who can not only force them to work the odd hours, but can order them to be valets and run personal errands, too.



By Tommy Blitsch
Secretary-Treasurer



Cathy EDWARDS is opting for her well-earned Teamster pension and retirement. For a quarter-century Cathy has been attentive, intuitive and plain old hard-working in tending to the needs of our members and Local Union staff. "Going to miss her" does not do justice to the

Tommy Blitsch: The end of March will be a sad day for Local 631 as 25-year administrative assistant/bookkeeper

evidence of proof of support, and we look forward to negotiating a successor contract in conjunction with current Local 911-represented employees in the maintenance and operations unit.

Teamsters will be kicking off negotiations both for LACCD, college deans, and Los Angeles city crossing guards during March.

MTA security officers are in negotiations around Hero Pay and continue to address issues on a daily basis, including health and safety, staffing, and hiring. In February, the security officers will welcome a new classification, security control specialists, to the bargaining unit.

Santa Monica has reopened our contract and we are discussing such issues as equity pay among and between classifications and longevity pay for long term employees.

LACoAEHS' new leadership team has taken charge of the organization and is moving forward to address areas of concerns. Teamsters Local 911 brings it home for our School District members with one year settlements for money and benefits.

Pasadena Unified School District: Salary schedule increases, increases for all custodians, Cesar Chavez holiday and Juneteenth. Inglewood Unified School District: Salary schedule increases, 0 out of paycheck for H&W, onetime bonus, shoe allowance and Juneteenth. Palm Springs Unified School District: Salary schedule increases, 0 out of paycheck for H&W, increased bilingual stipend, increased shoe allowance and Juneteenth. Compton Unified School District: Salary schedule increases, 0 out of paycheck for H&W, increased shoe allowance and Juneteenth.



**By Victor Torres
Secretary-Treasurer**



As we proceed to the spring season, Sacramento is the center of one of the most significant issues impacting all residents and visitors to our state. The introduction of driverless vehicles to our roads and highways is knocking on our door. The subject is not new, but the reality and the impact on all our lives centers on some of the decisions that are adopted over the next few years. Without rules, controls and oversight, powerful business interests across our state, across the country and around the world would inundate our thoroughfares with vehicles of all sizes and types without drivers. The lure of reducing or eliminating their driver workforce is too tempting for them to consider or be concerned with the downside.

Imagine what it would be like to

utilize various modes of transportation and share those with automated operators. Semi-trucks that we depend on to deliver goods and services vital to our lives crossing the country with no human driver. This scenario does not sound too comforting, does it?

Assembly Bill 316 authored by California Assembly members Cecilia Aguiar-Curry, Tom Lackey and Ash Kalra is a bipartisan effort to require human operators to be present in autonomous vehicles (AV) weighing over 10,000 pounds. Co-author Lackey is a former California Highway Patrol employee with 30 years of service who has seen the consequences of highway collisions firsthand. The life-changing experience of having to inform families about the loss of their loved ones from highway accidents was strong motivation for him to step up to support and help draft this reasonable piece of legislation.

This bill's introduction comes as the California Department of Motor Vehicles (DMV) is preparing new regulatory framework allowing autonomous vehicles to hit the road without consent from the California legislature. The lives of millions of drivers on California roads hang in the balance. Reports of AV crashes, injuries and deaths are becoming increasingly common. There are countless variables while driving that only a human operator can address. Think of how many times you have had to make quick decisions when faced with such a situation. Driverless vehicles cannot safely navigate through construction zones or road closures the way a human operator can.

Situations where other drivers are struggling on the road with a medical issue or a mechanical issue requires split second evaluation and decisions to avoid a catastrophic end result. Additional examples would fill this entire publication and more.

The potential loss of good paying jobs is another concern that AB 316 addresses. As it stands now, there are no requirements of any businesses who utilize autonomous vehicles to protect the jobs of existing drivers. AB 316 will administer oversight on industry to maintain and protect those jobs.

The overall concerns are technological advances without adequate safety and job protections. AB 316 packages both of these into a single bill.

According to California Labor Federation Executive Secretary-Treasurer Lorena Gonzalez, "...there's a misconception that organized labor doesn't like tech...we like tech as long as it does good. Technology can be efficient. It can create safer environments and we want it to do so...but you don't create a safer environment if you have a 10,000-pound vehicle with no human operator on there as a safety net."

As AB 316 proceeds through the state assembly, we will keep you informed as to the status of the bill and if necessary, what actions we may participate in to ensure its passage. 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 con-

cerns. 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.

In scholarship news, the Local 481 2023 Scholarship Program is now open. This worthwhile program which has assisted dozens of our members and their families to reach their higher education goals, not only provides scholarship opportunities for the children and grandchildren of our members, but also for the member themselves and their spouse/domestic partner to participate. Application deadline including submission of a pertinent essay and all the required paperwork is September 8, 2023. Please be sure to refer to this year's application for details as this year's essay topic has changed.

The 2023 John S. Lyons Foundation Scholarship program is also available for the children of our members. Requirements and procedures for submitting an application for this program including this year's essay topic can be found on our website or we can send you a hard copy of this information by calling our office. Deadline for submission is May 1, 2023.

The 2023 Teamsters JC 42 scholarship deadline is May 12 and the Hispanic Caucus scholarship program info is forthcoming.

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 Capt. Erick Valenzuela
Secretary-Treasurer**



Since the last article, negotiations have taken an interesting and unfortunate turn. As we engaged to try to get a deal done at an accelerated pace last year, we set our sights on our scheduling work rules and bidding processes. We knew that if we saw a resolve with the company regarding this contentious section, they were serious about getting a deal done. Long story short - they weren't serious. Company representatives sent a brochure to pilots and their

spouses detailing a pass that they provided us the same day that unequivocally circumvented the pilot group's Union representatives. It simply insulted all our intelligence with rudimentary comparisons and highlighted simple and subpar provisions that clearly showed the company's disconnect and indifference about their pilots' concerns and priorities. Management crossed a line we warned them not to. Since this overplayed hand, we have halted any negotiations until a mediator is present, as it became apparent the company needs to be held to a higher standard in a more formal setting.

The request for NMB assistance was made shortly before this "brochure", but after it, the company desperately steered the rhetoric that the decision to apply was bilateral. The truth is, we were going to file with or without them. Due to a clause in the protocol agreement, we had to provide them a week to add their name to the paperwork. What choice did they have after such a faux pas?

Upon receipt of the application, we were assigned a mediator and have our first sessions scheduled in April and May. We look forward to the moment the mediator condemns Allegiant for their history of continued bad faith bargaining. Direct negotiations with pilots, singling-out Union leadership with blatant words of defamation, the constant deterioration of facts of our 'experience' at the table in negotiations and with new hire pilots, fostering succession and dual unionism. The list goes on. The Union has taken the high road with this process; my only hope is that the parties that truly matter can eventually see this and take appropriate action. At some point, what's good for the goose is good for the gander.

Gaslighting pilots and treating them like it's their first collective bargaining experience is not going to produce the results the company wants. For many, this is their third or fourth negotiation. The tit-for-tat rhetoric is ever-constant and fatiguing, but we must hold firm. The negotiating committee and executive board are committed to getting what all Allegiant pilots need-at all levels of seniority. Personally, I'm puzzled at the notion that the company would suggest we are deceiving our membership. To what ends would it benefit us? The strategic action of focusing anti-Union sentiment towards new hires is futile. Give it one month on the line. After 4 JIRA payroll tickets, a pure reserve schedule, and a couple of outstation overnights, the company's ineptitude will foster an ardent Union supporter. And the natural cause and effect is the use of their shiny new Type Rating at a legacy carrier that knows how to do the basics right.

Pilots are fed up. The new year has brought unprecedented attrition rates, numbers the company claims are all just part of the plan. Some may say management is delirious or in a state of denial, but it's the unfortunate truth. The commodity of American pilots has become too expensive for the ULCC that is Allegiant Air. They know that market pressures absolutely demand higher salaries for All employees, not just pilots, and have looked at shifting the "unique business model" offshore. Simply

put, the C-suite and their investors have an opportunity to make bags of cash and the only thing in their way are Federal Anti-Trust Laws. Allegiant filed for the immunity of these laws in order to enter into a joint venture with Viva Aerobus, a Mexican air carrier. For several months we have lobbied Capitol Hill in opposition to this proposal. The typical Allegiant passenger that travels with their family once per year, will no longer be doing so on our aircraft, but will take that annual vacation on Viva to a Sunseeker vacation destination south of the border. The perfect travel company business model with revenue streams start to finish—they don't even have to move metal! Our passengers will fly on aircraft maintained by mechanics whose salary is less, served by flight attendants, ground personnel, and customer service agents whose salary is less, and flown by pilots whose salary is one-fifth of ours. This unfair competitive advantage degrades our profession at a national level and cannot be allowed. Contrary to what management wants us to believe, this means no career progression, no growth, and no opportunities left for Allegiant pilots. These recent events have highlighted the importance of Scope. Not Reserve Rules. Not PBS Bidding. Not Compensation. Without the guardrails in place to limit the company's acquisition of outside labor, nothing else matters. Considering the company passed an unchanged current book of our Scope section, we envision this being a very contentious battle.

Everywhere we look, the company is employing tactics to undermine our futures. Regardless of what our CBA looks like now, or in the future, nothing beats the cuts of labor costs this will provide Allegiant. In the interest of job security and the safety of our flying public, we must now look to the regulators in Washington to make a very prudent and consequential decision.



**By Lee Fletcher
Secretary-Treasurer**



As we went to press, Southern California dairy members voted in a new two-year contract. Congratulations!

2023 will be a very busy year for Local 683 with several negotiations. Currently in negotiations with, Mondelez, DPI, Reyes Coca-Cola San Diego, Transdev El Cajon maintenance including the newly organized positions, Transdev South Bay drivers, Transdev Chula Vista driver, newly organized positions within the Transdev South Bay Maintenance agreement and Prudential. Later this year we will start negotiations with Waste Management El Cajon, Republic Carlsbad, Domestic Linen, Aramark, and Sysco Riverside.

Local 683 is happy to announce that the Sysco Riverside lawsuit has been dismissed with prejudice. This was made possible by the unity of the members at Sysco across the

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country and the leadership of the IBT. Early last year Local 683 sent an information request asking both Sysco San Diego and Sysco Riverside how they were going to comply with Law AB 701. Both companies failed to respond and ULP's were filed. Shortly after the filing Sysco Corp. suspended all productivity policies and discipline due to not knowing or willing to respond. For roughly 10 months both Sysco locations had no productivity standards that were enforced. At the same time of the suspension of productivity policy suspension, both locations presented what they said was an incentive program for the drivers. They presented as improving drivers' personal lives as well as improving compensation. Both locations stated several times that there was no discipline as a part of this incentive for productivity.

In December of 2022 the company presented a new productivity policy that they believed addressed AB 701 and added drivers to the policy with discipline. Grievances and Unfair Labor Practice charges have been filed for not addressing the Union's concerns in the policy and for bad faith bargaining by adding drivers to the policy. Furthermore, Sysco started doing in house engineering, which means there will no longer be a third party to ensure fairness. The grievance also addresses that the standard developed by Sysco has not been audited by the IBT Engineers and all discipline should cease until auditing takes place. Sysco Riverside Selection audit was scheduled for the week of February 27, 2023. All other job functions are being scheduled as well. Local 683 is waiting to get dates for audits from Sysco San Diego. They have been asked multiple times and claim they are not ready but still put a policy in place. Local 683 will keep members updated at both locations.



**By Jaime Vasquez
Secretary-Treasurer**



S e c r e t a r y
Jaime Vasquez: want to remind all of our members that we have scholarships available for Teamster members' children who are graduating from high school in 2023. Please visit www.teamsters542.org where you can view the different scholarships as well as downloading the applications. Don't wait since deadlines are soon approaching.

We are extremely happy to report that Assembly Bill 2530 was signed by Governor Newsom and now workers who lose their medical insurance during a strike will now qualify to receive benefits thru Covered California. This new law takes effect on July 1, 2023 right before the expiration date of the UPS contract. I also want to remind our brothers and sisters to download the Teamsters 542 phone app to keep informed on all the current events here at Teamsters Local 542.

President Dwayne Garrett: As the Western Region Area Coordinator and Co-Chair for CSI Cartage

negotiations, I also would like to remind our members working at CSI Cartage to keep an eye on our social media platforms, Local 542's app and the UPS Teamster App for up-to-date updates relating to negotiations. As we continue to negotiate with the company, it's very important that we stand together and stay united. I also want to remind our members from CSI Cartage and TForce that a representative from TeamCare will be available to answer any questions or concerns on Saturday, March 25 starting at 10 a.m.

Business Agent Ron Cutitta: Teamster Local 542 Representatives have been at the table for UPS Southwest and Western Region negotiations since Feb 3. President Dwayne Garrett, Business Agent Tasha Gee and longtime Shop Steward Donovan Williams have been appointed to the Southwest Negotiations Committee. Brother Donovan's experience as a rank-and-file member has been insightful to the Southwest committee. Dwayne Garrett and Business Agent Ron Cutitta has been appointed to the UPS West negotiations. As these negotiations progress, we would like to remind members that updates will be posted through our social media platforms and local 542 app along with the UPS Teamsters app. If you do not have these, we strongly encourage you to download them and follow them. We all need to stand together during these negotiations with UPS and the best way to do that is by staying informed and encouraging others to do the same. In solidarity, UPS Business Agents.

Business Agent Ruth Duarte: For all Local 542 members in Imperial County: Our executive board has authorized for general membership meetings held in San Diego to be available via Zoom at your El Centro Union hall. Please pay attention to your bulletin board to find out when the meetings will take place. You will be able to participate in the process and be entered into the member raffle. Come and get informed about what is happening at Teamsters Local 542.

Business Agent Shelly Allsup: Tradeshow: Local 542 released its annual seniority list for the tradeshow industry on February 1, 2023. Members working in this industry retained their seniority throughout 2023 and new members doing casual labor were elevated. Daily casual work is available. Please contact Local 542 directly for any questions and Labor Line numbers. Iron Mountain: New contracts have been distributed and the annual increase for health and welfare benefits was very minimal to the members. No other potential increases will occur until October 2023. US Foods-San Diego: The agreement has been finally signed. Complete copies have been distributed to all departments. A pension deferral vote by the members was passed for the upcoming wage increases and the employer was notified. Boots for all departments are available as of January 1 with Transportation receiving a 2nd pair mid-year. SDCCC Security and Guest Services: The employer has recently changed their practice for dressing up and down when punching in and out. The annual meeting with the employer regarding working conditions is currently in the process of being scheduled. AMR: The new contracts have been

distributed and some dispatchers continue to deploy across the U.S. on special service projects. Falck Mobile Health Corp: Negotiations continued with two dates in March. Dispatchers continue to report to work and perform duties professionally.

Business Agent Tasha Gee: Member Kelly Malone from UPS retired January 29, he was a 22.3 combination employee out of San Diego location. Kelly had 44 years of service. Congratulations to Kelly on his hard work and years of service, it was a pleasure knowing him the 22 years I worked at the San Diego UPS location. We wish Kelly well and hope he enjoys retirement life. On a sad note, we've had several members pass away recently. Tanya Readus passed away January 13, she worked at UPS San Diego as a part-timer for a couple of years, I had the pleasure of knowing Tanya and representing her a few times; my deepest condolences to Tanya's family. Also, Scott Gibson out of San Marcos pre-load passed away. He was a part-timer who worked there approximately six years. Scott started having some medical issues a couple months back, Scott was born in 1994, and passed away February 4. Scott will be missed and my deepest condolences to Scott's family. I also thank each and every one of my stewards for all their hard work and dedication, they all know I've been gone more than normal due to negotiations but they also know I'm a phone call away.



**By Eric Tate
Secretary-Treasurer**



I hope everyone's 2023 year is off to a good start. I would like to begin by thanking all the Teamsters Local 848's staff and members that came out to the AVTA Food Drive last December. This was the 3rd Annual Food Drive we have held at the Lancaster facility; every year it gets bigger and better, and the community is much appreciative. Members, please consider coming out this year to volunteer your time during the holiday season.

As many of you know, Local 848 opened an online store last year where universal gear (Teamsters gear with no local number) as well as Local 848 gear, can now be purchased. We continue to add new items to the website, so please continue to come back to see what's new at Teamsters848.org/shop.

I would like to express our sincere condolences to the friends and

family of member Ramiro Acosta of KeHE who passed 11/7/22, Brother Juan Rosas of Kloeckner Metals who passed 12/2/22, Brother Danie Tan of Shippers Transport Express who passed 12/19/22, Brother Franklin Aquino who passed 2/17/23 and Brother Neil Morales of Savage Wilmington who passed 2/18/23. You all will be truly missed.

We had a great turnout at our January and February general membership meetings and we look forward to seeing you at our March meeting on Sunday, March 26 at 9:00 a.m.; there is also a shop stewards meeting at 8:00 a.m. Please come out and find out what's going on in your Local Union. Lunch is always served and there are several providers and vendors that give up-to-date information on the services provided to the membership just for being a Teamster. We also swear in our new members at every other meeting. The next membership swear in will take place at our April meeting. Meeting dates: April 23, May 21, June 25, October 22, and November 19.

Teamsters Local 848 will be holding its annual All Charities Golf Tournament on Friday, May 5, 2023, at Los Serranos Country Club in Chino Hills. Entry fee is \$275 per golfer and there is a discount entry fee for Local 848 members. If you are interested, please contact our offices for a brochure to be sent to you; Glendora Office: (626) 732-4700, Long Beach Office: (562) 595-1891.

Scholarship applications for children or grandchildren of Local 848 members and retirees are currently available at both of our offices. We have 2 scholarships available, one is the Pablo Gutierrez/Local 848 Scholarship and the other is the Local 848 Women's Caucus Scholarship. Completed applications for both are due in our offices no later than Monday, May 8, 2023. Applicants must be 2023 high school graduates.

Pablo Camacho - I want to welcome our newest group of members from Southern Counties Express who became Local 848 members in October 2022. We currently have 138+ drivers and growing. SCE members: Your newly appointed interim shop stewards are Mr. Eric Smith and Mr. Alvaro Arambula.

Jeremy Baltazar - KeHE Distributors: I would like to thank all our stewards at KeHE Distributors for the tremendous job they did in negotiations with their employer's bargaining team! Their insight of what was essential to our members in both the warehouse and transportation departments was instrumental with enabling the Local to secure a new 5-year agreement that was overwhelmingly ratified by the membership! Some of the highlights of the company's offer included ample wage increases in year one alone, along with increases each year thereafter, increases to their Teamsters Defined Benefit Pension Plan, savings in their monthly health & welfare premiums, which put money back in every member's pocket, and language improvements with no takeaways!

Newport Meat: Congratulations to all our sisters and brothers on the ratification of your new 5-year agreement. Thank you to brothers Tim Maldonado and Dennis Sandoval for all the hard-fought work you

put in at the bargaining table in order to secure the great wage increases and new Teamsters health & welfare plan for our members and their families!

Vopak (Long Beach): I would like to welcome the newly organized brothers at Vopak Long Beach. They recently had an NLRB RC election where they voted Yes for Teamsters Local 848 representation by a margin of 7 to 1 and on March 1, 2023, they unanimously ratified their first Teamster contract! Congratulations brothers on a job hard fought!!!

ITS ConGlobal (San Bernardino): Sisters and brothers, contract negotiations with your company are soon approaching. Your shop stewards and I will keep you posted on the date we plan to have our contract proposal meeting. We will also be handing out contract surveys prior to our proposal meeting.

Local 1932 San Bernardino County Public Employees

**By Randy Korgan
Secretary-Treasurer**



Teamsters Local 1932 kicked off 2023 with inspiring victories and clear plans for further success

this spring and summer.

First, however, the momentum of late 2022 is worth noting. October 14 was a historic day for workers in the Inland Empire. Hundreds of Amazon workers at the KSBD Air Hub facility at San Bernardino Airport went on strike, pushing back against the company for its poor response to their demands for a \$5 pay raise. Higher standards at the largest employer in the region are critical to transforming the Inland Empire. Local 1932 is proud to be one of the many Unions and community organizations committed to helping San Bernardino Air Hub workers achieve this for themselves. Workers in contact with Local 1932 are grateful for the tremendous showing of support from the hundreds of Teamsters and other community members present on the picket lines. For now, the workers - organizing as Inland Empire Amazon Workers United - are staying strong and furthering their fight for a pay raise. At a recent general membership meeting, Sara Fee, a worker leader from the group, visited our space to share the group's history, how they've grown to believe that workers are stronger together, and how we can help by showing up in full force at their public actions.

Election season also brought important victories in the fight against the erosion of public services in our region. In 2020, Measure K was introduced by the Red Brennan Group, an organization run by a man hell-bent on gutting public services. Unfortunately, Measure K passed, but Teamsters Local 1932 and our allies immediately sprang into action. Over the last two years, Local 1932 members educated their neighbors, family members, and friends about the dangers of Measure K and the Red Brennan Group's plans for San Bernardino

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County. This past election cycle, Measure D was introduced to override Measure K and protect workers and our communities from the tyranny of a constant revolving door at the Board of Supervisors. But instead, it would have allowed big money interests to entrench their power in our county even further. The Teamsters Local 1932 Political Action Committee endorsed Measure D, two other local ballot measures, and 23 candidates running for local office with various party affiliations. Local 1932 threw the total weight of our power behind these measures and candidates, with more than 70 of our members volunteering to knock on doors, make phone calls and send more than 150,000 text messages, phone calls and door knocks to registered voters in our county. Thanks to these volunteers, Local 1932 and our allies passed Measure D, which positions us well to continue our fight for affordable health care, good jobs, and healthy communities.

In December, mid-managers at the city of Rialto voted unanimously to be part of Teamsters Local 1932. Prior to unionizing, members had difficulties dealing with a new human resources director, which ultimately motivated their decision to organize. Isaac Rigaud, a volunteer organizer and steward from the San Bernardino County Transitional Assistance Dept., was crucial in bringing people together during the organizing campaign and was ultimately recognized with the Local 1932 Member Power Award for his efforts. This victory for the mid-management group with the city of Rialto exemplifies why we continue to organize - to create a better future and work environment for working people locally and nationwide.

That same month, employees with the GEO Medical Group who work at the High Desert Detention Center in Adelanto unanimously ratified their first Union contract and became the newest members of Teamsters Local 1932. This brave group of GEO Medical Group employees, comprised of nurse practitioners, licensed vocational nurses, and registered nurses, collectively reached out via Local 1932's website a year into the COVID-19 pandemic in hopes of making significant changes in their workplace. Three months after originally contacting Local 1932, the group voted 50 to 0 in an NLRB election to have their Union certified and ultimately recognized by their employer, which at the time was a company called Wellpath. Negotiations were complicated by Wellpath's transferring control of the facility to GEO Medical Group. Ultimately, solidarity and Union pride among the group led to a first contract, resulting in significant raises. These new Teamsters join the nearly 2,000 Local 1932 members who work in the medical field.

In February, budtenders at Captain Jack's marijuana dispensary in San Bernardino were recognized to form their Union with Teamsters Local 1932. Like many in the industry, Captain Jack's budtenders appreciate that their job allows them to pursue their passion. But the cannabis industry is constantly changing, impacted by large corporations making acquisitions and other business moves and by federal, state, and local politicians

constantly creating new laws and regulations to balance the various interests of their constituencies. By exercising their rights to unionize, these budtenders are joining a proud legacy of Teamsters who have come together for more than 100 years to secure stability, dignity, and respect at work.

Lastly, San Bernardino County and Preschool Services Division members are entering negotiations for new memorandums of understanding. Since the affiliation of Teamsters Local 1932 in 2015, your Union has prioritized the defense of public services, transforming the Inland Empire into a place where working families can thrive and making affordable healthcare a reality. Bargaining surveys returned to your Union and further planning by your negotiation teams indicate that we are united in our desire to continue prioritizing these goals. As we enter spring, please stay informed by engaging with your Union across all levels and platforms. Together, we have the power in numbers to succeed!

Meanwhile, all Teamsters should attend upcoming training sessions on volunteer organizing. These meetings help members build the skills necessary to keep their worksites and non-union worksites running on worker power. Volunteer organizing training occurs on the second Saturday of every month at Cammack Hall in San Bernardino. Reach out to Rich Smith at rsmith@teamsters1932.org to RSVP.



By Fred Horvath
Secretary-Treasurer



The year began with an organizing victory at Bimbo Bakery's Las Vegas operation, quickly followed by a fantastic first contract negotiations and subsequent ratification on January 27. This is the first new contract between Bimbo and the International Brotherhood of Teamsters in last ten years. The new agreement contains all the foundational elements for Local 14's newest members. Strong seniority provisions, just cause discipline, policy review language, a 40-hour work week guarantee, increases in paid time off benefits, reduction in members' out-of-pocket expenses for health and welfare benefits and most importantly, a big increase in base pay. Members also received a \$400 lump-sum ratification bonus. Special thanks to Vice President and Director of Organizing Jason Gateley who led this effort from the beginning, negotiated the collective bargaining agreement and has ensured an accurate and timely implementation of this first contract. I'd like to recognize Bimbo employee La Rue Hayes. La Rue came to Local 14 and was the employee who showed unflinching resolve through the organizing campaign, bringing the entire eligible employees to an almost unanimous vote for representation. Thank you, La Rue! And finally, thanks to Matt Lundy and IBT Organizing Director Chris Rosell for their assistance dur-

ing this campaign.

Local 14 has added key new employees in the last three months, completing a staff that is taking our Local to the next level. Eymhy Gateley, business representative, brings significant experience from her efforts during the Ports campaign in Southern California and has dedicated herself to membership support for over 20 years. Eymhy's bi-lingual skills have greatly enhanced our effectiveness with our Spanish-speaking members, including ensuring our communications and collective bargaining agreements are available in both English and Spanish. Johnny Ortega joined our team as a senior business agent after retiring from the city of North Las Vegas. Johnny was the full-time chief shop steward for the final four years of his 30-year career at the city. Previous to his chief steward role, Johnny led the city's Parks and Recreation efforts and this knowledge and experience has allowed him to make an immediate contribution to the representation and organizing efforts at the Clark County School District. Jay Randazzo returned to Local 14 as a business agent after a short stay at Breakthrough Beverage. Jay made enormous contributions to the growth of Local 14 over the previous three years and it is great to have him back in the fold. Valarie Thomason is Local 14's new director of communication and digital strategies. This addresses an important void in our ability to communicate with our membership, organizing new members, both internally and externally, and enhance our political influence locally and at the state level. Val has extensive experience with political campaigns, working on Senator Bernie Sanders' presidential bid. She has excellent research and publishing skills and is leading the effort to roll out the Local's new website and digital services.

Local 14's Executive Board has two new trustees: Kimberly Spurlock, a long-time member and the assistant terminal agency coordinator at the North Las Vegas Police Dept., is a wonderful addition to our executive board. Kim is a natural leader and has fantastic written communication skills that we will be utilizing going forward. Andrew Boucher, driver-warehouseman at Southern Glazer's Wine and Spirits brings important private sector experience to the executive board. Andrew's representation of members, participation in our bargaining committee and labor/management board have been a key part of what has been a complete change in our working relationship with Southern Glazer's. Local 14's efforts during the previous bargaining cycle have led to a complete change in the operating management at the Las Vegas facility, and we now have a mutually respectful, safe and effective relationship with the company.

Internal organizing initiative: Late last year the Local's executive board developed an organizing initiative focusing on non-members at our current employers' workplaces. The realities of right-to-work environments is well documented as well as the challenges created by the COVID pandemic in face-to-face organizing. With the pandemic mostly in our rearview mirror, we have doubled down on internal organizing efforts. I could not be

prouder of the entire staff's accomplishments in the last 90 days. Local 14's added 238 new members during this period, a 6% increase in our membership ranks. These numbers easily exceed our projections, and we are continuing the momentum that this initiative has created.

A year-long effort will soon result in the opening of Teamsters Local 14 Family Wellness Center, Henderson new facility. The Security Fund of Southern Nevada, Local 14, purchased a stand-alone building last fall and conducted an extensive remodel of the facility. Patients will be seen on Monday, April 3 and the Wellness Center is located at 2739 Sunridge Heights Parkway, Henderson, NV 89052. The Fund is hiring a second MD for this location to leverage the increase space and hours available to our members.

President and Chief Negotiator Grant Davis and his bargaining committees have continued to deliver impressive new contracts, with economic increases that haven't been seen in decades and recognizes the tightness in local labor markets and the current inflationary environment. New agreements have been achieved with Reyes Coca-Cola Bottling, Pepsi and AlSCO. Additionally, the city of Henderson agreed to provide employees a raise to cover the increased retirement contribution to the state of Nevada Retirement Plan and a \$1200 lump-sum bonus. Great work, Grant!

Local 2010

By Jason Rabinowitz
Secretary-Treasurer



A California Public Employment Relations Board (PERB) Judge has issued a decision blasting University of California for multiple violations of California labor law by sending mass communications that interfered with UC employees' rights to form or join a Union!

In an extremely rare move, the judge ordered the University of California to pay Teamsters Local 2010 legal fees, finding that UC's violations were intentional and egregious.

Teamsters Local 2010 filed the initial unfair labor practice charge with PERB in May 2019, after the UC sent out a series of communications containing "Information for Administrative Professionals." The employees who received the communication were all members of the unrepresented job classifications, similar in duties to current CX Unit Teamsters, that Teamsters 2010 had been working to organize into the Union.

PERB found that the UC's communication unlawfully discouraged workers from exercising their right to join the Union by using false and misleading statements to denigrate Unions and mislead employees about the benefits of unionization.

The decision also orders UC to post a notice in all workplaces where administrative professionals work explaining that the UC was found in violation of state labor law.

"This decision exposes UC's

scandalous practice of using public funds for illegal Union-busting activity," said Jason Rabinowitz, Teamsters 2010 Secretary-Treasurer. "Every worker should have the freedom to join together in a Union without employer interference, yet UC managers repeatedly violated the law because they thought they could get away with it. Now they are on the hook for the Union's attorney fees, in addition to the cost of their own high-priced attorneys. Hopefully UC will learn the lesson and start following the law and respecting workers' rights."

Under SB 931, a new state law sponsored by Teamsters and effective on January 1, 2023, future violations of this nature by the UC will be subject to fines of up to \$100,000 per complaint and \$1,000 per affected employee.

"This case shows why we needed to pass SB 931 in order to stop Union-busting employers from intentionally violating labor law with impunity," Secretary-Treasurer Rabinowitz said. "With this new law, and our legal victory in this case, UC and other public employers will think twice before they engage in illegal Union-busting."

Go to <http://bit.ly/3mj8zdb> to read the full decision.



By Eric Jimenez
Secretary-Treasurer



In January, Local 952 President John Green, the executive board and the membership had the unique

honor and pleasure of being sworn in by IBT General President Sean O'Brien. In an amazing recommitment to the Union, members with years of service joined new brothers and sisters and everyone in the room took the Teamster Oath. The membership meeting was standing room only with over 350 in attendance, and was highlighted by remarks from not only Sean, but IBT General Secretary-Treasurer Fred Zuckerman and Joint Council 42 President Randy Cammack. Many thanks to all of the IBT leadership who helped make this a very memorable day in our Local's history.

UPS negotiations have kicked off. The Western region negotiations began in early February, and the southwest began later in the month. The national negotiations are scheduled to start in mid-April. This is the biggest private sector contract in the country and everyone is paying attention to what will happen.

Moreover, this is just the beginning of negotiations. We will be keeping the membership informed along the way. The contract expires July 31 and it's important to stay informed and stick together. Remember to let UPS know that the Teamsters are united as one for a fair contract.

We are currently in negotiations for our Para Transit members. This contract covers about 300 drivers and although things are moving a little slower than we'd like, we are getting some tentative agreements from management. We'll

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keep members apprised as the talks move along.

We recently won an arbitration at Albertsons. This is a big win for hundreds of Albertsons members who will benefit from the new opt-out overtime agreement. We're working with the company to implement the new language.

We also recently settled a grievance prior to arbitration at First Student Saddleback. The results will affect our members in positive ways, including a pay raise.

At this time, the freight division proposal meetings are also being held which included TForce Freight, ABF, and Yellow Freight. As negotiations move forward, members are asked to stay in touch with your shop stewards, business agents, and to check for updates posted on your Union boards.

We are having several issues with our members working at the county of Orange. We are addressing them and want members to know that we will take every avenue to protect and fight for your rights.

At Coca-Cola, we settled a grievance prior to arbitration over a change in the company's attendance policy. Although we didn't get everything we wanted, we will be addressing those issues at the upcoming negotiations.

We have held our Pepsi proposal meeting at the Local hall, and will be sitting down with other Locals to plan out the upcoming negotiations. Members are highly encouraged to stay in touch with their stewards and business agents for further information.

Although it's going to be a very busy year at the Local, we will do our best to continue to have our Local Union functions including the family picnic and the softball tournament. One of the many benefits of union membership is the camaraderie and unity we share outside of our workplaces. Stay tuned throughout the year for event dates by checking your union board, the Local 952 website and by visiting our Facebook page.

I am pleased to report that we will be holding another Stewards Appreciation Dinner this year. Notices will be sent out to all of our stewards. Please RSVP as soon as possible, as soon as you get your invite.



**By Damascus Castellanos
Secretary-Treasurer**



Damascus Castellanos: UPS negotiations have begun. I would like to thank our members for their involvement and input. Shop Steward Anthony Howard and Business Representative Marco Escalante have been instrumental in the first round of negotiations. We still have many obstacles to get through, and with the leadership of IBT President Sean O'Brien and the IBT UPS Negotiating Committee we will be successful. All UPS members should already be on the UPS App, to check for updates. It is with regret and respect that I inform you

of Business Representative Mark Manning's decision to retire. After 44 years as a Teamster and 6 years with Local 495 he has been instrumental in all aspects of the Local. Mark came to us from Local 117 in Seattle, so he knew the meaning of representing the members. Mark has led many contract negotiations throughout the years, and in the process has been educating our newer business representatives. Mark is very valuable to our Local and he will be missed. Congratulations and happy retirement.

Art Carrillo: Just a reminder when filing a grievance please refer to your contract. Grievances which are submitted after the time limits will be considered void. Congratulations to our members at the following companies for ratifying new agreements - Penske master agreement, Penske Hikers and US Foods. We will be starting negotiations with Avis master agreement LAX, Avis master agreement Ontario Airport and Commercial Tire.

Johnny Espinoza: I'm pleased to announce that we have three new stewards joining Albert Bautista and me at Disney. Two are in the Ontario Distribution Center - Dillion Lunberg & Claudia Pimienta. In Fantasyland we welcome Nick Stewart. At WWL we were able to resolve two arbitrations resulting in back pay for our members. We are also looking to begin negotiations with Ameri Fleet Solutions.

Mark Manning: The last months have seen the successful negotiation and ratification of several contracts at Local 495, including the Western Region agreement with Penske Truck Leasing. The negotiations for the second full agreement at Adesa of Los Angeles were difficult, converting an incentive-based earnings element of our members' income into a relative increase to the existing hourly wage rate. It took several bargaining sessions but we arrived at a fully recommended offer that was ratified by a 100 percent membership vote. We are back at the table for negotiations with Volkswagen. Our members rejected an offer the employer made and our bargaining committee would not recommend. The members there are looking forward to seeing an improved offer their Union can recommend soon. At the time of writing opening negotiations with Ameri Fleet Solutions are a few days away.

Emerson Diaz: We are getting ready to start contract negotiations with Ameri Fleet (Pepsi) and Avis LAX. Later this year we will also start negotiating the Hertz shuttlers agreement, Enterprise Holdings, and Catalina Island. The new Hertz master agreement was handed last month. On the political front, Local 495 as well as all Local Unions have been very active pushing AB 316 through the Assembly. We are hoping and counting on the support of our friends in Sacramento to get this passed. This legislature will prevent 80,000 lbs. autonomous trucks from being on the road without a driver. For Teamsters and the majority of the public this is a major safety concern as well as a threat to diminishing good paying Union jobs.

Albert Bautista: Alta Dena: I want to personally congratulate long serving Shop Steward Frank Alatorre on his retirement. As we went to press, members from 7 Teamster Local Unions ratified

a new contract. Congratulations! Committee member and new Shop Steward Eliseo Romero (Romo) has done an excellent job navigating us through what members' needs are. **Ryder:** Congratulations and thanks to George Docanto at the Springs location for stepping back into the shop steward role. **BMW:** Members at the Redlands Distribution Center have gone through a lot of changes within the last 2 years. Thanks to the stewards' leadership and members' solidarity—they have always been able to overcome any obstacles that's put in front of them. Also want to recognize and congratulate Paulino Gomez, Mario Flores and Dylan Michels in their new roles as shop stewards. Always expressing the importance of active shop stewards. The first line of defense starts with them. Thanks again for stepping up in your new role.

Marco Escalante: I would like to start by congratulating David Uribe from the UPS Gardena hub on becoming a shop steward and making Gardena stronger than ever. I also would like to take this time to announce Anthony Howard, a long time steward from our very own Main St UPS facility, who will be joining negotiations as a rank-and-file member. The membership is standing strong and only getting stronger by the day as we mobilize and gear up for the upcoming contract negotiations as one... Teamsters!

Rosendo Cardenas: I am grateful for the opportunity to continue to work with and support the membership here at Local 495. I would like to thank BMW of North America and all the membership there for the past 21 years of employment. **Avis Ontario:** Thank you to everyone that came out to our proposal meeting, we are still waiting for dates from the company to begin negotiations. Congratulations to Justin Guajardo on being voted assistant steward. **Penske:** All the contracts haven been distributed, if you did not receive one, please contact your steward for a copy.



**By Mike Pharris
Secretary-Treasurer**



As your newly elected secretary-treasurer I want to thank all members of Local 166 for their participation in the democratic process and express my humble gratitude for your overwhelming vote of confidence in the people that represent you every day. Be assured that your interests continue to be the priority of your newly-elected executive board. These first few months have been very busy for the entire staff, especially our administrative people at all of Local 166's three offices. I thank each one of them for their dedication to our members. We are preparing for the Statewide Master Liquor negotiations for the Hourly agreement and want to thank these members along with the great group of stewards at both warehouses for their participation

Please check our webpage as

we are constantly updating it with information vital to you and your family.

Business Agent Eric Hug: At Job Options and ADE we finished negotiations and the members ratified each of these contracts that include a good pay increase over 6 months. Thanks to Janet Silva for all her hard work during these negotiations. And thanks to all of our members at SpecPro, Valiant, HDSS, Desert Ambulance Chenega, Young Support Services, Lexicon, and Tiya Services.

Construction Coordinator Robert Stanley: Construction work has been slow due to the most unusual weather but Granite remains busy with the Rail and I-40 projects in Needles and have added to this project. Coffman has been busy in Blythe and has picked up a job in Indio. Make sure you get signed up for the Skilled and Trained Workforce if you have not already done so, and remember to contact the Local Union if you get laid off.

Dan Hernandez: At Costco the members just received their second wage and pension increases of the 3-year agreement with another bump in pay right before the extra check before the end of March. Costco members continue to lead the way with the best contract in the industry. We have negotiated a letter of understanding with Omnitrans that provides double time for voluntary overtime on your day off and we have moved the July wage increase to March.

Business Agent Jason Hodge: At KBR-Talon-Premier we scheduled a craft meeting where we will be voting your choice for the bargaining unit member that will be participating in negotiations with the rest of the committee. That meeting will be immediately followed by a contract proposal meeting. Please watch your Union bulletin boards for updates. Welcome back to Ruben Martinez, former steward that has jumped back in as a steward and we appreciate his many years of experience. The new health plan for the HDSS Fire Dept. started March 1. The phone number to Northwest Administrators is on your Union bulletin boards. We have scheduled a mediation hearing at the Marine base regarding the discrepancy discipline policy. We will be scheduling an update to discuss the outcome once the process concludes. We continue to meet on a biweekly basis with Keolis/WTA to address the open grievances. At R&S Beverage we are awaiting the company signature for your new contract now that we have received approval for the pension language.



**By Abel Garcia
Secretary-Treasurer**



Abel Garcia, Secretary-Treasurer/Business Agent-Hope this finds you and your family well. I am in full throttle with UPS contract negotiations. So far, one session for the Western Supplement and two sessions for the Southwest Package Rider and Southwest Sort Rider. As you are aware, layoffs are happening every week for the last

month. UPS even laid off our 22.2 protected jobs. We have grieved this action by UPS. Please do not make deals with your supervisors, if you are laid off. You have a right to "single shift," "double shift" or take a "hard layoff." If you are a 22.4 that is laid off-do not drive on Saturday, you are only prolonging your layoff. The company only cares if they have drivers on Saturday, not about your layoff. If you are not good enough to drive Tuesday-Saturday, then why give in to the company? It's BS. An injury to one is an injury to all. Also, please sign the Contract Unity Pledge Cards so we send a strong message to UPS. Be ready, be prepared, judgement day is August 1, 2023!

Fernando Lara, Vice President/Business Agent: Coca Cola - Negotiations are still underway--we have dates on March 28 and March 29; we look forward to a historic contract. We will keep the membership informed of any updates. **EJ Harrison** - We have been successful in settling grievances but most important negotiating 'facing out' cameras. We currently have a termination case going to arbitration, which we hope to have a favorable ruling since we received a favorable ruling in our last arbitration. An information request was sent to the company to make sure monies owed to our members is fulfilled. Lastly, we have requested negotiations to be opened earlier for the current contract with the company. **Mission Industrial** - We were successful in a recent grievance where the company assigned a route out of seniority order without having proper justification. We would like to thank our new steward, Joseph Panel, for his involvement. **National Ready Mix Moorpark** - We thank all our members on a new historic 3-year agreement. We would like to congratulate our steward, Theresa Garritano on her retirement, as well as her participation throughout the recently long negotiations; enjoy sister! **Pepsi** - We recently discovered there were a handful of members that were not receiving pension contributions on their behalf by the company. For this reason, we requested a full audit to be conducted by the pension department - we will make sure all our members are made whole. **Bimbo North** - Our agreement will be expiring soon; we are looking forward in having a proposal meeting. **Sysco** - The Union is 100% against any production standards against our drivers that will lead to discipline. **Drivers:** Please refrain from signing any policy that includes language for production standards without it being negotiated by the Union. **T&T Trucking Crane** - We have a unanimous vote for a new 3-year agreement with many improvements to language, wages, pension, and maintaining full maintenance of benefits. **Waste Management** - Our craft meeting was a huge success with nearly half of our members in attendance to be educated on their Union rights. We have been successful on averting arbitration on some terminations. Please make sure we report any incidents or accidents in a timely manner. **Teamsters Local 186** would like to extend an invitation to our general membership meeting and annual health fair on Sunday, April 2 at 11:00 a.m. to all our members. It will take place at Local 186; all vendors will

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be present for any questions or concerns regarding your benefits. Please make sure you patronize Union businesses and support Union made products.

Jedediah Johnson, Business Agent-DFA (Ross Swiss)-As we went to press members voted in a new two-year contract, overwhelmingly. Congratulations. At the DFA bottling plant: we had our first shop steward election. Congratulations to new stewards Ronnie Rosales, Jesus Guerrero, Efrain Selisana, Margarita Lopez, Kelly Large and Jeremiah Mejia! GCTD: Contract negotiations are about to begin, opening letter was sent and the contract proposal meeting was held on March 12 at the Union Hall. SGWS/RNDC drivers: The contract proposal meeting was held March 11 at Local 186. VCTC: Stewards Georgina Gomez and Luz Gomez are doing a fine job policing the contract. The Union has been successful in grievance outcomes. Ferguson Plumbing Supplies: The Union was successful in stopping the company from attempting to have employees "work Saturday overtime off" by way of reduction in hours in the work week. A grievance was filed, and the Union was successful in stopping this practice. At SBMTD: We recently had a health and pension fair on site. Members were able to have their questions answered by vendors at the location they work at. Teamsters Local 186 will be having its general membership meeting and annual health fair on Sunday, April 2 at 11:00 a.m. This event is open to all our members and it will take place at Local 186; vendors will be present for any questions or concerns regarding your benefits.

Local 399
Studio Drivers

By Lindsay Dougherty
Secretary-Treasurer



As of January 1, our new Local 399 Executive Board took office for the next 3-year term. We want to thank our members for your support and trust in our team. We're here to serve you, and hope that you will continue to be engaged and involved in your Union. To learn more about our leadership team for the 2023 - 2025 term, head to www.ht399.org.

Alongside ongoing and upcoming negotiations that are outlined below by our 399 business agents, we'll also begin preparations for our next round of bargaining with the AMPPT, which will take place next year. Due to delayed negotiations in 2021, this will be a much faster turnaround for our next bargaining cycle. Our goal this year is to rebuild our member-led steering committees, educate our members and continue to build solidarity with the other entertainment Unions and Guilds to build our strength and leverage at the bargaining table.

This year, we'll see SAG-AFTRA, the DGA and the WGA bargain their master agreements. I want to urge our members to be diligent and prepared by setting money aside in case any of these groups have delayed or contentious negotiations. The changing landscape to

our industry, and the issues industry workers face on the job, could threaten a work stoppage again and we want our members and your family to be prepared.

On the Motion Picture and Theatrical Trade Division front, I've been working closely with Locals that have the jurisdiction for the motion picture industry to educate and work towards industry standards across all contracts that cover members. These efforts are to help create a strong foundation to build from to strengthen our position at the bargaining table across the nation and Canada.

I hope some of you will join us at the 2nd Annual Local 399 Charity Golf Tournament on Friday, April 7. Our charity fund has been able to support our Leo T. Reed Memorial Scholarship program, as well as many other like minded organizations and causes in the last year. Head to www.ht399.org for more sponsorship details.

We are going into the New Year with the largest active membership our Local has ever known. With close to 6,400 members, I believe we'll continue to see that grow through increased work in the industry and successful organizing efforts.

Kenny Farnell: Pending grievances at NBC/Universal on the production 'BOATS' for meal penalties and weekend turnaround issues and on the Disney production 'Stormcrow' for non-rostered personnel operating equipment. Thoughts and prayers to family and friends of long-time member and Disney Shop Steward Scott Ayers who recently passed away.

Joshua Staheli: Filed grievances on 'Horizon S1' for laying off out of seniority order, split shifting to avoid overtime, using non-bargaining unit employees to operate CA equipment, and incorrectly paying workdays as travel days. We've also filed a grievance on 'Hourglass S1' and Disney's 'Bad Dog' for not having a Local 399 captain when drivers are working on distant location in the 13 western states. I've also filed a grievance on BC Wilds 'Wilderness' for failure to correctly pay forced calls and late payment of wages. I've settled both Local 399 and Local 745's grievances on '1883' for over \$165,000. We have been busy sorting out benefit issues in New Mexico. Kenny Farnell and I have been setting up forklift and reach forklift training for our New Mexico members.

Ernie Barraza: We've concluded PRG negotiations and are preparing for our upcoming Western Studio Services negotiations. After a successful organizing drive at Zio Studio Services, Quixote and Star Waggon, we are starting to bargain all three units into one master contract. I want to thank our members who helped with the campaign: Victor Morante and Shop Stewards Carlos Saravia, Robert Beauchamp and Bubba Bottoni. I also want to thank Viviana Guerra and the IBT Organizing Dept. for their support. We're proud to welcome almost 100 new members through this organizing effort.

Ed Duffy: Currently, the governor has included an extension in the state budget to our Film Tax Credit Program through 2030. Until the budget is adopted however, it is not a done deal. We'll be calling on our members to make their voices heard over the next few months.

This program is vital to keep our jobs at home here in California. With the current expansion of the Local 399 charter to include the jurisdiction of New Mexico, we will be looking to help refine and expand the tax credit program in the state of New Mexico as well. There are still outstanding retro payments with Locations and Casting members. Please get in touch if still having issues.

Jason Ide: Secretary-Treasurer Dougherty and I have begun bargaining a first contract with the three companies (Zio Studio Services, Quixote and Star Waggon) that will now make up a single unit called, 'Quixote by Sunset'. I'm also serving as the chief negotiator for bargaining with CBS Television City and with Western Studio Services.

Calvin McDowell: We've been continuing to organize non-Union commercials and we're already off to a great start capturing work this year. We were successful in a 'termination without cause' grievance and have settled with the company to compensate the members. We've confirmed dates to negotiate with the Association of Independent Commercial Producers (better known as the AICP) for our members working in the commercial world.

Chris Sell: A 4-hour refresher training in a tractor/trailer class was just approved for members. There are also still spots available for your passenger endorsement and we will be hosting a coupling and uncoupling class on April 30. If you have any questions about upcoming classes, email me at: csell@ht399.org. Grievances have also been settled on 'NCIS LA' and 'The Clauses' for costume PA's doing our work.

Victor Rangel: Alongside my responsibility as the business agent for Warner Bros. and HBO, I recently became the business agent for the chef assistants. I've been visiting numerous productions to better understand their issues on the job.

Local 63
Teamsters

By Randy Cammack
Secretary-Treasurer



Carlos Barnett, Dairy and Misc. BA: We are currently in negotiations for Rite-Aid Ice Cream delivery drivers.

The open issues are PTO, wages and pension. We have made very good progress and hope to have an offer to vote by the time this reaches press. DFA (Altadena)-as we went to press members voted overwhelmingly to accept a new contract! Congratulations! Driftwood Dairy--several issues are being discussed to resolve the grievances filed for the change of work schedule to avoid paying overtime when a holiday falls on a work week. Opening letters have gone out to Budget Rent-A-Car LAX and Aurora (MPP). We will be having meetings in the next few weeks to discuss proposals and dates for negotiations. Rockview Dairy--we've currently settled an issue for a 2-hour call in for all warehouse employees prior to being absent.

For the longest time employees had to advise the company four hours if they would be absent.

Brian Wood, BA: US Foods-Corona--we are working hard to get your renewal contract negotiated--thank you for your solidarity and hard work, we have the full support of the IBT Warehouse Division and the other Locals that are negotiating their renewal contracts. Remember, united we win, divided we beg! Reyes Coca-Cola in Coachella-- the contract negotiations are ongoing, your negotiating committee is working hard to get it done. Stater Bros drivers--Here are your newly elected shop stewards: Dave Gower, Michael Kirchgater, Frank Lemos, Lyle Edwards, Jerry Witte, Danny Luna and Mickey Nash. I look forward to working hard with the stewards to resolve your issues. Thanks to all the other members who stepped up and wanted to be a steward, even though you were not elected all working together shows power to the company.

UPS Agents: We have started negotiations for the WRSA (Western Regional Supplemental Agreement) and the SWPR (Southwest Package Rider) and SWSR (Southwest Sort Rider). The supplemental agreement is language that affects the 11 western states, and the riders include language that affects the 6 southwestern states. National negotiations begin in April. It is imperative that our members start putting money away in case we go on strike. The IBT has made it clear that if we do not have an agreement by July 31, 2023, then we will be going on strike. Business agents and stewards have been getting Contract Unity Pledge Cards signed in all the work groups and reminding the members to save, save, save! Strikes are used as a last resort to get the company to agree at the negotiating table. The strength of that strike lies in the ability of the work group to not cross the picket line. The fight continues at the negotiating table and updates will be available throughout negotiations. These updates are readily available on the "UPS Teamster App" which can be downloaded through Google Play or the App Store for Apple. Feeder: Assignment changes have been made. Because of the multiple contracts being negotiated by Ron Seamans and his position with the IBT, Empire feeder drivers will now be represented by Tom Sierra. Ontario feeder drivers are currently represented by Tom and the changes will lead to the addition of Business Agent Bob Ellis. Bob will now be representing both Ontario and Empire shifters as well as the Ontario pallet dock. Condolences are in order for the family of Ontario Shop Steward Jose Quintanilla, who passed away February 22. Jose was a longtime steward who was a great Teamster. His loss will be felt by all of those who knew and loved him. Local 63 sends our love and prayers to his family.

Ron Seamans, BA/Freight Coordinator: TForce: Contract proposals have been submitted to company and contract negotiations started March 6. As we go through the process, we will put out progress reports. ABF: March 17, 2023, there was a 2-man meeting to discuss the proposals that will be sent to company and March 28 negoti-

ations will start. As we go through, we will put out progress reports. Yellow-Reddaway: Those that didn't receive the \$1,500 PT settlement, a grievance is being processed--we will keep you updated on its status. Be safe out there!

Scott Berghoefer, BA: Hope this finds you well, we have a lot of contracts expiring this year so it will be a busy year for the Local. Congratulations to Westrock for ratifying their new 4-year agreement in February. The committee, Angel Hernandez, Angel Montes, and Oscar Barajas did an excellent job in negotiating a new agreement. Hickman's Egg Ranch, US Foods Fontana, Pacific Logistics and ITS ConGlobal are also coming up and we look forward to negotiating those successor agreements. The Local has been doing great things in organizing, the VO trainings are up and running and we have had several members attending those trainings. We have completed the Module 2 training for our group of volunteers and want to thank Stephan Robertson, Mauricio Perez and Robert Martinez for the hard work they have been doing to get volunteers out to these trainings and working on various campaigns we have going. Amazon is a huge threat to all of our industries; we need as many volunteers to help in this campaign as we can get. Volunteers and organizing are the lifeblood of the Union, get involved. Ask your business agent or steward how you can get involved and help.



Local 572
Long Beach
Sales Drivers

By Rick Middleton
Secretary-Treasurer



Rick Middleton - We have started off the year with a bang: Strong contracts, favorable arbitration and panel decisions and numerous grievances settled in favor of our members. We are in the middle of several contract negotiations, the largest and loudest being UPS. Keep an eye out for updates. If you are a UPS member and haven't already done so, download the UPS Teamster app for updates. As great as 2023 has been so far, it hasn't been without challenges. We have new managers to work with at many of our companies. New managers usually mean operational and policy changes, some of which violate our contracts and past practices, so make sure to let your business agent know of any changes at your workplace so that we can

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protect membership and contracts. If you are a professional driver, stay off your cell phone while on duty. Do not risk your job, your license, or your life. Safety first. The construction at our Local is nearly complete, but we experienced some rain damage so significant repairs are needed. Welcome to new Local 572 school bus Business Agent Sylvia Galvan!

Adriana Salazar Avila - LAUSD: Negotiations for the last re-opener of the 2020-2023 CBA are well underway; the sole focus is money. While we are ahead of most Unions that are still negotiating 2020 and 2021, we are still feeling the pinch in this economy and need relief in the form of raises. We will continue to keep you informed of our progress via our Weekly Updates. We have seen an increase in conference memorandums involving attendance. You are only required to submit a doctor's note as "verification" of your illness-related absence when your absence exceeds five consecutive working days. For fewer days, the district cannot limit "verification" of an absence to a doctor's note (Article XIII, Sections 11.6 and 11.7). The district will soon begin to install cooling units in many school cafeterias without air conditioning. So far 30 million dollars has been allocated for purchase and installation. This allocation is a direct result of our Union addressing the Bond Oversight Committee about health concerns caused by high temperatures in the kitchens where our members work. Birmingham Community Charter HS: We submitted our "sunshine" to begin negotiations for the 2023 re-opener. Stay tuned for updates.

Steve Badger - Ralphs Transportation: The company is moving its Northern California dedicated long haul bakery runs from Riverside to our Compton facility. Global bids have been posted for this work. All drivers: Stay off your smart watch and cell phone while driving. A big thanks to the shop stewards who conducted the drivers' vacation and tractor bids. A grievance has been filed on behalf of all drivers because the company made a unilateral change to vacation pay. Retirements: Congratulations to Puritan Bakery 20-year Shop Steward Barry Dawes, SPX member Chaiyon Sukhaviyria, and Canteen Vending member Carl Lovell.

Sylvia Galvan - Durham San Bernardino: The San Bernardino City USD awarded its school bus transportation work to three different companies--Durham, First Student and Zum. Informational meetings have been held for our membership to learn about employment opportunities at these companies. Additional meetings will be scheduled, keep an eye on your bulletin board. The fueling pay grievance was favorably resolved. Reminder: If you are having any issues on your route, immediately submit a fully completed route alteration form and keep a copy for your records. Always follow the instructions on your route sheet and do not reroute unless you receive a written directive from management or by law enforcement to do so. Immediately notify dispatch if you are required to go off your assigned route.

Grace Guitron - With spring break around the corner, school bus employers are starting to plan for summer work and bids. Consider your place on your workplace seniority

list when scheduling a vacation as you may not have the seniority to pass on summer work. Reminder: Summer work is offered by seniority and assigned by reverse seniority when there aren't enough drivers to cover the work. Timely submit all vacation requests and ensure they are approved before finalizing vacation plans and taking time off. If you need to bid by proxy, make sure to get the form from the company, select enough routes, and timely submit your proxy per your CBA's requirements. First Student Victorville: Congratulations to our members! You have your first contract! Much thanks to our bargaining committee for their dedication to getting a good contract. Remember to call in and submit an incident report for anything out of the ordinary that happens on your route. Keep a copy for yourself and document who you gave it to.

Traci Smith - The passenger transportation industry is still trying to recover from the effects of COVID. We are still seeing significant staffing shortages and many changes to the routes available. As companies welcome electric vehicles for both school bus and transit operations, our members in various job classifications have been challenged and successfully kept up with the new technology. Great job! Employers servicing LAUSD and LBUSD have plenty of work available. Keep this in mind as summer bids roll around. Please remember to dress appropriately when you are on company property. District officials are paying close attention to attendance and proper uniforms, especially in Long Beach. Transit operations: We are coming up on our end of the year cash-out of all earned, but unused time. Please contact me or the stewards with any concerns. There has been an increase of preventable incidents/accidents (hitting fixed objects). You should be slowing down, scanning the area around your vehicle, entering only areas with enough space, and eliminating distractions (cellphones). Per federal/state regulations, if you are ill or fatigued, you cannot operate a commercial vehicle and cannot be made to drive in that condition. Call me if this is a problem at your worksite.

DISTRICT COUNCIL 2

By Clark Ritchey
Secretary-Treasurer



District Council 2 welcomes newly organized members at Penrose Creative, a digital print shop in Southern CA, who ratified their first contract with DC2 late last year. During the past few months DC2 has ratified contracts for approximately 300 members in California, Oregon and the state of Washington.

In Southern California, PCA-LA overwhelmingly ratified a 6-year contract with significant general wage increases in each year of their contract with a retention bonus. The agreement also includes continuance in the Printing Specialties Health & Welfare Plan, a \$6 in-

crease for the defined benefit pension plan, and an additional week of vacation at 25 years of service.

DC2 completed bargaining at The House of Printing with a three-year agreement and substantial general wage increases each year of the agreement. Members continue to stay in the Printing Specialties Health & Welfare Plan, with the company paying 100% of the premiums.

Members at Sonoco ratified a 3-year contract with significant wage increases in each year, while improvements were made to shift differentials, the pension plan, and to the safety gear allowance. They will also receive maximum contributions to the 401k for the life of the contract, while health & welfare remains the status quo. Implementation of the Random Drug Testing Policy at this facility will be discontinued.

FHT Printing completed bargaining and ratified a 3-year agreement. Members will receive a significant GWI each year of the contract, increased shift differentials, and the company will pay 100% of premiums for health & welfare. Also bargained were improvements to the 401k Plan, a birthday holiday was added, as well as an additional week's vacation after 15 years of employment.

Another commercial shop in Southern California, InnoVative Solutions Group, also ratified a 3-year contract with GWI in each year of the agreement, and continued contributions to the SIP 401k Pension Plan.

District Council 2 is currently in negotiations in Southern CA with MPP. Upcoming negotiations in this area include SCLA Print, and Titan Graphix & Promo.

In Northern California, Pacific Standard Press ratified a 2-year agreement with general wage increases each year, while remaining the status quo on the remaining contract.

Two commercial print shops in No. California, Allied Printing and Metro Print & Signs, bargained 3-year contracts with wage increases each year.

San Jose Mail Group ratified a four-year agreement with wage increases in each year of the contract, while at TLG Enterprises, Inc. they extended their contract another year.

DC2 has upcoming negotiations in Northern CA with Georgia Pacific, Northgate Terrace, UC Berkeley, and Westrock.

Also coming up for bargaining, in surrounding regions, PrimeCare Benefits (formerly Nevada Dental), in Nevada; Automatic Printing and Omaha World Herald in Nebraska; and in Colorado, Egan Printing and PCA.

In the Northwest Region, members at Westrock, in Washington, ratified a four-year contract with GWI in every year of the agreement and adjustments to various classifications. A Basic Life and AD&D insurance benefit will be increased in the agreement, as well as a sickness and accident disability plan covered 100% by the employer. An additional holiday will be added to the contract. Improvements to funeral leave and shoe allowance were also bargained.

Negotiations were completed at Flint Ink, where members received a 3-year deal with significant wage increases the first year, as well as

in following years. The agreement also includes a signing bonus.

Hollywood Impress also ratified a 3-year agreement. Members received increases in their wages as well as to the 401k, and improvements to the language for funeral leave. Irwin Hodson also bargained a three year contract with wage increases, including a bonus and adjustments on all classifications. The GCIU-ERF fund will remain the same while increases were made to the SIP 401k Pension Plan. Improvements were made to vacation and the members negotiated to add jury duty, PSL, and paid FMLA.

Currently in negotiations in this region includes Westrock, while DC2 prepares for bargaining at Cenveo and Georgia Pacific.

District Council 2 won an arbitration for a 20-year employee at PCA for a seniority violation, shift preference. The member bid for an assistant operator position and was denied by the company. The company stated the member was unqualified and lacked experience. However, after following the grievance process, the matter was taken to arbitration where we were successful in proving that the company's denial for the bid was in violation of the contract.

*** Please note any upcoming scholarship and journeyman postings on your Union bulletin board. Make sure that you apply prior to the designated deadlines. If you have any questions, please contact the DC2 Office at 800-333-4388.

Our deepest condolences to the families of the following members who recently passed away: Local 388M - Anil Kumar, Consuelo Lezama, John Muirhead, Michael Steely, Paul W. Wamsley, and Ronald Schreier, Jr. (4N). Local 625S - Boniface S. Gamino; Local 747M - Fernando De Los Rios.

Visit the District Council 2 website at www.Teamstersdc2.org. You will find important information such as: available scholarships; the Privileges of the Family Medical Leave Act (FMLA), Weingarten Rights (your right to request Union representation), etc. 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 on file. Please call the main office as soon as possible to provide us with any updates at 800-333-4388.

Local 630

Food, Industrial & Beverage Warehouse,
Drivers and Clerical Employees

By Lou Villalvazo
Secretary-Treasurer



As we went to press our southland dairy members from 7 Local Unions overwhelmingly ratified a new two-year contract, on March 5. Congratulations to all our members and the Locals in hammering out this deal. It was an honor to chair these difficult negotiations.

We're saddened to report on the sudden passing of our brother Francisco Navarrete, a 38-year

Teamster who worked at US Foods in La Mirada. Our condolences to his family and friends.

West Central closed its doors in the middle of the pandemic. They laid off all their workers, approximately 100 drivers and 300 warehousemen. When they did that, they also cheated them out of their owed vacation and sick time. We filed a grievance and went through the process. On Dec. 6 we received notice from our attorneys that the arbitrator ruled in favor of the Union for a total of \$333,616.

For the first time ever, a meeting for all SoCal liquor members was held March 12.

Performance Food Group attendance policy update: After continued pressure and numerous charges filed with the DOL and Bureau of Field Enforcement the Union was successful in getting the company to remove all discipline wrongfully issued as it pertained to the attendance policy change, which affected about 400 members. The Union was also successful in getting the company to change their policy. This is a great win but it took over a year to get it done. We thank our brothers Daniel Mendez, Guillermo Montano, Elliott Carter, Carlos Escobar, Harry Singh and Juan Sanchez for their support resolving this issue.

Grassdoor was organized in January and we had proposal meetings March 8-9. We will keep these workers informed on the progress of the negotiations.

JFC International: We congratulate our members who ratified a 3-year agreement Dec. 11. We were successful in negotiating the best contract ever for members at JFC. The agreement comes with significant beneficial language, medical protection which protects the full medical and highest pension and wage increases for our members. We were successful in negotiating language for the company to cover the cost for our members to get their CDL, which will allow our warehouse members to become drivers. Furthermore, we were able to negotiate the PEER language into the pension which will allow our members the advantage of the early enhance retirement benefits. We spent some long hours together, but standing in solidarity we were successful in gaining the strongest contract ever. I would like to thank the negotiating committee: Frank Afoa and shop stewards Jose Garcia, Francisco Murillo, Robert Machuca, Guadalupe Estrada and Frank Avalos, for a tremendous job.

Danone North America: Congratulations to our brothers and sisters for overwhelmingly ratifying a 3-year agreement. We laid out a contract strategy that engaged our members and showed the company that we stand together in solidarity ready to fight together for the best contract ever. The agreement comes with the highest hourly wages and pension increases ever. Plus the company came for our medical and united we said "Hell No". We were successful in maintaining our Teamsters medical with no out-of-pocket cost to our members while still preserving our retiree medical. It took a lot of strategy to negotiate this contract and we would like to thank our committee members for their assistance in these negotiations: Our Business Rep. Alex

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Flores, our President Frank Afoa, Vice President Ray Gaytan, Shop Stewards Kyle Stevenson, Julio Perez & Juan Perez.

Earth Island - we resumed negotiations the week of March 13, as we are still in the middle of negotiating language and hope to get this done to move into economics. Earth Island was recently purchased and falls under the Danone North America umbrella. We are determined on negotiating the best possible 1st time contract that lays the foundation for future contracts.

Smart & Final - these workers reached out to Teamsters Local 630 back in May of 2022 and after several months of an organizing drive we filed for an election on December 16 on behalf of over 300 warehouse workers in Commerce. The Local and the workers went through a tough election. The company hired 5 Union busters and our committee was ready and prepared for the company's false promises and deceiving tactics. On February 9 at approximately 12:45 a.m. it was confirmed by the NLRB agent, in a 2 to 1 vote, Smart & Final workers historically voted to join Teamsters Local 630! We received the NLRB certification on February 21 and scheduled a proposal meeting for March 19 as we prepared these workers for their contract!

I want to recognize our volunteer organizers Phil Perez, Chuey Chavez, Raul Sotelo and Daniel Torres from Ralphs, Eddie Del Huerta, Johnny (Guero) Ramirez, Phil Richards and Ramon Flores from UNFI, & James Baruch from Gelson's. We are proud of these workers and the history they made to undo a wrong that took place over 30 years ago and welcome them back into our Teamster Family.

Congratulations to all our sisters and brothers on their retirement: Dora Torres- Alta Dena, 34 years of service; Reggie Hernandez-LA Cold Storage, 42; Nick Martinez-LA Cold Storage, 17; Rudy Lopez-US Foods, 45; Tommy Zavala, See's Candies, 30. We thank you for your service and wish you the best. To all our brothers and sisters, please support our Teamster brothers at See's Candies by visiting your local See's store for your Easter gifts.

Local 896
Bottlers
By Phil Cooper
Secretary-Treasurer



The history of the International Brotherhood of Teamsters shows we are always ready to fight for civil rights, women's rights, workers' rights, safety in the workplace and more. Through legislation, members' actions, strikes, activism, and boots on the ground, the Teamsters are always ready to do what it takes to make a difference. Our history speaks for itself, and I encourage all of our members to use social media search engines and research and see what our wonderful Union has fought for or against since its inception in the early 1900s.

This brings me to California Assembly Bill 316 that centers around autonomous vehicles. As California regulators rush to put self-driving

semi-trucks on California roads, the Teamsters and other Labor Unions are moving just as quickly to enact new laws that will protect the safety of everyone that drives on California roads and as equally important, to protect good Union jobs. There are currently rules governing self-driving vehicles weighing less than 10,001 pounds, but the California Department of Motor Vehicles is now considering new regulations that would allow self-driving semi-trucks weighing 80,000 pounds on our roads. There are plenty of studies that shows this technology is not ready for our California roads, and many documented deaths already attributed to this technology. This very important bill has Teamsters rallying to get members of our California assembly to get on board and move this bill forward. This bill would require a live body in all these vehicles. The technology is not ready, but the company's pushing this are posed to make billions while we are the guinea pigs, and if this is allowed to move forward in its current state, there will be losses of innocent lives. I am asking all members to call their local assembly persons and tell them you want them to support AB 316, for the safety of our families and the protection of good jobs. Please take the time and look for more information on AB 316, and what you can do to help this bill move forward.

As we move forward, we are already in negotiations for our Pepsi Torrance/San Fernando members and our Coke Victorville members. Our Pepsi members are at the end of their five-year agreement and deserve a very good contract when it comes to economics and the first year of this contract needs to be very lucrative. The Pepsi agreement involves Locals 896, 572, 848 and 952, so there will be a sizeable committee, which ensures that the members will be well represented.

At Coke Victorville, the members are in the quick contract negotiations turnaround since there last contract was a little over 3 years in length. They too deserve a significant raise for all classifications of drivers working in the high desert.

April begins Bud Brewery negotiations but just for local non-economic issues; the economic issues will be negotiated as a national contract later this year. Even though this contract expires in April of next year, the company is willing to open these talks earlier than usual. This could be a benefit to the workers if we get this contract done early with the possibility of having their raises in their pockets well before the March 2024 expiration date, but again, only as long as the money is there! In all the negotiations mentioned above, the number one priority is money, the second priority is money, and finally followed by, you guessed it, more money. There will be some non-economic issues unique to each of these facilities, but all of the members have made it clear, these negotiations need to be about the money.

Later this year we will be in negotiations for our Budweiser Sylmar drivers and warehouse workers and again, we are expecting great improvements in their economic package. To finish off the year, we will be in contract negotiations for the workers of our Coca-Cola Ontario Syrup facilities. They are coming off a three-year deal, and while the last contract was better than the

previous one, it fell far short of the members' expectations. We were negotiating this agreement in the shadows of the Covid epidemic, and of all our facilities, the Coke syrup facility was hit the hardest by the epidemic and the closure of the places they sell their products. But things have rebounded, the products they produce are again in demand and they too deserve a great economic contract!

For us California workers, Local 896 President Brian Indelicato likes to refer to as the "Left Coast" but rest assured, we won't be "Left Out" in any of these negotiations! I believe the Local's strategy of pushing for three-year contracts has benefited our members greatly! We got good first year increases for Keurig workers a few months ago, putting the production workers' wages ahead of what our Coke employees are currently making. The saying "the rising tide lifts all boats" will come into play here, and Pepsi and Coke members will benefit from what the Keurig Dr. Pepper members received in their recent contract when their negotiation roll around.

Lastly, our Coke members are fully aware of the company rolling out a new version of the attendance policy. As we prepared to take the company to arbitration, another Local presented a similar case to an arbitrator only to have the arbitrator rule that the new attendance policy was fair. Knowing the results of their arbitration would affect our case, the three Locals headed to arbitration discussed our options with our attorneys and chief stewards and decided it would be best to negotiate better terms than the arbitrator was destined to give us. We did this, but our saving grace is we will be back in Coca-Cola negotiations this time next year and we plan on addressing some of what we feel are unfair issues at that time.

Congratulations to our recent retirees through March: Angel Barajas, Mario Ojeda and Mark Carlston. Our deepest condolences to the family of Jesus Cardona.



By Victor Mineros
Secretary-Treasurer



The executive board of Teamsters Local 396 wishes our brothers and sisters a Happy New Year. We are happy to report many exciting developments on multiple fronts that are building Teamster power in our Local Union.

Victor Mineros, Secretary-Treasurer: Teamsters General President Sean O'Brien selected me to serve in the vital role of assistant director of the Teamsters Package Division for the Western Region. In this role, I will serve as Union Chair in negotiations for the UPS Southwest Package and Sort Rider, and the UPS Southwest Automotive Addendum. I'm proud to announce that rank-and-file Teamsters Local 396 members are serving on the Teamsters negotiating committee. Negotiations for both the Western Region and Southwest have begun, with National

negotiations set to commence in April. As negotiations continue, we will update our UPS membership regularly and encourage them to download the UPS Teamsters phone application and our Local Union's phone application to get the most up-to-date information.

Our Local Union has been taking an active role in the 2023 UPS contract fight. Over 350,000 Teamsters across the United States, including members of Teamsters Local 396, will be fighting to win a strong contract that seeks to end excessive overtime, eliminate the two-tier wage 22.4 job classification, increase part-time pay and the number of full-time jobs, improve job security for feeder and package drivers, address safety and health concerns around heat illness, and provide stronger protection against company harassment.

We were honored to have General President Sean O'Brien and General Secretary-Treasurer Fred Zuckerman join our rank-and-file members for shop floor actions at the UPS Cerritos and Compton hubs. Our membership is ready for a fight, standing shoulder to shoulder, united to win a strong contract.

Alex Moran, Sanitation Director: In sanitation news, I am pleased to inform you that our members throughout Los Angeles County, including Waste Management, Republic Services, and Athens Services, recently ratified new industry-leading contracts that provide the highest wage, pension, and healthcare increases ever negotiated in the history of our Local Union. In particular, the contract negotiated at Athens Services marks the first-ever negotiated and ratified Union contract established between Teamsters Local 396 and Athens Services in the company's history. This continues our Local Union's record of increased wages and benefits in the Southern California sanitation industry. Our members have demonstrated tremendous courage, showing these employers that they are ready to do whatever it takes to secure a better life for themselves and their families. These workers didn't get to work from home during the pandemic, and they kept our communities clean when it was most important. But the fight is not over. In three and one-half years, thanks to the leadership of our Local Union, for the first time, we now have common expiration dates that cover thousands of Teamsters Local 396 sanitation workers throughout Southern California, giving us increased leverage at the bargaining table.

David Enriquez, Business Agent, Volunteer Organizing Coordinator: Organizing is the lifeblood of our Local Union. If we are not organizing more workers into the Teamsters, we are not growing our power. We are proud to report that Local 396 has continued to expand our Volunteer Organizing program launched two years ago. Under the leadership of Secretary-Treasurer Victor Mineros, we have been able to train dozens of our rank-and-file members on basic organizing skills that will help to grow our Local Union's membership and support other regional organizing efforts as well. If you are interested in becoming a volunteer organizer, our Local Union holds a volun-

teer organizer meeting after every general membership meeting.

Javier Bonales, Vice President: As Teamsters, it is essential to participate in the political process. As election season approaches in 2024, it is critical to remember to join in the political process by voting and encouraging your fellow Teamsters to register and vote. California now sends all registered voters a mail-in ballot to increase voter participation.

Recently, our Local Union participated in a rally on the Capitol steps in Sacramento with other Teamsters, California Labor, lawmakers, and our allies rallying in support of AB 316. This new legislation is in the State Assembly. This bill would protect good Union driving jobs from the corporate attack of driver automation by requiring a human operator in all vehicles over 10,000 lbs.

In closing, our Local Union would like to congratulate our recently retired Local 396 members: Michael Aguillon, Ruben Amparan, Miguel Anguiano, Alan Aoyama, Donald Brandt, Brian Brooks, Kelly Brown, George Byam, Raymond Camacho, Lazarus Cardenas, Javier Casares, Severiano Corona, Dennis Corrigan, Donald Cunningham, Nestor DeLeon, Steve Duckett, Paul Ellis, Ramon Garcia, Sergio Garcia, Tyromn Gardenire, Richard Gilchrist, Byron Glennan, Manuel Gonzalez, Sabrena Grenier, Richard Gutierrez, Jason Hedman, Shane Hill, Dean Hiraga, Bill Johnson, Paul Kelly, Michael Kent, Robert Koss, Raul Leos, Kevin Lew, Joe Malone, John Marinkovic, Jose Martinez, Scott Mastergeorge, Michael Matijasevi, Paul Matsukawa, Jose Mendez, Rodney Miller, Miguel Monarez, Robert Moreno, William Nada, Richard Osnaya, Ruben Pluma, Albert Quan, Willie Quan, Gilbert Ramos, Alfred Rodriguez, Edmund Rodriguez, Jose Rodriguez, Pablo Rodriguez, Raul Salazar, Robert Schwinn, George Sigala, Francisco Simental, Soltan Toth, Stan Vensko, Glenda Warnock and Rosalind Wells.

Our next Teamsters Local 396 general membership meeting is scheduled for Sunday, March 26 at 10 a.m. in the meeting hall of Local 396, located at 880 South Oak Park Road, Covina, CA 91724.



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.

I want to thank the following people who will be retiring this month from the staff of Local 986.

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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 399

Local 399 membership meetings are held at 8 a.m. All meetings are hosted in-person with a Zoom option. Meetings will be held on the following dates:

Sunday, April 23
Sunday, July 23
Sunday, October 22

Members with questions about the meetings can email: businessagent@ht399.org

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Local 495

General membership meetings of Local 495 are held at 8 p.m. the second Thursday of the month. New member Initiation meetings only will be held at 10 a.m. the second Thursday of the month.

All meetings are held at 225 No. Barranca St. (4th floor), West Covina 91791.

There are no meetings the months of July, August & September.

Following are 2023 meeting dates:

April 13
May 11
June 8
October 12
November 9
December 14

★★★

Local 896

General membership meetings will be held on Sundays.

Branch 3 at 8:30 a.m. and Branch 4 at 10 a.m., at 2050 Lincoln Avenue, Pasadena, CA 91103.

Check Union your Union bulletin board for meeting information.

Upcoming meetings will be held:

March 26
April 23
May 21

★★★

Local 986

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

2023 meetings are held on the following dates:

Tuesday, April 4
Wednesday, May 3
Thursday, June 1
Wednesday, July 5
Wednesday, August 2
Thursday, September 7
Tuesday, October 3
Wednesday, November 1
Thursday, December 7

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.

Unclaimed Construction \$\$\$

The following construction Teamsters have money waiting to be claimed at the trust fund. The process to pursue these unclaimed vacation/holiday benefits can be started by calling the Vacation Dept. at the trust fund office: 626.732.2644.

Alejandro F. Aceves, Tala-fili T Aina, Steven Alvarez, Ramon Achondo Jr, Luis Angel, Lues Aviles, Gabriel R Benavidez, Michael Black, Daniel Bobadilla, Arturo Cabrera, Steven Calderon, Jose E Camacho Gonzalez, Jeremy J Campbell, Quentin Carson, Ivan Castaneda, Jairo Castaneda, David Cesar, Ronald Clayton, Elias Cordero, Chandler Cox, Jose L Duarte Jr., Danny Duron, Robert L Flores, Roberto Flores, Israel Gallegos, Andy Garcia, Ruben Gomez, Luis Gomez Bahain, Raul Gonzalez, Rene Govea, Jose N. Hernandez, Josue Hernandez Isaac, Jose F Herrera, Jeremy Holguin, Mitchell Jackson, Herman James, Brian M Johnson, Brandon Kaylor, Kevin T Jones, Kenneth La Rue, Aaron Lents, Gonzalo Lievanos, Brandon Linsley, Jose R Lopez, Fortino Loza Rodriguez, Joel Macias, Hector Macias, Chad T. Mahan, Christopher Martinez, David Martinez, Elias Martinez, Nathaniel McDonald, Marcus McGee, Ruben Mendez Vasquez, Rudy Morales, Marcus Morman, Gabrille Munoz, Michael Navarro, Mike A. Navarro IV, Jose Nazario, Armando Padua, Nicholas Peregriana, Michael Phillips, George Reyes, Oscar Rivas, Robert D Rodriguez, Nathaniel Rourke, Jaime Salazar, Adrian Sanchez, Jeff Searcy, Martin Sigala, David Simantel, John Simonish, Lee A Staley, Kevin Stark, Jose Tercero, Francisco Topete, Arlissa Tripp, Edgard Vega, Ricardo Verduzco, Ron Walker, William Whiteside, Jeff Wilham, Richard Yanez, Carlos M Zepeda

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First, Tom Lauer who served as our vice president and coordinator will be retiring on March 31 after nearly 50 years of service to members of the Teamsters. Tom's experience as a negotiator and his dedication to our membership has set a high standard for our office. Vivian Garcia, recording secretary and executive office manager will also be retiring at the end of March. Vivian supervised our Member Services Dept. and also worked closely with all the shop stewards for all the events and seminars hosted by the Local Union. We wish them both

the best in their retirement years.

We have successfully negotiated a new labor agreement with Levy Premium Food Service at the T-Mobile Arena and the first agreement with Allegiant Stadium in Las Vegas. The employees at Allegiant Stadium were recently organized and now have a contract that provides higher wages, pension and better working conditions. I want to thank the IBT organizing team as well as Tim Vera, coordinator, for negotiating a strong contract for these new members.

Please make every effort to attend our shop steward meetings in

Covina, California or our quarterly meetings in Santa Maria, California and Las Vegas, Nevada. Our first meeting of the year was in Santa Maria March 9, our next meeting in Las Vegas will be April 24. Presentations will be provided by the Federal Mediation & Conciliation Service and other attorneys who specialize in employment law, the National Labor Relations Act and Worker's Compensation and personal injury. Members that need assistance should contact their business representative or your Local Union office.

RETIREE ROUND-UP

SAN DIEGO: Our meetings are April 20 at Filippi's Pizza, May 18 and June 15.

We meet on the third Thursday of every month, at the meeting hall of Teamsters Local 542, 4666 Mission Gorge Pl., San Diego 92120. The meetings begin at 10 a.m. Coffee and donuts starting at 9. The club is open to all retired members of Locals 36 (166), 481, 542 and 683. The club is partially sponsored by the generous donations of the Locals. Annual membership dues are \$15 per person. We have various speakers throughout the year, monthly raffles and spring and fall luncheons. We hope you will join us. We have a great time. You might see an old friend. John Norman, president of the club can be reached at jdnrock542@gmail.com or 619-562-5796.

MONTEBELLO: Greetings to all retirees and future retirees--you are all invited to our meeting, bring your spouse. We are having speakers from Kaiser on April 27, and on May 25, Northwest Admin. Pension Trust will be attending our meeting, & there will be time

for any questions you might have. Our meeting April 27 will have potluck lunch, Lucille Perez will be asking what you will be bringing to the potluck. May 20 marks our annual turnaround to Fantasy Springs Casino. Cost is \$40 & casino gives you \$40 in free play. Questions? Call Phil Zamora (562) 505-1387.

EL MONTE: Greetings to all retirees, we meet the 3rd Thursday of the month at VFW Post 8070, 250 E. 1st St., Azusa at 10:30 a.m. Speakers from time to time, always coffee and donuts. All retirees that live in the area are invited to our meetings. Spouses are always welcome. For more information, please call Charles Fuller (714) 742-5775 or Frank Jimenez (626) 332-0174.

SAN BERNARDINO: Calling all Teamster Retirees in the area--we retired from the company we worked at, not our Union. Come join us Teamster Retirees on the 4th Saturday of the month at Teamsters Local 166, 18597 Valley Blvd., Bloomington. We start our meetings at 10 a.m. Coffee and snacks always, speakers from time to time. We have a trip planning

on May 20 to Fantasy Springs casino, coming back same day. For more information call Dean @ (951)564-8706.

SO. NEVADA: Feb. 16 marked our annual "holiday party" at the Culinary Training Academy in Las Vegas. Loads of fun and lots of raffle prizes donated by our Teamster Unions. Our meetings are the third Thursday of each month at the Teamsters Local 631 Union hall--9:30 coffee, meeting at 10. Don't forget to bring a new retiree with you.

LONG BEACH: We invite all retirees to our meetings on the 1st Saturday of the month, except in July, August and September. Stop by for coffee and donuts, our meetings start at 9:30 a.m. at Teamsters Local 848, 3888 Cherry Ave., Long Beach. We plan to have speakers in our meetings. Tony and Margaret wish to thank the members for all their support and prayers, Tony's surgery went well. Mark your calendar for our casino trip on May 20, for more information call Tony Mosqueda (323) 569-9127. Thank God for the Teamsters.

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

Buy Union Made

Moving? LET US KNOW

March 2023

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

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

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

Old Address Here

O'BRIEN ON BIDEN: SOTU ADDRESS

"The president is putting the needs of working people at the center of public debate and Congress needs to meet this mo-

ment to repair labor laws in this country," Teamsters President Sean O'Brien said. "Bad actors like Amazon have been allowed

to flout our nation's labor and antitrust laws with impunity, running roughshod over honest businesses and their workers."