

# Southern California Teamster

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

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## THE FIGHT FOR ASSEMBLY BILL 316

# “...We Got a Great Big Convoy...Ain't Nothing Gonna Get in Our Way”

The fight to get California Governor Gavin Newsom to sign into law Assembly Bill 316 culminated with giant Teamster rallies and truck convoys in Arcadia and Sacramento in mid-September.

AB 316 was overwhelmingly passed by the Golden State's Assembly and State Senate and sent to the governor for signature. The bill mandates a live professional driver in autonomous big rigs

for the next five years to ensure safety for all citizens on our highways and streets until the new technology is refined and proven.

Newsom is known to be very close to the tech industry and he and his staff have been shunning attempts by Teamsters and their lobbyists to advocate the facts and importance of signing the bill. Outreach by Teamsters General President

Sean O'Brien's office has been ignored.

In Arcadia, hundreds of AB 316 supporters rallied, ringed by over a dozen Teamster big rig show trucks from across America. Teamster leaders, rank-and-file members and Teamster-supported politicians spoke and exhorted everyone to keep up the pressure on Newsom. After the rally the trucks pulled out to convoy up I-5 to Sacramen-

to, led by the JC 42 semi. The next day the convoy did a slow roll for over a mile into the capitol followed by marchers, and then rallied.

“Our Joint Council 42 Local Union political coordinators worked their adopted political districts hard for months leading to the overwhelming vote to push AB 316 to the governor,” Griswold said. “This is our biggest, most important political endeavor

in a long time. When Newsom was being recalled, the first place he ran to for help was organized labor, including the Teamsters specifically. It's time to do the right thing and put the public and workers ahead of tech billionaires.”

Newsom has until October 14 to sign or veto the hundreds of bills sent to him this past legislative session.

Got your ears on, Governor?

UNITED WE  
STAND



DIVIDED WE  
FALL



## UPS WRAPPED

All our UPS Locals have lots to say on the great new UPS contract.

Check out the reports in Local Union news columns, inside.



(Cliff Batham photos)

# CALIFORNIA TEAMSTER ENDORSEMENTS

(endorsements for next year's elections will be continuously updated on Teamster Joint Council 42's website and FB)

## State Assembly

AD 52 Jessica Caloza  
AD 54 Mark Gonzalez  
AD 56 Lisa Calderon  
AD 57 Dulce Vasquez  
AD 76 Joseph Rocha

## State Senate

SD 25 Sasha Renee Perez  
SD 29 Eloise Reyes Gomez  
SD 31 Sabrina Cervantes  
SD 35 Laura Richardson

## U.S. Congress

CD 27 Franky Carrillo  
CD 30 Anthony Portantino  
CD 31 Bob Archuleta

## LOS ANGELES COUNTY

### Covina Council

Walter Allen

### Glendale College Trustee

#1 Desiree Portillo Rabinov

## Long Beach Council

#8 Tunua Thrash-Ntuk

## Los Angeles Council

#10 Reggie Jones-Sawyer

## Pasadena City College

#6 Ryan Liu

## IMPERIAL COUNTY

### Supervisor

Margarita "Peggy" Price

## ORANGE COUNTY

### Irvine Mayor

Tammy Kim

## RIVERSIDE COUNTY

### Supervisor

#1 Richard D. Roth

## SAN BERNARDINO COUNTY

### Supervisor

#3 Dawn Rowe

## SAN DIEGO COUNTY

### Supervisor

#1 Nora Vargas  
#4 Monica Montgomery

## JC 42 Focal Point of Teamsters' Maui Relief Effort

The tragic Maui wildfires severely affected dozens of Teamsters who live on the devastated island.

The members belong to the two Teamster Local Unions in the islands, Locals 986 and 996. Immediately Teamsters Joint Council 42 went into action, soliciting and raising relief funds from Teamster affiliates, including the International Union, members, and retirees. The International Union made pleas to Locals across the country for funding and JC 42 was selected as the recipient and coordinator of the relief effort.

"We filled our 53-foot JC 42 semi-truck trailer with 27 pallets of needed product which we purchased at



Teamster-employer Costco," JC 42 President Chris Griswold said. "And we filled out the trailer with about \$30,000 worth of goods donated by Big 5, which employs Teamsters 986 members."

The Big 5 donation included batteries, lighting, tents,

sleeping bags, non-perishable foods and more.

And over by LAX, Teamster employer DHL Global Forwarding donated the labor of its 986 members to repack the entire trailer load to airline required status. And it was off to Maui, where Teamster reps are on the ground distributing the donations, locating members and collecting information for specific needs for near future donations and aid.

"Teamsters General President Sean O'Brien lit a fire across the country to mobilize all Teamsters in this effort," Griswold said. "This is going to be a long term, ongoing effort for our Hawaiian Teamster families."



Teamsters at 986 employer DHL Global Forwarding unloaded the JC 42 Teamster truck 42 crammed with relief supplies bound for Maui via LAX.

## Cali Power \$\$

Power Saver Rewards is available to all Californians, but only half of energy consumers have been automatically signed up.

The free program gives you rewards when you cut energy use while a flex alert is in effect. Explore these benefits by going to: PowerSaverRewards.org today.

Cost rewards earned through energy conservation actions during a flex alert event will be credited to future bill statements.

To find more details on how cost rewards are calculated and applied to your bill, and additional program details, visit your local utility provider's Power Saver Rewards website.



## Justice for Cemex Workers

Teamsters in Joint Council 42 are involved in a groundbreaking National Labor Relations Board decision positively impacting Union organizing across the country.

The NLRB ordered anti-Union, law-breaking Cemex Construction Materials to begin bargaining a Teamster contract as a consequence of years of running roughshod over its employees' rights before, during and after an organizing drive and vote more than four years ago.

Cemex and its Union-buster hired guns so egregiously trampled the workers' abilities to select the Teamsters (it broke the law over two dozen times), the Board issued an immediate order to bargain a contract rather than a re-run of a representation election.

The workers lost by 13

votes, 166-179.

"Cemex fired Union supporters, intimidated them, harassed and broke pretty much every rule there is," Teamsters Joint Council 42 President Chris Griswold commented. "Another good thing that came out of this decision is that many employers may be thinking twice about flagrantly breaking the law when workers seek Unionization."

The vote was at the company's Ventura facility. Cemex's violations were bad enough—such as outright threats to close—that it skewed the vote into a narrow Union loss, and would prejudice future Union campaigns, balloting or bargaining.

Seven Local Unions in Joint Council 42 have geographic jurisdiction for Cemex work.

## JC 42 Delegate Meeting in Las Vegas



**HONORED:** Joint Council 42 Political Screening Committee Director Ray Whitmer (left) was honored before hundreds of Joint Council 42 delegates in September at their quarterly meeting in Las Vegas. The surprise award was for over a quarter century of service chairing the committee and developing the Council's aggressive Local Union political coordinators' program, since 1998. JC 42 President Chris Griswold presented and read the award inscription: "You have been in the forefront for decades, tirelessly leading the committee to successfully address each and every political issue affecting our members. Your loyalty and dedication are unparalleled. You wrote the book about political leadership." (Holliday photo)



**THE MESSAGE:** Nevada Congresswoman Dina Titus electrified Joint Council 42 delegates at their quarterly meeting. The veteran politico is a staunch working person and Labor Union advocate in her role in Washington. A standing ovation ensued at her speech's conclusion.

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



## WASHINGTON WINDOW

### New Poll: Union, Strike Support Surging

There's good news—a lot of it—in the latest public opinion poll about U.S. attitudes towards Unions: Support for them, and for strikes to win better wages, working conditions and respect on the job, is higher than ever.

But there's one big caveat in the survey, by GBAO Strategies for the AFL-CIO: A majority of voters under age 49 say it should be easier to form or join Unions, but what looks like a slightly larger majority says it's hard to do so.

This was GBAO's first survey, of 1,200 registered voters, with a margin of error of plus or minus 2.8 percentage points. It's much more detailed than polls former AFL-CIO leaders commissioned from Peter Hart Research.

Here are key findings:

- By a 71%-19% margin, voters approve of Unions. Democratic support was almost unanimous (91%-9%) and even Republicans (52%-39%) agreed. Independents were in between. Somebody ought to give the Republican figures to union-hating Rep. Virginia Foxx, R-N.C., chair of the House Education and the Workforce Committee. It'd be interesting to know the numbers for North Carolina, though the sample there might be too small to be reliable.
- Support for strikes "to negotiate for better wages, benefits and working conditions" was even higher (75%-21%). Again, the Democrats were virtually unanimous (97%-3%), the Republicans favorable (55%-37%) and the independents were in between them.
- The younger the worker, the stronger the support. Unions garnered 88% support from voters aged 30 and under, 69% from voters aged 30-49 and two-thirds from the rest. In all three groups, strike support ran between two and five percentage points ahead of the overall Union support. That's a good omen for labor's campaign to enlist younger workers and voters.

Now comes the not-so-good news. Seven in ten young voters said it should be easier to form or join a Union, compared to just over half of the middle group and 41% of the oldest voters. Clearly, since older voters turn out at higher rates than others, Unions have some missionary work to do.

But actually joining Unions is hard, for all three groups: 62% of the youngest voters say the road is tough. So do half of the middle group and three of every eight of the oldest voters. Two-thirds of the youngest voters would join "if they had the option." The other two groups hovered around 50%.

The voters have positive views of Unions' impact on society, but there's a generational split. Seven in ten of the under-30s agree, but again only half of the middle group does, as do 45% of the oldest voters.

But when you get down to voter support for specific positives Unions helped create, like workplace safety, fair compensation and hours, job security, access to health care, pensions, and ability to support a family, the favorable percentages start at 63% for Unions' impact on the economy and go up. They top out at 82% favorability for Unions' role in improving workplace safety.

The flip side of those figures shows up in the poll, too. Two-thirds of voters say they've had problems with pay, benefits, health care, pensions, workplace hours, workplace safety and racial or sexual harassment in their workplaces. See what happens when you lack protection on the job?

So you'd think that with all of that evidence, voters would be gung-ho for comprehensive worker rights via wide-ranging labor law reform. In other words, for the Protect The Right To Organize Act, Labor's top legislative initiative. The responses to the "easier to form or join a Union" seem to tend in that direction, don't they?

The entire survey is at <https://aflcio.org/state-unions-poll>



**SWORN IN:** The newly elected executive board of Teamsters Local 911 last month was sworn into office at the Joint Council 42 delegates' meeting in Las Vegas, by Council President Chris Griswold (at podium). From left, Vice President Neil Sholander, Trustees Terry Lee, Jorge Armada and Doris Weston, Recording Secretary Mary Jaklevick, Secretary-treasurer Ray Whitmer, and President Carlos Rubio. (Rene Holliday photo)

## *Southern California Teamster*

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### Quick Looks at Items of Interest

## The Eye

Vietnam factory wages are \$320 a month, doubled since 2011.....Oregon revoked its ban of self-serve gasoline stations, leaving New Jersey as the only state banning self-pumping.....there are 15 species of tuna.....average spent on a wedding dress in the U.S. is \$1,900.....Social Security projecting a possible 3% cost-of-living increase in 2024 for its 67 million retirees and disabled.....Americans bought 43.7 million servings of sushi at grocery stores over the past year.....age-related hearing loss in adults is at an epidemic level—presbycusis is slow and progressive and affects over half over age 75, affecting more men than women.....more than one million Americans have been conceived through artificial insemination and in vitro.....51% of used car sales in the 2nd quarter were for vehicles more than 3 years old—up 42% from 4 years earlier.....reviews of millions of procedures in Sweden & Canada shows female surgeons spend more time in the operating room and listening to their patients than men, and their patients have slightly better outcomes.....analysis of census data shows about 650,000 Americans in their eighties worked last year, up 18% from a decade ago.....AI technologies contribute up to 3% of global greenhouse-gas emissions, according to many estimates.....U.S. Agriculture Dept. estimates 31% of our available food supply goes uneaten.....the Pentagon is paying Amazon \$10,403,985,746 for cloud computing and similar services.....

**UNITED - ONE VOICE**

# AB 316 Rally Photo Gallery



## Work Union



### Local 2010

By Jason Rabinowitz  
Secretary-Treasurer



About 1,230 workers at the University of California (UC) joined Teamsters Local 2010 this summer. These newest members will

now bargain for wage ranges, initial salary step placement, leave accrual conversions, shift differential pay, and title and pay advancement for Level 1 training positions.

"Having become a Union brother with Teamsters 2010 gives me and my fellow team members a long overdue voice we can use to gain respect and grow strong as a team and as individuals," said Robert Sandoval, a patient relations professional at UC San Diego.

Patricia Passalacqua, an ambulatory care administration coordinator 2 at UC San Diego, says: "I am excited to be a part of a strong Union that advocates for members' rights and interests. All of Teamsters' hard work and tenacity is evident. Knowing we have the support of Teamsters from all industries to help us protect our rights has lifted a weight off our shoulders. I look forward to connecting with other members in the future."

Workers in the titles of Ambulatory Care Administration Coordinator, Facilities Management Specialist, Health Professional Education Specialist, Patient Relations Professional and Research Administrator had been misclassified by the UC

in an effort to deny Union-negotiated wages and benefits, including the right to strike. The Public Employment Relations Board (PERB) issued unit modification orders in June and July.

The newly organized workers join more than 16,000 administrative, paraprofessional, and skilled trades workers who provide critical public services at every University of California and California State University campus, medical center and laboratory throughout the state.

The group's bargaining team began the bargaining process for salary ranges, step placement, on-call and shift differential pay, as well as other bonus eligibility and pay, on July 7, 2023.



By Chris Griswold  
Secretary-Treasurer



We send our most heartfelt condolences to the families on Maui who lost their loved ones, and to those who lost

their homes in the devastating wildfires in Lahaina. I want to thank the staff of Local 986 who came out on Labor Day to help load a trailer of relief supplies to be distributed to our members and others in the community. The supplies were driven to Los Angeles International Airport, unloaded and shipped by our Local 986 members at DHL. Also, a special thanks to Big 5 Sporting

continued next page

Goods, Costco, DHL, Local Unions from across the country, members and retirees for their donations and help. Anyone needing assistance should contact the Local Union for more information.

The National Labor Relations Board has ruled in the Teamsters Union's favor against Cemex for violating the rights of their employees to exercise their free choice to join the Union, and Cemex has been ordered to begin bargaining with the Teamsters. This decision, in favor of workers, would not have come from the previous Board appointed by the Trump Administration. Therefore, please be sure you are registered to vote in the 2024 elections, so we can continue to make progress for the working class.

We continue to organize new members throughout Local 986 and negotiate strong contracts for our current members. If you know someone that wants to join the Teamsters, ask them to contact one of our offices. Please make sure that your current address and contact information is on file with the Local Union. You can do that through our website at [www.local986.org](http://www.local986.org) or email at [info@teamsters986.org](mailto:info@teamsters986.org).

Here is some additional information from our coordinators on what is going on throughout 986:

**Tim Vera** – Coordinator, Las Vegas: As Las Vegas looks forward to hosting some of the largest events in the world including F1 and the Super Bowl, Local 986 would like to recognize the members who work hard every day to ensure these events happen. We continue to grow in Las Vegas with the support of our membership and leadership. We are currently in negotiations and nearing strong tentative agreements with Bellagio front desk and Venetian Resorts. Local 986 will continue to build density and strength to maintain the highest standard for our membership.

**Cliff Reynolds** – Coordinator, Santa Maria: First Transit – after a recent physical assault by a passenger on shop steward and coach operator Mark Crable, Mark decided to fight back. Mark said, "the company and the city of SLO aren't doing anything about what happened to me." So, Mark and Local 986 took the issue straight to the San Luis Obispo City Council. Within days, the Union received confirmation that the city was going to amend their "Passenger Code of Conduct" policy, which hadn't been updated in over 20 years! To help make sure that the new policy has some teeth in it, the city invited Local 986 to participate in making the revisions. Coca-Cola – a new collective bargaining agreement was recently ratified by our drivers and warehousemen. The ratified agreement is a multi-year contract that includes significant increases in wages and contributions to the Teamster pension plan. Other increases were made to bereavement, holidays, 401k contributions, and added picket line observation language. Okonite – congratulations to chief steward Ernie Nevarez, for being a steward for 20 years! We also need to recognize stewards Henry Aguilar, Adrian Torres, Abel Borbolla, Al Mejia, Richard Fernandez and Davi Pasqual. All are current negotiating committee members working on a new agreement. Thank you all for your service!

**Dave Saucedo** – Coordinator, Airlines Division: ARINC (Aeronau-

tical Radio, Inc.) – we met for the second mediated session in New York during the week of August 14. We received an economic proposal from the company that fell far below expectations. ARINC is a wholly-owned subsidiary of Collins Aerospace which recently boasted of \$834 million in profits to their shareholders. Collins is owned by the largest defense company in the U.S., Raytheon Technologies, with 2022 revenues of \$67.07 billion and can easily afford to provide a fair agreement to our members. Menzies Aviation and the Teamsters continued negotiations on Guam the week of August 21. We are pleased to announce a tentative agreement has been reached and will be sent out to the membership for ratification. If ratified, it will immediately increase wages significantly for all members working for Menzies on Guam. In addition, we were able to secure some important language improvements requested by the members.

## Local 1932 San Bernardino County Public Employees

By **Randy Korgan**  
Secretary-Treasurer



Teamsters achieved major milestones throughout August and September 2023. Member power allowed your Union to achieve new heights in contract negotiations, all while members continued stepping up during moments of crisis in our communities.

The immediately groundbreaking news is that members of Teamsters Local 1932 in San Bernardino County overwhelmingly voted yes to ratify a new contract in early September. Over the past few months, the San Bernardino County Teamsters bargaining team has been working diligently to secure the most lucrative contract county employees have ever had. The final product accomplishes this goal! Reflected in the thousands of bargaining surveys returned by members before negotiations began, members' primary concern was clearly affordable healthcare benefits. Throughout the newly ratified contract, members will see full medical increased coverage. This means the county will cover 100% of the rate increases for medical premiums based on the Blue Shield Plan increase.

The new contract expires in 2027 and includes significant salary increases, including annual raises, steps, longevity, and potential profit sharing. Over 4,000 members will receive equity increases and differentials in over 70 classifications, ensuring fair and competitive compensation. This contract is lucrative. This would not have been possible without our dedicated bargaining committee or the support of the broader membership. All throughout the county, Teamsters proudly showed their support for the bargaining team by taking action in ways that could not be ignored by county leadership. With power in

numbers, nothing can hold us back from continuing to transform the Inland Empire for the better.

Elsewhere, it is crucial to acknowledge the hard work of members at the San Bernardino County Public Works Dept. In late August, tropical storm Hilary had many residents on high alert as the historic storm headed toward Southern California before the storm made landfall; many residents prepared by stocking up on groceries and other essential goods, while others filled up their sandbags to block a massive water flow from entering their properties.

Amid this emergency readiness by residents, San Bernardino County's Public Works Dept. was ready to do the heavy lifting. Teamsters in Public Works worked around the clock to ensure that you and the communities they serve were safe before and during the rainfall. On Sunday evening that weekend, communities throughout our nearby mountains received a significant rainfall total of 11.7 inches, and San Bernardino County alone accumulated 13.5 inches. Late into the night, public work crews were working to clear the roads from mud and debris so that first responders could help any residents who needed aid. By very early Monday morning, crews were out in the Oak Glen community, and as dawn broke, the storm's damage was visible. Eroded roads, streets filled with mud and large boulders, and stranded residents with no power or way to escape because the mud accumulation was three to four feet deep. Giant excavators driven by Public Works members cleared roads so trapped residents could leave their homes, and so those that had evacuated could visit and assess the damages tropical storm Hilary left behind.

As communities throughout our region healed from Hilary's harm, it was clear that residents could count on the hard-working Teamsters from the Public Works Department to clear the way for help. Thank you, Teamsters, as always!

I also want to personally thank every Teamster who donated to our Back to School Drive for Amazon workers in our region. Local Amazon workers at the company's San Bernardino Air Hub, who went on strike twice last year and are building absolutely incredible worker power, wanted to support hard-working coworkers who had kids going back to school. With the help of your Union and community allies, many backpacks filled with supplies were donated to these Amazon workers in need. It can be a stressful time when the new school year starts, and working in a warehouse is absolutely tough while raising a family, especially one as brutal and anti-worker as Amazon. Together we did something to alleviate that stress. The rising unity of workers and their communities is the kind of solidarity we need to change the way Amazon does business.

Lastly, Teamsters Local 1932 is currently seeking applicants for your union's Training Center. Located in the heart of San Bernardino, the Teamsters Local 1932 Training Center is designed to train workers for high-demand, good-paying jobs in various industries throughout the Inland Empire. Teamsters Local 1932 Training Center works with allies to achieve our shared

goal of improving workers' quality of life through education and training. Register for courses at: [www.1932trainingcenter.org/course-registration](http://www.1932trainingcenter.org/course-registration)



By **Rick Middleton**  
Secretary-Treasurer



**Rick Middleton:** This summer proved to be as busy as ever. We welcomed almost 150 new members as part of our LAUSD summer organizing drive and ratified an LAUSD contract that includes a great wage increase over three years, as well as other significant economic improvements. We also welcomed our newest 572 members at Zum San Bernardino. Welcome to the Teamsters! We worked on negotiating and pushing for the strongest UPS contract ever. Thank you to all UPS members who voted and stayed engaged throughout the contract campaign. We reached numerous strong contracts across different industries with significant economic gains and language improvements. On the grievance front, we won our Costco bereavement grievance with an award of approximately half a million dollars in backpay to all affected Teamsters. Great job, Doug! Our Local's success followed us to the Teamsters Women's Conference in Nashville, Tennessee, where we won the pin contest—special thanks to Tait for making Local 572's pin shine in a field of tough competition. Internally, we welcomed Freddie Campos, a former LAUSD shop steward, and area food services supervisor, to our team as a business representative for LAUSD.

**Adriana Salazar Avila:** Our members working at LAUSD are scheduled to be paid the negotiated retention bonus and retroactive checks on October 31 (salaried) or November 8 (hourly). Promptly review your paystubs to ensure you were paid correctly. As chair of the Union Health Benefits Committee representing all LAUSD Unions, I have been leading negotiations with the district. We have stressed to district representatives that the health benefits of our active members and retirees are a priority and that we will treat the negotiations as such. Remember to use your vacation days wisely. Make sure to stay under the vacation cap, while ensuring you have enough days to cover the mandatory vacation days during the winter shutdown. Contact Freddie or me if you have difficulty getting vacation time approved.

**Doug Brown:** Costco: Teamsters Local 572 prevailed in arbitration against Costco. As a result, you may be eligible to receive two additional paid days of bereavement leave if you had a member of your immediate family pass away after February 1, 2022. The arbitration award entitles Teamster members to approximately half a million dollars by our calculations. The collective bargaining agreement defines immediate family as the employee's spouse, mother, child, father, brother, sister, stepbrother, stepsister, step-child, current step-parent, pregnancy

loss, and benefit-eligible domestic partners. Please get in touch with your manager to claim the additional paid days. If you encounter any issues, immediately contact me. If in doubt, ask. A Western Conference of Teamsters Pension Trust representative is scheduled to be at each of our warehouses. See the Union bulletin board in your break room for details. Take advantage of this opportunity to educate yourself on this valuable benefit available only to Teamster members. Make sure to update your mailing address and check your beneficiaries. I will distribute years-of-service pins to all eligible members who stop by. On Sept. 18 wage increases were implemented at the first two steps of the scales for assistants, clerks, and meat cutters. Goal hours for those who receive an increase will not be reset. Call me or see your payroll clerk with questions. Contract books are available through your shop steward and payroll clerk. GCC: I have been negotiating Graphic Communications contracts over the last few months at Mitchell Publishing, Castle Litho, and Automatic Printing.

**Jaime Villanueva:** Gate Gourmet: Our committee is trying to schedule a meeting with the new chairperson of the National Mediation Board to get the right to self-help under the Railway Labor Act. The negotiation process has been challenging and repeatedly delayed by the employer. Still, we remain confident that we will achieve the gains our members deserve if we are given the right to self-help by the NMB. Transdev: Our members overwhelmingly ratified a new contract. All wage increases should have been implemented, and retro paid. Pepsi: Drivers and warehouse members ratified a new contract at all three locations. Thank you to our Local 572 committee members who stood strong and proudly represented our membership. We are getting ready to start negotiations for the merchandisers' contract. Keep an eye on your bulletin board for updates. All members with new contracts and new wage rates should review their paychecks closely to ensure you were paid correctly; call me immediately if you see any issues.

**Michael Williams:** We have been very busy organizing school bus transportation in San Bernardino. In the last few months we have welcomed over 250 members working at either First Student San Bernardino or Zum San Bernardino. Thank you to our entire team—Rick, Lourdes, Sylvia and Julian—who helped make this happen. Annual wage increases and applicable incremental bonuses designated in your CBA and hiring incentives should have been paid the second week of September. Reminder: Turn off and stow your mobile phone once you sign on for duty. First Student St. Andrews and Pasadena: You do not lose earned vacation. You are entitled to a vacation payout for any unused days earned for the 2021-22 school year (not used during the 2022-23 school year), and you may begin requesting vacation days earned during the 2022-23 school year, for use during the current 2023-2024 school year. Call me with any questions or concerns.

**Tait Skifstrom:** UPS: Congratulations on your new contract! As the

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new contract language is implemented in the next few months, remember to check your pay stubs and rates of pay. Some new language will be implemented immediately, while other language may be integrated gradually. Call me if you have any questions about the new contract. 9.5 grievances have been submitted. We continue to process supervisor working grievances, as well as discipline. Ralphs: Be clear about the type of absence involved when calling in an absence-FMLA and/or paid sick leave. It is your responsibility to make sure you have sufficient hours available.



**By Jaime Vasquez  
Secretary-Treasurer**



**S e c r e t a r y - T r e a s u r e r**  
Jaime Vasquez: We hope that every one of you had an opportunity to attend the Teamsters

Local 542 Day at Petco Park and enjoy a great night of Teamster camaraderie. You cannot attend a better baseball game than a Padres vs. Dodgers game, having a great time with co-workers, friends and family members. We celebrated this year's Teamsters Local 542 San Diego Picnic at Liberty Station NTC Park where our members had an opportunity to relax and enjoy with their family the food, member gift, carnival games, raffles but above all, memories that will last for a lifetime. The Imperial County picnic is planned to take place on Saturday, November 18 at Sunbeam Lake. Make sure you have it on your calendars.

We continue to be very busy here at Local 542, as 2023 has brought many challenges, fighting two different strikes against Transdev and were ready to take on an even bigger challenge against UPS. At the end, UPS did provide an offer that was satisfactory to the great majority of the membership. We are now planning on attending UPS contract informational meetings and scheduling craft meetings for our UPS members.

We are saddened to report that in 2023 we lost Victor Rodriguez from Costco, Scott Gibbons from UPS, Dale Mallet from UPS, Tonya Readus from UPS, Gabriel Zavala from Costco, Waddell Wilcox from UPS, Erik Schmiedel from Costco, Jackie Jordan from MV and Jesus Nieblas from Republic Services. Our thoughts and prayers for their families.

Several members decided to retire in 2023: Kelly Malone - UPS, Jose Rico - Republic Services, Robert Bauer - UPS, Yolanda Ruiz - Costco, Patrick Stilson - UPS, Hector Mendoza - Costco, Jerry Walton - UPS, Danny Moore - Costco, Maria Rose - Costco, Marco Arellano - Republic Services, Brian Keller - UPS, Felton Ollison - UPS, Tim Henderson - UPS, Steward Copeland - UPS, UPS Cartage, Tony Swinson - UPS, Mark Taylor - UPS, Art Servin - UPS, Shawn Harrison - UPS, Jeffrey Desorbo - UPS, Dwight Ealy - UPS, Jesus Sandoval - UPS and Patricia Carrillo - county of Imperial. Best wishes to all of you. We wish that all

our Teamsters Local 542 members have a great Thanksgiving, a merry Christmas and a Happy New Year!

Business Representative Shelly Allsup: Tradeshow agreement expires November 1, 2023. Negotiations will start in October. Member proposal meetings have been held. The Tradeshow industry is continuing to pick up, daily casual work is available. Please contact me directly at Teamsters Local 542 if you're interested in daily casual work. Regarding any missing pension contributions by Employco, during the Covid-19 pandemic the employer made an alteration to their name without making notifications. A new agreement and pension trust documents are in process so contributions will be accepted again by the fund. U.S. Foods Corona Division: Drivers are strong and united and negotiations continue with the employer. This agreement expired on October 1 and the Local Unions will not be signing an extension agreement with the employer per the IBT Warehouse Division. Falck Mobile Health Corp. has lost the emergency medical dispatch work for the city of San Diego. A new anticipated transition date to SDFD was for September 2023. Members at US Foods in San Diego are preparing for upcoming negotiations. Expiration is March 31, 2024, and again, no extension agreement will be signed. Grievance resolutions have been successful with disciplines removed and/or wages restored to members. OMNI La Costa Resort and Spa members are preparing for construction within the Spa, though dates for such work continue to be pushed back. Grievance resolutions include restitution of lost wages and entitlements, and the removal of all discipline issued. SDCC Corp: EAP benefits are now available for part-time employees. New seating accommodations have been discussed and purchased for the members. Management staff and I will be walking events and speaking with members as part of the restructuring of the labor/partnership relationship now that the department director has been removed and replaced.

Business Representative Adan Pelayo-Mark: UPS El Centro Teamsters continue to hold management accountable to contract violations and shape their workforce for the better. US foods continues to mismanage daily vacancies in warehouse and not listen to drivers' concerns regarding their work environment. Shop stewards Jared Williams and Oscar Rodriguez continue to hold the company accountable in contract violations and workplace issues. A tentative agreement has been agreed to with Linde Gas. This is the largest economic increase gained by this unit at Linde Gas. In addition to the substantial wage increases, there were increases in health and welfare and pension. A new article in the contract will protect our members from drive-cam technology being used maliciously. This historic contract could not have been achieved without the input and leadership of shop steward Vicente Beltran and business agent Ron Cutitta.

Business Representatives Michael West and Cesar Silva: We have been out to the different Costco warehouses visiting our members, resolving issues as well as distributing the new contract. Please call us at 619-582-0542 if you hav-

en't received a copy, and we will get one for you immediately. We will be having a quarterly meeting with the company in October where we will try to clarify many different issues such as the "combo" positions that "don't exist" anymore.



**By Lou Villalvazo  
Secretary-Treasurer**



**V e n t u r a**  
Foods--as we reported in our previous article, we had 4 members who were terminated for "extended breaks". Our representative and stewards reminded the company that extended breaks were always treated as a step of discipline. The company insisted otherwise, and the Union pushed to arbitrate. Since May of last year our BA Alfredo Salazar attempted to resolve the issue with the company. The company terminated another 6 members for extending their breaks & lunch. I'm glad to report that after a long, hard fight the Union was successful in resolving the arbitration and several members were reinstated back to work. I would like to thank our stewards and Alfredo for representing our members and controlling the shop floor. Let's take this momentum as we prepare for upcoming negotiations.

Since appointing your representative Alfredo Salazar, he has been exposing and addressing the issues of poor management! Alfredo has been pushing our members to file "letters to file", regarding management's behavior towards our members. All those letters and the pushback has come to a boiling point, with the HR resigning, & the operations manager was given a choice to quit or be terminated and recently culminated with the company terminating 4 lower-level supervisors.

PFG--we're glad to announce that the Union was successful in reaching an agreement with the company, regarding the company maintaining discipline in the 6 separate buckets. The company will no longer try to discipline or fire members based on their theory of "only two buckets" of discipline. S/O to all the stewards: Daniel Mendez, Guillermo Montano, Elliott Carter and Ray Salas for their work assisting our representative Adam Methus resolve this issue.

BakeMark--Teamsters Local 14 represents BakeMark members in Las Vegas and recently reached out for support as they are currently in negotiations. The members recently voted to go on strike. I would like to remind our members at BakeMark, should the strike line extend to California we will honor it and not cross the line by standing shoulder-to-shoulder as they continue their fight for a fair contract. Grassdoor--statewide contract negotiations for over 400 drivers and warehouse workers are ongoing. We resumed negotiations August 11. At that time we were about 90% done with the language of this 1st statewide cannabis contract. Amuse/Highwood Delivery Ser-

vice--our 1st negotiating session was August 17 and as prepared to provide this employer with our proposal, the company attorney dropped a bomb on us. They announced that they would be closing the Lynwood facility effective August 25, terminating all 42 workers. I immediately filed a ULP with the NLRB, due to the company retaliating against these workers for exercising their legal rights to form their Union. I am in the process of negotiating the effects of the facility closure and will be pushing for these workers at Lynwood to follow the work over to the 2nd facility in Culver City. We will keep informed on the progress.

QCD--over the course of the year many complaints regarding misconduct by the GM, Rick. With the help of the members and shop stewards our BA Adam Methus gathered all the facts and escalated those complaints to corporate, resulting in a formal internal investigation! After meeting with management, the Union was informed that the GM is no longer employed with QCD. Thanks to all our members and shop stewards who stepped up and exercised their rights to expose the injustices by controlling the shop!

Smart & Final--on August 15 we conducted a public awareness training & action with 25 stewards. The training consisted of rights to handbill, messaging for the public, dealing with law enforcement and being on message for the media. We were successful in hand billing 25 Smart & Final stores throughout So Cal, passing out more than 4,000 flyers, informing the public on how Smart & Final is violating U.S. labor laws. August 16 was Day 2 of our public awareness action with our stewards. We conducted a huge rally at the Smart & Final store in Burbank. We mobilized over 300 people in support of the Smart & Final workers. It was a tremendous action with overwhelming support from our JC 42 sister Locals along with many affiliates from the L.A. Federation of Labor, from the writers to the Laborers and with a significant amount of media exposure. Also, thanks to IBT Central Region VP and Warehouse Director Tom Erickson, all the JC 42 Locals and all the Smart & Final workers, stewards, and activists who helped make this public awareness rally a great success. Please join us as we continue to rally around these brave workers in their pursuit of justice and a fair contract; please follow our social media as we will post future actions.

It was nice to see our members and their families at this year's Health Fair and BBQ. Our members got a chance to get health screenings from the Kaiser mobile bus and were able to do Q&A with all our providers including the pension dept., along with enjoying "good food, live music, and a delicious BBQ with all the fixings". I would like to thank all the providers, the entire 630 staff and executive board, our sisters of strength, our retirees and all our member volunteers for all their hard work and dedication in making sure our members had an enjoyable experience.

Congratulations to our big brother Vic Zavala from Sysco, 25 years of service and Gabriel Cosio from Walker Foods, 40 years. We hope you enjoy the fruits of your labor.

For up-to-date info, join us at our monthly general membership meetings.



**By Damascus Castellanos  
Secretary-Treasurer**



**D a m a s c u s**  
Castellanos: Racetrack: The Northern California Fairs and other associations have been working hard on a plan

to keep a full schedule of thoroughbred racing in Northern California. This has not been easy. There will be obstacles, but we are hoping for a positive outcome. At the August CHRB meeting the Stronach Group said they are looking to see if they could remain open through June 2024. The Stronach Group says it could happen if it pencils out. Local 495 is still moving forward on scheduling dates for effects bargaining; we had a date scheduled for September, but the company canceled. Teamster Locals 495 and 853 are working together to make sure our members are properly compensated due to the actions of the Stronach Group.

Reminder to all shop stewards, we will be having our annual shop steward seminar on Saturday, October 28. If you have not done so, please call the office by October 6 if you plan to attend. The program will consist of updated labor laws, NLRB info, raffles and much more. Reminder: Mental health assistants, Local 495 has made it one of our missions to get those seeking and needing help the professional help our members deserve. We are working on getting more providers to cover more available sessions and to cover more of the cost. I encourage those in need of help, or if you know someone in need of help, please reach out to your medical provider for assistance. Let's help each other and be good listeners. Lastly, it is important for all our members to be aware of Teamsters-supported AB 316. This bill is to prevent autonomous vehicles such as semi-trucks. This bill has passed the California Legislature and we need all the help we can get to encourage the Governor to sign AB 316. Call the Governor's office and get your voice heard.

Art Carrillo: Congratulations to our members at Old Ranch Country Club for ratifying a new 3-year agreement. We are currently in negotiations with the following companies: Border Tire/Paramount, Border Tire/Fontana, Avis Car Rental/Santa Ana - rental sale agents and Hertz transporters for all airports.

Johnny Espinoza: I would like to thank everyone who attended the Disney leadership and steward training. We're hoping to provide education and engage members to get involved with their contract as we start negotiations with Disney early next year. We are currently in negotiations with Hertz (transporters), Avis/Long Beach (rental reps) and we're looking to improve wages and working conditions for our members.

Emerson Diaz: We have begun  
continued next page

negotiating the Hertz shuttlers agreement and will start contract negotiations with Enterprise National/Alamo next month. The Catalina Island contract also expires at the end of the year, and we are looking to set bargaining dates. There has been a lot of action on the political front, and we have been busy screening candidates running for office, pushing AB 316 through the Senate, as well as lobbying in Sacramento and Washington, DC. Teamsters Local 495 represents mechanics at various employers such as National Ready Mix, Ryder, Penske and a few other facilities. If anybody is looking for a job in that field, please reach out to me.

Albert Bautista: BMW - I would like to congratulate and wish the best for our recent retirees, Tony Dedios, Alex Perez and Penny Garcia. These are loyal Teamsters who built the foundation and backbone of the automotive warehouse. Sysco Foods - we are currently preparing to gather proposals from members for upcoming negotiations. Disneyland - we have had successful ongoing meetings with Master Services in order to prepare for upcoming negotiations. I want to thank all stewards and newly recruited leaders for their support and participation. Disney Distribution (Ontario) - we welcome Candace Melton and Lupe Regalado to their new roles as shop stewards.

Marco Escalante: Strong showing from all UPS rank-and-file and all Teamsters involved to deliver the biggest and strongest contract in history, this did not happen overnight. A strong leadership along with clear, transparent communication to the members who were ready to walk off the job when needed was the backbone of this campaign. Hertz shuttlers contract negotiations are underway and gearing up for National/Alamo master contract expiring in December. With the CONRAC facility on the horizon, these negotiations are crucial to ensure a smooth transition for our members working at LAX.

Rosendo Cardenas: Penske Mira Loma - I want to thank those of you who signed up as shop stewards, congratulations to Luis Calderon on being voted on as chief steward, and Isidro Barrientos to stay on as assistant steward. Thank you to Salle Jaramillo for all your hard work and all that you did for the membership there. Ryder Riverside - congratulations to Alvaro Montalvo on being named chief steward, taking over for Bulmaro Cervantes who is now at Ryder Coremark. Bulmaro did an excellent job there as chief steward. Ryder Fontana - all the documentation for the tool grievance and TIC pay was turned in to the company and we should have an answer here soon. Cooper Lighting - we are still in negotiations with the company, as soon as we have more information, we will pass it along. Hertz Ontario - please be advised that the company was made aware of separating the brands for the IR and the exit booth effective October 1, 2023. All VSAs in the back please make sure that you are filling out your downtime sheets, the new production standard went into effect on October 1, 2023. All mechanics - please make sure that you have a tool inventory on file with the company just in case something happens to your tools.



**By Ray Whitmer  
Secretary-Treasurer**



Teamsters Local 911 represents approximately 70 members working as valet attendants and cashiers at the LA LIVE JW Marriott and Ritz Carlton locations in Los Angeles. We are close to the finish line of a voluntary recognition agreement after a majority of doormen signed authorization cards to be represented by Local 911 and become Union members! Currently, the doormen are paying \$200 for single medical coverage, leaving some workers without coverage. These new members, upon recognition, will get just cause protections, annual wage increases, and above all, family medical coverage with zero cost to them! More than 40 Teamster members of Escondido's administrative, clerical and engineering and maintenance and operations bargaining units appeared before the Escondido City Council to demand consideration of distribution of stimulus funds for essential workers as specified by Congress, in a powerful display of Union solidarity!

Legislation to extend presumptive Worker's Compensation coverage to the SD lifeguards passed off the Senate floor unanimously. It will return to the Assembly floor for a vote on amendments made by the Senate, then to the Governor's desk.

Local 911 continues to meet and confer with representatives from the Port of San Diego on the existing hybrid pension plan, as the Union works towards crafting legislation in Sacramento to enable the negotiated changes.

Members of the Vista Irrigation District elected Jason Jones and Stephen Hyunh as stewards, joining incumbent stewards Ben Park and Rich Gangloff as we enter a negotiation year. Welcome, Jason and Stephen!

Los Angeles Community College District deans successfully negotiated their contract, winning a historic wage increase and language that addressed workload concerns. Deans gained additional holidays and preserved wellness days. Improvements were made to health and safety language, as well as to language for discipline and discharge by adding the important words "just cause." The district also agreed to "fair and respectful treatment" language, recognizing that words make a difference. The negotiating team ran their first ever contract campaign and asked the members to speak up. Member actions and involvement helped bring this contract to a successful conclusion. Thanks to Vi Ly and Deborah Harrington for their leadership.

Crossing guards, L.A. City employees, are working in coalition with other city Unions to negotiate a new contract. The Union message will be to fix L.A. and includes traditional bargaining subjects, like wages and healthcare, but also explores housing costs and other innovative subjects under the banner of FIX Los Angeles.

Local 911 urges you to tell Gover-

nor Newsom: We need safe streets and good jobs! We urge you to reach out to Gavin Newsom and ask him to keep our streets safe and protect good jobs in California by signing AB 316. Governor Newsom needs to hear from you and your family members who are "working to keep our streets safe and protect good jobs." Our safety should not be an experiment!

**Live Better  
Work Union**



**By Abel Garcia  
Secretary-Treasurer**



Abel Garcia - Secretary-Treasurer: Hello, 186 Teamsters. I am pleased to report that

our Gold Coast transit strike was settled after 13 days. Our 17 supervisors never wavered from our demands-fair pay for the duties they perform. Negotiations broke down after the last day then from sunup to sundown these members were united and when it was all settled and done, just about doubled what the district first offered.

UPS 186 Teamsters--your contract is now ratified nationwide, and I want to thank all of you for your participation-in all our job actions, proposal meetings and practice pickets. You, voting in favor of this agreement was outstanding, 97% in favor of and 78% of 186 members participated in the voting process, that is outstanding. The vote was: 433 Yes and 14 no's in the national master and the automotive addendum was 100% in favor. It was an honor to serve all the UPS members across the country, 340,000 to be exact as a national committee member. Thank you for all your support over the last 8 months.

On September 18 & 19 we participated in huge Teamster AB 316 rallies in Arcadia and Sacramento. AB 316 is a bill the Teamsters are demanding Gov. Newsom sign as we are against autonomous trucks. Also, on the organizing front we welcome aboard 79 First Student Transit drivers, as they now have a voice at their workplace. See you October 8 at 11 a.m. for our general membership meeting. In Solidarity, Abel.

Fernando Lara: Vice President/Business Representative: Bimbo - the company is installing new camera systems that have AI technology and is not only measured on a triggering event. We have also demanded the company negotiate the effects of this change. We'll keep you informed of any updates. Bimbo NorCal - negotiations are still ongoing as the company's last offer was rejected by the overall majority. We will keep the membership informed of any updates. EJ Harrison - negotiations are still set to kick off soon; we will keep the membership informed of any updates. Mission Linen Oxnard/Santa Barbara - negotiations are still ongoing; we will keep you informed of any updates. OST Truck and Crane - as we have Western Conference of Teamsters pension, don't forget to also utilize

the new Sip401(k) option as well. Pepsi - we will be holding a proposal meeting soon for our upcoming negotiations. Please make every effort to attend this meeting. Sysco - towards the end of the year we will be meeting with the company to go over the 2024 vacation bids, route bids, and bid rules. Please reach out to your stewards or me if you have any questions or concerns. Waste Management Simi - the company recently made a massive restructuring of routes. We negotiated the effects of this change while keeping in mind the principles of seniority; we will soon be going over the 2024 vacation bid rules soon. Thanks to all the members that took time off to participate in our JC 42 AB 316 rally in Arcadia. Don't forget to patronize Union-friendly businesses and products.

Jedediah Johnson-Business Representative: Hope your summer was great! RNDC/SGWS-drivers: Hourly negotiations continue. The negotiating committee is working through non-economic items. SB-MTD: The Union had a successful health and pension fair with dental open enrollment August 31 on site, in the MTD Auditorium. Members were able to speak directly to a representative and have their health, pension and Union questions answered on the spot. At UPS, the Union has been successful in overturning unjust discharges, suspensions and getting members paid for supervisor working grievances. First Student: Local 186 was recognized via successful NLRB vote as the bargaining agent for the unit. By print of this article there will be a shop steward election and negotiation dates are in the process of being set. VCTC: The Union has requested to negotiate LYTX. Big thank you to shop steward Luz Gomez for her hard work policing the contract. GCTD: The supervisors have returned to work after their successful 13 day strike. Thank you to steward Marco Lopez and committee member Victor Rubio. The Union is actively policing and enforcing the new contract. Lastly, don't forget to notify the Union if you don't work an hour into the calendar month due to leave, injury or FMLA. Call Teamsters Local 186 (805) 644-0070 and ask for an honorable withdrawal card



**By Eric Tate  
Secretary-Treasurer**



Hoping the entire Local 848 membership enjoyed their summer; I believe we are all ready for fall to begin and to be done with the heat.

We are ready to convene our normal monthly meetings on Sunday, October 22, with our shop stewards meeting scheduled for 8 a.m. and our general session meeting scheduled for 9 a.m. for all Local 848 members. Looking forward to seeing you all again real soon.

Local 848's online store continues to add new items to the website, both universal gear (Teamsters gear with no local number) as well as Local 848 gear. 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 Sigmar Pietsch of MV Transportation who passed away 5/5/23, and brother Khecho Taloian of MV Transportation, who passed away 8/25/23. They will both be truly missed.

Thanks to all the members that volunteered at the 44th Annual Labor Day Parade and Picnic sponsored by the Los Angeles/Long Beach Harbor Labor Coalition in Wilmington, California. It was a great showing of all the Unions and Union members in the L.A. area and the volunteers from Local 848 handled all the security along the parade route and at the picnic at Banning Park. Thank you, ladies and gentlemen, for your continued support and for always proudly representing World Famous Local 848.

The pension office representatives continue to come to our Local's offices as a courtesy to our members. A pension representative will be at our Glendora office on Thursday, October 12 and at our Long Beach office on Wednesday, October 4 & 18. Please contact our Long Beach office to make an appointment: (562) 595-1891.

This year's membership Christmas party will be held on Sunday, December 3 at the West Covina Elks Lodge located at: 841 Merced Ave., West Covina 91790. The doors will open at 9 a.m. and the membership and their families are invited. Please be aware to qualify for the Local's Christmas raffle, you must have attended a minimum of 4 of the 8 general membership meetings of 2023. You still have the October and November meetings to qualify.

Gordon Ament - MV Transportation, Div. 43 & 284 - RIP Khecho Taloian. Transdev Div. 98 - congratulations on your new four-year contract which contains vast improvements to hours and working conditions. Congratulations to the mechanics who filed for and won their election for representation by Local 848. Please show your support. The Local has reached out to negotiate a new first time collective bargaining agreement. Just prior to printing, the employer had labor charges filed on them. Keep an eye on the NLRB mandated postings for accurate information.



**By Phil Cooper  
Secretary-Treasurer**



I want to thank all the 896 members that participated in the Sept. 18 rally in Southern California and to our Northern

California members that participated in the Sept. 19 rally in Sacramento. Governor Newsom heard us loud and clear!

To sum up 2023, the Local has been extremely busy and will continue to be busy the remainder of the year. It took two attempts to ratify a new Pepsi agreement, one on July 30 where the driver Locals turned down the agreement, and the other August 13, where the contract was overwhelmingly ratified. The 4-year agreement is the

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richest contract our Pepsi members have ever received, over \$30,000 for the four years. 102 yes votes to 2 no votes. Great job by the committee representing Pepsi San Fernando and Carson/Torrance. Also, a big shout out to business agent Chivo (Javier Herrera) who was able to make sure the members' needs were addressed.

We finished Budweiser Brewery Local addendum negotiations July 25 without much fanfare. Most of our wants and needs were pushed to national negotiations that began Sept. 18 in Florida. This was the first time in memory that the company didn't come after our all hours worked pension contributions and the daily 1/2 hour of overtime that is usually on the table and withdrawn in local negotiations. This means they will be coming after this in national negotiations. We will never give up our all hours worked pension and they will need to buy the daily half hour of overtime! That half hour of daily OT is worth over \$8.00 plus dollars a day which adds up. They have tried to buy it in the past few negotiations, but they never come up with enough money, and again, we will not just give it away!

Great news for our Budweiser Brewery members in California and across the country, with UPS and other national negotiations behind us, the IBT has said that their focus will be on the Bud national negotiations. We have a commitment from Sean O'Brien that he is focused on our negotiations and his vice presidents across the country are saying the same thing. The members of our Local employed at the two breweries in Van Nuys and Fairfield are at the end of a five-year agreement that has them seeing soft-drink workers closing the gap on wages. With the Bud Light beer fiasco (self-inflicted) still affecting sales, we can expect the company to claim poverty, but with football season underway, people are again buying Bud Light all over the country. We are expecting the best Bud Brewery contract ever for our members, and they expect high wages to be frontloaded in this new agreement. Again, national negotiations began on Sept. 18 and we have six additional weeks scheduled for the remainder of the year.

After a week of tough negotiations that began August 21, our members working at the Budweiser Sylmar distributor ratified an agreement August 27. Even on the heels of the Bud light self-inflicted fiasco, we were able to negotiate a good contract for these workers. Our Local's President, Brian Indelicato, with the help of an excellent committee were able to get some great improvements in the wage packages for both drivers and warehouse workers.

Coke Ontario negotiations began August 30 and with six more dates scheduled we expected this wrapped before we went to press. The members are coming off a 3-year deal that was negotiated during Covid, which was difficult times for the workers of the Coca-Cola syrup facility. While the bottling facilities did very well during Covid, syrup sales were down because of the closure of restaurants and venues. These members used to have the richest contracts in our soft drink facilities but find themselves making less in wages than our Coke and Pepsi production and

warehouse workers. The committee's goal is to secure the richest contract in recent memory.

Organizing is the lifeblood of all Teamster Locals and ours is no exception. Organizing is very difficult with the rules currently stacked in the company's favor. While we chase down prospective members, have meetings in coffee shops, parks and restaurants, the employers may hold mandatory employee meetings and get to speak to employees about unionization. They are not supposed to threaten, punish, or promise benefits in these meetings, but often they introduce Union Busters that will lie to the workers usually in one-on-one meetings. One employer put \$900 worth of groceries on the table to show potential members how much they will lose in paying dues. Paying dues is something the company uses to scare their workers, but the funny thing is, many of us do not even know how much our dues are, we just know it is worth it! Knowing that the Union has your back on wages, pension, health care and not being an at-will worker is well worth it. If you know a family member, neighbor or friend that has expressed interest in having what you have as a Union worker, please give them your business agent's number and we will get in touch with them to help them organize!

Congratulations on our recent retirees: Bonnis Schlosser and Henry Garcia (Budweiser Van Nuys), Brian Thomas (Safeway), Thomas Harris (Budweiser Fairfield), Ubaldo Cavadas (7-Up Vernon), Brian Anthony (Budweiser Sylmar), Paul Lampers (Coke USA) and Micaela Hernandez (Budweiser Van Nuys).



**By Mike Pharris  
Secretary-Treasurer**



Mike Pharris: We have been very busy since our last report, with contract negotiations, organizing new members, handling grievances, and generally representing our members. I want to welcome the newly organized members in the wholesale liquor industry from Ryder and from Breakthru. Breakthru recently moved into California, and I congratulate these new members for their tenacity in working through a very aggressive anti-Union campaign. As you are aware, we have not held our annual holiday meetings since 2019 and I am very pleased to announce that we will be having holiday meetings this year. Please check our web page for details.

Dan Hernandez: At Costco we continue to follow the new contract along with the wage and pension increases. A lot of our members still do not understand and have an issue with the new attendance policy. The only thing that has changed is how they count the sick days, everything else remains the same. Please ask your stewards for clarification or call your business representative. Omnitrans: Members will be notified of dates for proposal meetings in January. Your input

will be greatly appreciated for the 2024 negotiations.

Robert Rios: Laundry - the IBT division and all affiliated Teamster Locals have negotiated with Aramark Uniform Services one of the best, if not the best, camera installation and utilization LOA. The agreement is with the following understanding: The sole purpose of the cameras is to monitor the safe operation of company vehicles; data recorded by the cameras will only be utilized for proactive coaching discussions or in the event of accident investigations. Also agreed that the company will only utilize the outward road-facing camera operation. The inward facing camera and audio recording operations will be disabled. There is much more to this agreement that protects our members and their ability to provide for their families. Dairy - Ralphs Kroger and Albertsons merger continues to be a high priority of the JC 42 Locals and we are collectively doing all we can to protect Teamster jobs in all classifications.

Jason Hodge: At the U.S. Army National Training Center Ft. Irwin, negotiations started September 26 with the prime contractor KBR. Keep an eye on your Union boards for the contract offer meeting and vote once we are done with negotiations. The subcontract negotiations will commence as soon as we are done with KBR. At Keolis WTA I am happy to report that we finally finished negotiations and have an offer that is fully recommended by your committee. This contract now has pension, 85% medical covered by employer and wage increases over the three-year term and more holidays, just to name a few of the improvements. At HDSS Ft. Irwin Emergency Services we are almost done with your contract negotiations and will have an offer for you to vote on soon.

Don Henley: Kaiser Permanente: Been meeting with Kaiser local and region to discuss the staffing crisis that we are facing today in health care. So how can we start getting people to apply again? For Teamsters in San Bernardino and Riverside counties, it has been suggested to make wages the same as LA/OC, reduce the years needed before applying to Kaiser from three years to two years, and 18 months or more experience in the field. This was done in one department (MRI). The Union had agreed to reduce years of experience to two and experience in the field to 18 months with HR and Labor Relations. But Kaiser wanted to add a certification of ARMTRIT, which is reducing the techs to a lesser standard. The Teamsters Union is strongly against ARMTRIT. This is not the solution. Equal pay for equal work is the solution. We're in discussions to see how we may get a better increase in pay in October, due to what's happening in bargaining with Kaiser and the coalition in LA/OC. Do have issues with a termination, and management and HR not following the time frame of issuing discipline in a timely manner. We moved this up to step 3 in the grievance procedure. A member bypassed by seniority on additional hours/OT has been made whole. Mondelez Global LLC: Still having issues with new management on following branch seniority. We did have a member suspended due to driving violation, they will be able to keep their job as soon as they complete their courses

needed. Company went to a new system in the warehouse. Loading product in the trucks seems to be working ok, for now.

Sean Cover: Snelson Pipeline picked up a job in El Centro, we sent two Teamsters. Clark Bros. started the second phase of the west side canal project so we sent four Teamsters to drive water trucks in El Centro. Granite called for a water truck driver for the Disneyland Resort in Palm Desert. Coffman is still busy working on the truck lane going up the Summit, we have 12 Teamsters there.

Robert Stanley: Construction in San Bernardino, Riverside and Imperial counties has remained consistently busy through the summer. Granite has started work on the 40 freeway in Ludlow and 11 miles of railroad for BNSF. ARB is winding down in Victorville, thanks to all our members who work safely on that project. Snelson has started up a project in Needles at the PG&E plant. Lane Security on the 10 freeway is still going, our members are doing a great job. Master utility agreement was ratified. Riverside construction has been busy, working on a lot of highway storm damage throughout San Bernardino County. Thanks to all members for their hard work on getting roads open quickly. The out of work list is low. I want to remind everyone if you are sitting at home for two weeks please call and get on the construction list, and if you get laidoff, please call and get on the list.



**By Lee Fletcher  
Secretary-Treasurer**



With the end of the year approaching, Local 683 will start negotiations with Transdev South Bay maintenance and mechanics, and Sysco Riverside. For both companies these negotiations are coming off recent labor disputes. Members from both locations are prepared and united and it should make for some interesting bargaining sessions.

Waste Management El Cajon ratified a new five-year contract with substantial pay raises and significant pension increases.

At Sysco San Diego a meeting was held with the drivers September 3 to discuss the company creating class c routes and hiring outside employees. A grievance has been filed for not offering these routes to existing bargaining unit employees and more importantly, placing them in the van driver classification. In the past two transportation annual bids these assignments (Sysco Your Way) have been bid by all transportation department employees and paid at the semi-trailer classification wages. There was also discussion on Sysco posting a bid for warehouse department employees to perform yard spotting, that since Sysco San Diego's opening has been a transportation position. To date there has not been an awarding of this bid. If or when the bid is awarded a grievance will be

filed.

Congratulations to our newly organized Emerald Textile workers joining Teamsters Local 683. Members demand respect! Thank you, Juan Lopez and Christian Fernandez, for your hard work and dedication on this win!



**By Lindsay Dougherty  
Secretary-Treasurer**



The WGA (Writers Guild of America) have now been on strike for over 135 days and SAG-AFTRA (Screen Actors Guild-American Federation of Television and Radio Artists) has been on strike for over 60 days. This dual strike has shut down the motion picture industry almost entirely. A double strike by the Guilds hasn't happened in our industry since 1960. This historic contract fight is to address the changing nature of Hollywood by capturing streaming residuals, as well as increasing and protecting jobs while regulating the use of AI.

As reported previously, the AMPTP (Alliance of Motion Picture and Television Producers) planned an industry shutdown in anticipation of putting the writers out on strike. Their strategy was to bargain an agreement with SAG-AFTRA, and then force the WGA to agree to the pattern bargained with SAG-AFTRA. The AMPTP, which is made up of trillion-dollar and multi-billion-dollar corporations, did not anticipate that SAG-AFTRA would also be on strike. The solidarity between all the Hollywood Guilds and Unions through this contract fight was another aspect that the AMPTP wasn't expecting. Across the nation we are seeing both industry workers and the public side with the writers and actors in their fight for a fair deal. This cross-Union solidarity has been a catalyst for both Guilds to continue to build the leverage needed to address their core issues in this round of bargaining.

Solidarity however is not without sacrifice. Ultimately, these strikes have caused over 15,000 of our Teamster members to be laid off for the last several months. Some members have been out of work since January 2023, which has greatly impacted their livelihoods and financial futures. With the support of IBT General President O'Brien and General Secretary-Treasurer Zuckerman, the General Executive Board took a vote in June to allocate \$2 million to start a Teamster financial support fund to help our members and their families that are hurting. Teamsters Local 399 members, as well as all Motion Picture Division members, have been applying to the fund. We have also been hosting food distribution events in conjunction with Labor Community Services. We also continue to look for employment opportunities outside of the industry to connect our members too. If other Teamster Locals are aware of any job opportunities, please keep our members in mind.

Overall, our members, along

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with the rest of the workforce in the industry, are anxious, concerned, and the situation has gotten dire for many. Due to the nature of the multi-employer unit, the AMPTP companies have failed to bargain cohesively, and continue to drag these strikes on without little to no strategy.

I've been speaking with the WGA, SAG-AFTRA, as well as some of the companies within the AMPTP, to help resolve their issues and agree to a deal. As a division, it is our priority to help assist in ending these strikes so that our members get back to work as soon as possible. We will continue to stand in solidarity with the writers and actors and call for the employers to swiftly return to the table to bring our industry back to life.

We are beginning to work with our International on building a contract campaign for our bargaining next year with the AMPTP, to be rolled out to our members soon. We have 4 agreements with the AMPTP to be bargained next year: 'Black Book', Locations, Casting, and our Chef Assistant agreements. We will continue to host Zoom meetings on a Local and Motion Picture Division level to keep our members aware of the state of our industry and the timeline and process of our own bargaining.

Though the work in our industry has come to a grinding halt, we are still filing grievances on productions nationwide as well as dealing with outstanding and open grievances. We are working with our Local 399 auditor and in-house legal counsel to build out a grievance tracking process in our Salesforce system. Contract enforcement continues to be a priority and will especially be important when the work returns. We will need to capture each job to put our members back to work as soon as possible when the industry returns.

At the Hollywood strikes continue, I encourage our members to make certain you are connected to all our channels of communications. We will continue to send industry updates, while also sharing resources to support our members and their families during this difficult time. We will get through this and continue to build our strength and leverage for next year's bargaining. If you need assistance or are not receiving information, please reach out directly to businessagent@ht399.org.

### Local 631

Vegas Teamsters.  
Chauffeurs & Helpers



By Tommy Blitsch  
Secretary-Treasurer



Secretary-Treasurer Tommy Blitsch: Congratulations to all our Teamsters Local 631 members and their children who were awarded Teamster scholarships in 2023. Ethan Porter, son of Michael Porter (MSTS Fire), Abraham Denshaedt, son of Floyd Denshaedt (conventions), Kylie Artiaga, daughter of Rachel Artiaga (MV Transportation), and Damon Lynch, son of Lawrence Henderson (conventions) all were awarded the Teamsters Local 631 scholarship for 2023. Damon

Lynch, son of Lawrence Henderson (conventions) was awarded the Teamsters Joint Council 42 scholarship. Lauren Poullos, daughter of Evan Poullos (URS) and Rachel Gehlen, daughter of Michael Gehlen (Republic Services) were recipients of the James R. Hoffa scholarship.

We are happy to welcome 70 new members at Allegiant Stadium who perform field technician work. These members unanimously ratified their first-ever Teamsters contract! In addition, these members will be laying the field for Super Bowl LVIII at Allegiant Stadium in February of 2024.

After a year-and-a-half UPS contract campaign and negotiations, our members ratified a new five-year contract! Our members voted at the highest percentage level ever at Local 631. Our members who voted ratified the new CBA by over 93%, also the highest approval percentage ever at 631. Thank you to all our members who voted on this historic contract. Thank you to our stewards who worked hard to make sure every member had the correct information on the contract and encouraged our members to vote.

Government contracts: We have a tentative agreement with the Amentum mechanics and inspectors that was to be voted as we went to press. We are still in negotiations with the Amentum Construction PLA. Wage openers for MSTS Construction and MSTS Fire & Rescue are ongoing as well. Let's continue to keep our Union solidarity!

Construction: Tropical Storm Hilary hit Southern Nevada hard, causing extensive road damage. Eight inches of rain hit Route 157 towards Mount Charleston causing enough damage for state officials to call for a temporary closure. Holcim Teamsters have been working every day, including Saturdays, Sundays, and even Labor Day, to get the job completed as soon as possible. Las Vegas Paving also has been tasked with emergency repairs around the city. The deadline for the Formula One race inches closer and practice starts November 16. Boulder City has recently awarded two projects to LVP, at the airport, and street rehab.

The master construction agreement expires June 30, 2024. It's time to start thinking about ideas and proposals for negotiations. Several crafts have negotiated their CBAs since 2021, and all secured significant wage package increases and language changes. We are planning a meeting to review the other crafts' increases, so keep an eye out for the notices via posting and text messages. Ready Mix: Nevada Ready Mix Teamsters have been steady with work since negotiations. They are serving about 35 different jobs now. Regardless of size, NRM Teamsters are getting the concrete to the job for their customers.

Conventions: As we continue to build our strength through solidarity, we have been standing stronger and holding our contractors to do what's right and fair. Thanks to our stewards policing our contract, we are also able to hold the signatory contractors accountable, which in turn compels them to act in accordance with our collective bargaining agreement.

Freight: TForce & ABF trade show season is here - be sure to sign up on the 360 list. We are still waiting for a new contract booklet from the

IBT. If you do not have a copy of the changes and would like a contract, contact a business agent. We can email or print them out.

Precast Cemex Block and Rinker Pipe: Overtime is very low, keep an eye out for seniority violations. For extra work sign up on the 360 list at the dispatch office. Contact the business agent for questions on signing up to the 360 list. Wage allocation is coming up soon, keep an eye on the Union bulletin board for upcoming meetings.

Republic Services: Reminder - please inform the Union of any out-of-state work leaving the jurisdiction of Teamsters Local 631 and Nevada, as some of this might be assisting the company with fulfilling Blue Crew/Strike Crew lists affecting our brothers and sisters in other states and their current strikes. As always, if you have any questions, reach out to your business agents, and check your Union boards located in your lunchrooms for current information and updates. As always, please be safe out there.

CertainTeed Gypsum - the company approached the Union over market conditions, budget concerns and absenteeism, and further meetings have been requested by the company. Transdev RACC - we would like to thank Joel Hogel for his service being a Union shop steward and wish him the best of luck in retirement. Transdev fixed route operations - currently in contract negotiations.

MV Paratransit - we are further addressing the bid hour arbitration award and we had meetings with the company over the bid hour guarantee language to make sure they are properly applying the language. Movie industry - support the industry and stand strong. To all, be safe, stay hydrated, and thank you for all you do.

UPS: With our contract now ratified, if there is any discrepancy in your pay rate, please inquire in a timely manner to have it fixed. Full-time and part-time employees make sure it is clear in your scheduling whether it is Monday-Friday or Tuesday-Saturday. Please continue reporting to work on time every day, and make sure your scheduled time off is paid correctly. Peak season is quickly approaching, and sign-up sheets are posted for part-time employees to work as PVD drivers and helpers. Take advantage of this extra work which also provides you with extra pension contributions. Always protect our bargaining unit work, and don't let supervisors handle packages. Do not be afraid to call them out and file a grievance. Your hard work this time of year is not unnoticed.

### Local 481 San Diego



By Victor Torres  
Secretary-Treasurer



As we proceed into fall, Sacramento continues to be the center of one of the most significant issues impacting all residents and visitors to our state. As previously reported, the introduction of driverless vehicles to our roads and highways is knocking on our

door. The impact on all lives hinges on Assembly Bill 316, a bipartisan effort to require human operators to be present in autonomous vehicles (AV) weighing over 10,000 pounds. This is the most important piece of legislation for labor in quite some time.

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 overall concerns are technological advances without adequate safety and job protections.

AB 316 passed the State Senate. However, support from the Governor's office appears to be questionable at best. According to the Teamsters Public Affairs Council and our Joint Council leadership, the Governor has not responded favorably to AB 316. It is also being reported that the Governor's office has not responded favorably to any of the bills that the Teamsters have brought forward this year. If this remains to be the case, the Teamsters Union and all organized labor will need to take these actions, which can only be characterized as anti-Union, into consideration for any potential future endorsements from labor for Gavin Newsom as he proceeds towards his next political stop. It seems impossible for any labor organization to support a candidate, particularly a high-profile candidate like Governor Newsom who does not support working families and does not support safety for the public at large.

Poll after poll shows that the general public finds driverless vehicles, particularly driverless trucks, to be very unpopular and artificial intelligence (AI) in general to be of great concern. A subset of this driverless vehicle issue was the recent very public failure of driverless taxis in the city of San Francisco. Due to reported "bandwidth problems" countless taxis unexpectedly stopped in their tracks in and around downtown San Francisco. This resulted in major traffic jams and blocked not only regular vehicle and pedestrian traffic, it also impeded the movement of first responder vehicles and personnel from the police, ambulance and fire departments for hours. Despite assurances from industry spokespersons that this was simply a glitch, it seems apparent to the rest of us that this driverless technology is not ready for prime time.

Similar to the fight that the entertainment industry Writer's Guild and the Screen Actors Guild are waging against the negative and devastating impact unchecked AI would have in their sector, driverless trucks is our Teamsters version of AI. Fighting this fight is fighting the good fight and along with our sisters and brothers in the entertainment industry, we are prepared to fight this tooth and nail. 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 of regional and local resources to monitor all these concerns. That is the benefit of being

part of an International Union. We possess the power to make a difference from Washington, 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, we are proud to report that Neiva Reyes (San Diego Zoo - Horticulture Dept.) is a recipient of one of the 2023 John S. Lyons Foundation scholarship program awards. Congratulations to Neiva and the entire Reyes family on this development.

The Local 481 2023 scholarship program has just closed. 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 members themselves and their spouse/domestic partner to participate. Recipients of this year's scholarship awards will be announced very soon. Thank you to everyone who participated this year.

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 Eric Jimenez  
Secretary-Treasurer



No doubt the biggest news recently has been the historic UPS contract which was ratified by 86% across the country, 85% in the West and 83% in the Southwest. This contract will provide the biggest economic package and language changes members have ever seen. This includes major wage increases for both part-time and full-time members. The contract also eliminates the two-tier wage system for package drivers. Please read up on the contract for full details.

Thank you to the membership, the national negotiating committee, and the leadership of Sean O'Brien and Fred Zuckerman for achieving this major victory. The Teamsters have shown - not only the country, but the world - that when members and leadership come together, the Union can achieve what it sets out to do.

Over the past few months, Local 952 has taken many strike votes which have given the Local the ability to settle many contracts benefiting our members. Recently, Westside Building Materials has ratified a contract with major

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increases in wages. Emerald Textiles was also ratified overwhelmingly, and that agreement as well came with historic wage increases.

Pepsi members have also overwhelmingly ratified a contract with huge wage increases, and major language changes affecting our members in a positive way. The company told our Pepsi Teamster members that Local 952 was 90% of the problem during negotiations. We made it clear that our 90% would be the deciding factor to pass or turn down a contract. Thank you to the members for standing strong.

As always, Orange County – whether it be in transit or county work – has decided it will take a position of not rewarding their workers for the job they do every day. Our members that work for the county have made it clear that they will do whatever it takes to get a fair contract. Do not be surprised if you see the county of Orange struck again over the unfair treatment of its workers.

OCTA will also be coming into negotiations once again. We do not expect anything less than a hard fight. Our members have made it clear that this time they want a contract settled on time. The contract expires April 2024. Members, stay united and stay involved.

Recently, we had Engineer Work Standard (EWS) training at Local 952 put on by the IBT Warehouse Division. Thank you to all the Locals that attended and educated themselves on how to protect our members even better.

At Irvine Albertsons, we are keeping a close tab on the automation being implemented in the warehouse. We have begun effects bargaining, including bidding procedures, that will make sure the company understands our members will be protected at all cost.

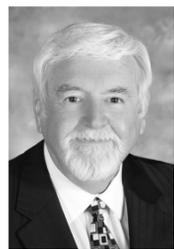
The Local won a subcontracting arbitration several months ago against CVS. However, when the company wouldn't agree on the damages, the Local was forced to go back to the arbitrator to determine the award. We expect to hear back from the arbitrator sometime early fall.

We held a job fair at the Local on September 20 for all of our Yellow Freight members who lost their jobs with the company's closing.

We are having a shop stewards training seminar on October 14. We are also looking forward to seeing everyone at our first general membership meeting after the summer break on October 21.



**By Randy Cammack**  
Secretary-Treasurer



Mike Kelley, BA: Ralphs, as all of you are aware that Kroger/Albertsons have agreed to sell 400+ stores and 8+ DCs to C+S Wholesale Grocers. The companies are promising no jobs lost and to follow all binding contracts. This is to help meet the part of the divestiture parameters. There

is a possibility that there could be an additional 230+ stores if the FTC requires them to sell off more stores. CFS is under contract to purchase them, also we'll have to see how this all plays. Just be prepared for possible movement. Stater: We will be going into the October bids. There's a possibility of moving some members up to full-time status. Remember, the big holidays are coming up. So be safe and aware out on the roads.

Scott Berghoef, BA: Hope everyone had a great and safe summer! This summer has been very busy—we negotiated several contracts. Congratulations to US Foods Fontana warehouse on your new four-year agreement. Raymond and Cesar did a great job in negotiations making sure we covered and got nearly everything the members wanted. Congratulations to Pacific Lumper service on your new four agreement. Jesus and Victor, thank you for hanging in there and fighting for the members. Hickman's Family Egg Ranch, congratulations on your new agreement, we achieved great increases for the members. Thank you, Bernie, for all your hard work. Pacific Rail Service—we are beginning bargaining this month to get you a new contract. I look forward to working with the committee to cover all the issues at the rail yard and get a new agreement. Goldstar Foods, welcome back from furlough, these next few weeks will be tough as kids begin going back to school and the case counts increase, we appreciate the work you do, and so do the families of the school districts that we service. Westrock, we have an opener for an MRA coming up this month, we will keep you informed on the progress of those negotiations. The Teamsters Union is still attacking Amazon and we need the support of all our members to assist these Amazon workers in their fight with the company. We will continue actions against Amazon every chance we get. If you are interested in finding out how you can help, please reach out to the Local so we can direct you where you can help.

UPS Agents: On 8/25/2023, the contract was ratified. As part of this announcement, we encourage all members to go visit the UPS Teamsters app and download the new contract. There are many new changes to become familiar with. For starters everyone at UPS will receive no one will make less than \$21/hr. Part-timers will keep their MRA plus a raise and for those part-timers that have been with the company 5-10 years, a longevity raise will be received. A longevity raise will be received by part-timers who have been with the company for 10-15 years and a raise for part-timers who have been there 15-20 years. For those who believe they are not getting paid the correct pay rate, please go to your shop steward to help you fill out a short on pay grievance. As a friendly reminder to the package car drivers, please do not work off the clock. This includes instances such as going into your truck to fix your load or printing maps off the clock. The contract is only as strong as those who follow it. We are Teamsters, a Union shop. If you have any questions, you can contact your shop steward. If you still need clarity, you can contact your

business agent. Teamsters strong.

Brian Wood, BA: US Foods Corona Warehouse: Congratulations on the ratification of your new five-year contract. I want to thank the negotiating committee for all their hard work, it was a hard-fought battle with your company. In this new agreement we achieved great wage increases and the Teamster pension. The members at Corona will now retire with dignity and respect. US Foods Fontana drivers: Congratulations on your new five-year contract. I truly appreciate the driver committee members for all their help. It was great to see how after a short two-year first contract with Fontana we were able to achieve almost all the members' issues in this new agreement, we achieved major increases in wages, mileage, piece rate and a reduction in health and welfare costs. I'm confident in the next agreement we will resolve more issues. Edward Don: Congratulations on the ratification of your new four-year contract. Paul Estrada did a great job helping me fight for the members, we achieved all-time high wage increases and many other benefits to help the members. I want to thank you for the overwhelming yes vote at ratification. Pasha Distribution Services: We are less than a year away from negotiating your renewal contract, please start looking through your current contract for changes you would like to see in the next agreement. I will be out soon for another breakfast meeting.



**By Victor Mineros**  
Secretary-Treasurer



Victor Mineros, Secretary-Treasurer: On July 25 the Teamsters reached the most historic agreement for workers in the history of UPS, protecting and rewarding more than 340,000 UPS Teamsters nationwide. Teamsters voted by an overwhelming 86.3 percent to ratify. The five-year contract protects and rewards our members, raising wages for full and part-time workers, creating more full-time jobs, and securing essential workplace protections, including air conditioning. The agreement passed by the highest vote for a contract in the history of Teamsters at UPS.

Rank-and-file UPS Teamsters sacrificed everything to get this country through a pandemic and enabled UPS to reap record-setting profits. Teamster labor moves America. The Union went into this fight and committed to winning for our members. We demanded the best contract in the history of UPS, and we got it. UPS has put \$30 billion in new money on the table as a direct result of these negotiations. UPS Teamsters have

changed the game, ensuring our members won an agreement that pays strong wages, rewards their labor, and doesn't require a single concession. This contract sets a new standard in the labor movement and raises the bar for all workers.

I want to sincerely thank our rank-and-file committee whose dedication stood out throughout this journey: Cesar Castro, Ruben Tiscareño Jr., George Perez, Ernie Favela and Efen Esparza. We have achieved greatness together, and I am honored to have worked alongside such an exceptional team.

Alex Moran: As the Sanitation Director of Teamsters Local 396, I am honored to lead a dedicated group of workers who play a crucial role in maintaining our communities' cleanliness and environmental sustainability. One of our recent achievements was unionizing Republic Services in Whittier. This success can be attributed, in part, to the unwavering political support provided by our Union. Republic Services plays a significant role in waste management in Whittier, and we needed to ensure their continued presence in the area. By working closely with local politicians who value the importance of responsible waste management, we safeguarded jobs and the local environment.

We are currently negotiating with CR&R in Colton. Our goal in these negotiations is clear: To secure the strongest possible contract for our members. We understand that a robust contract guarantees better working conditions and job security and reflects our members' dedication and hard work in their roles. Local 396 members at Republic Services are proud to stand in solidarity with our brothers and sisters at Republic Services who have recently organized with Teamsters Local 104. These workers are currently in the process of negotiating their first Union contract. It is a pivotal moment for them, and we are fully committed to offering our support and guidance throughout this process.

We are beginning preparations for bargaining negotiations scheduled for next year. Two significant contracts on our radar are Waste Management in Moreno Valley and Waste Management at the Carson and Southgate transfer stations. These negotiations are critical as they will directly impact the lives of our members and their families.

David Enriquez, business agent and volunteer organizer coordinator: Organizing is the lifeblood of our Local Union. We are only growing our power if we organize more workers into the Teamsters. In a historic first, Amazon drivers and dispatchers in Palmdale have joined the Teamsters. Amazon workers began an unfair labor practice strike on June 24. This group of workers have extended picket lines to eight warehouses across the U.S. during their ongoing strike, including California, New Jersey, Connecticut, Massachusetts and Michigan. To support these workers the Teamsters, in partnership with Unemployed Workers United, have created the Amazon Drivers Solidarity Fund. Donation instructions are below.

Any donations of \$1000 or less can be made online here: :https://

secure.actblue.com/donate/driver\_solidarity

Checks: Checks must be made out to the Working Families Organization with UWU/Driver Solidarity in the memo line. They can be mailed to: Working Families Organization, 77 Sands St., #6, Brooklyn, NY 11201. ACH: EIN/Tax-ID: 20-4994004, ABA #: 021000021, Account #: 743036253. Bank Info: JP Morgan Chase, 4 Metrotech Center, Brooklyn, NY 11245.

Javier Bonales, vice president: Our Local Union and numerous other dedicated Teamsters took great pride in actively participating in a momentous two-day statewide action orchestrated by the collaborative efforts of Teamsters Joint Council 7 and Joint Council 42 to advocate for the crucial passage of California Assembly Bill 316. During this pivotal event, thousands of Teamsters rallied together, forming a caravan of Teamsters trucks that proudly followed the resolute leadership of General President Sean O'Brien. This bill seeks to mandate the presence of a highly trained human operator within autonomous vehicles (AVs) weighing more than 10,000 pounds. This visionary piece of legislation, firmly supported by the Teamsters, is a testament to our collective dedication to safety and job preservation.

By ensuring a qualified human presence within the operation of heavy autonomous vehicles, AB 316 seeks to create a harmonious synergy between technological advancement and the preservation of well-compensated employment opportunities. As we move forward, our Local Union remains resolute in its determination to champion this bill's signing into law by the Governor, safeguarding both the safety of our communities and the livelihoods of our dedicated workforce.

In closing, our Local Union would like to congratulate our recently retired Local 396 members:

Robert Castilleja, Tony Choi, Enrique Diaz, Sophia Escobar, Tony Faoola, Oscar Gonzalez, Derek Grimes, James Heninger, Richard Lango, Andrew Lopez, Richie Mitchell, Herbert Moon, David Nieto, Linda Ramirez, Jaime Romo, Anthony Simoni, George Spencer, Jason Tanahara, Gabor Usztoke and Walter Willey.



**By Fred Horvath**  
Secretary-Treasurer



Negotiations Update: Clark County School District: An unprecedented two-year agreement was reached, ratified and approved by the Clark County School District (CCSD) Trustees in August. For the 1st time in over 25 years, an agreement was reached and approved before the beginning of the school year. This contract was negotiated through the joint efforts of Teamsters Local 14 and the Education Support Employee Association and produced

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\$110,000,000 for our members. Early agreements to secure a base wage increase to cover the members' share of the Nevada Public Employees Retirement System's (PERS) contribution rate increase and an additional \$11,500,000 from CCSD to cover increased medical plan premiums for the 2023-2024 school year, were previously reported. The financial terms of the new agreement include first year increases in the base hourly rate, a step increase, and a new \$2500 annual longevity stipend for employees who have completed 25 years with CCSD. Year 2 increases include another base hourly rate jump and a step increase.

There were numerous improvements in contract language throughout the rest of the contract, as the parties went through the entire agreement, deleting dated language and including important changes to the grievance and discipline processes. A 15% increase in CCSD's contribution to the employee benefit account funding was accomplished as well.

Additional dollars have been approved by the Nevada Legislature through Senate Bill 231 that appropriated \$250,000,000 specifically for additional increases in hourly pay rates for teachers and support staff across Nevada's school districts. State regulators continue to finalize the details of the legislation and there will be approximately \$65,000,000 over the next 2 years available for our members at CCSD. Local 14 leadership anticipates that by the time of the printing of this article, negotiations will be in their final stages, if not completed, detailing the specifics of how these dollars will be spent over the next 2 years. We anticipate up to an additional base wage increase coming from SB 231 dollars. As stated above, these dollars are a 2-year commitment from the state legislators, and it will be critically important that all of us work with our Assembly and Senate representatives and the Governor to see that these dollars are appropriated again in the 2025 legislative session. The teacher's association has refused to

include language that reflects these dollars are a one-time amount from the Legislature and may be willing to leave over \$100,000,000 on the table. Our bargaining committee made it clear to CCSD immediately that we would not keep our members from receiving \$62,000,000 over the next two years. The memorandum of agreement that will be approved by the CCSD Trustees will acknowledge these dollars were a one-time appropriation and again, this is a call to action to all members of Local 14 to start now in moving our legislative initiative to see these resources are once again appropriated by the 2025 Legislature.

City of North Las Vegas: Three new three-year agreements were ratified by our membership and approved by city council on September 20. These agreements provided membership with an additional base wage increase on top of the previously negotiated base wage increase, in recognition of the previously mentioned increase in the Nevada PERS contribution rate increase. A \$1200 lump-sum pay-

ment for all members and a \$1100 lump-sum payment for members who have reached the top of the wage schedule were also negotiated. The \$1100 payment will also occur for eligible members in the 2nd and 3rd year of the contracts. Base wage increases in years 2 and 3 are driven by a cost-of-living formula, step increases are included in each year of the contracts, and the 9-step wage schedule will be reduced to 8-steps during the term of the agreements. Employees will once again have the ability to cash-out banked holidays on an annual basis and we were successful in having the city continue to absorb 100% of funding for health and welfare benefits.

City of Henderson: These protracted discussions continued as of mid-September towards three successor contracts. Our latest offer to the city is for a 2-year contract.

City of Boulder City Electrical Contract: In an unfortunate waste of taxpayer and membership resources, the fact-finding and binding arbitration process defined

in Nevada Revised Statute 288 continues. This contract expired on June 30, 2022, and the market rates for journeyman linemen have increased significantly and continue to do so due to the shortage of journeymen across the country. It could be early 2024 before a final arbitration decision emerges. The city did not manage their purchase power costs over the last two years and experienced a 500% increase in power costs and appear to want our journeymen members to pay for their incompetence. With over \$36,000,000 in unrestricted cash in the Utility Enterprise Fund and the difference between our current offers being approximately \$500,000 over three years, this is very disappointing, to say the least.

Sysco: Members overwhelmingly rejected an initial tentative agreement in early September and additional bargaining sessions were scheduled for early October.

We successfully negotiated new agreements for Albertsons Liquor Distribution and Lincoln County members as well.

# RETIREE CORNER

UNION  STRONG

**SAN BERNARDINO:** Teamster Retirees meet on the 4th Saturday of the month at Teamsters Local 166, 18597 Valley Blvd., Bloomington. Our next meeting will be held Saturday, October 28 at 10 a.m. Coffee and snacks always, speakers from time to time. For more information call Dean (951) 564-8706. This is the last publication for this year, hope you have a great Thanksgiving dinner with your family and very happy holidays. See you all in our meetings.

**LONG BEACH:** We invite all retirees to our meetings on the 1st Saturday of the month, except in July, August and September. We

are back and our next meeting is October 7. Join us for coffee and donuts, our meetings start at 9:30 a.m. at Teamsters Local 848, 3888 Cherry Ave., Long Beach. Our annual SCTRA Luncheon was on August 19, it was a great success, we held it at Local 848, where everyone received a door prize. We hope everyone had a safe and enjoyable summer. For more information call Tony Mosqueda (323) 569-9127 Thank God for the Teamsters.

**SAN DIEGO:** Our meetings are October 19, November 16, December 21, and January 18. 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. and are preceded by coffee and donuts at 9. The club is open to all retired members of Locals 36 (166), 481, 542 and 683. The club is partially sponsored by the generous donations of the Locals. Annual membership dues are \$15 per person. We have various speakers throughout the year, monthly raffles, spring and fall luncheons. We hope you join us. John Norman, president of the Teamsters Retiree Club of San Diego, can be reached at jdnrock542@gmail.com or 619-562-5796.

**MONTEBELLO:** Our condolences

to the family of Juan Gonzales, who passed away recently. May he rest in peace. We attended the annual SCTRA luncheon on August 19 at Teamster Local 848. Thanks to Eric Tate, chief of 848, for making his Local available to us, and the 848 E-Board. We also attended the Labor Day parade and rally at Banning Park in Wilmington, both were well attended. We all had a good time seeing old friends and meeting new ones. We meet the 4th Thursday of the month at the VFW Post 7734, 9128 Bermudez St., Pico Rivera at 1 p.m. Come and join us when you are close by, we welcome all Teamsters. Call Phil Zamora (562)

230-4144 for more information.

**EL MONTE:** Greetings to all retirees. We meet the 3rd Thursday of the month at the VFW Post 8070, 250 E. 1st St., Azusa at 10:30 a.m., except in July and August. Next meeting Thursday, October 19. We have speakers from time to time, however always coffee, donuts and good conversation. All retirees and spouses are invited to our meetings. For those that did not attend the annual SCTRA luncheon you missed good food and a great time. For more information, please call Charles Fuller (714) 742-5775 or Frank Jimenez (626) 494-1571.

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chosen by the Local 986 Executive Board to process the mailing of campaign literature. Four criteria must be adhered to by all candidates seeking the use of West Coast Mailers facilities for electioneering.

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

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

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

**FOURTH:** West Coast Mailers utilizes first class and third class mail.

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

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

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



**Local 986**

**Aviso de Nominaciones y Elección de oficiales**

Nominaciones para el puesto

de Presidente, Vice-Presidente, Secretario-Tesorero, Secretario de Actas o registros y tres Fideicomisarios del Local de Teamsters 986 serán recibidas en una Junta Especial de la membresía del Local de Union el sábado, 4 de Noviembre de 2023 a las 9:00 a.m. en el Salón de Juntas de Teamsters Local 986, 1430 East Holt Ave., Covina, CA 91724.

La duración del periodo será desde Enero 1, 2024 hasta Diciembre 31, 2026. La regla, que requiere la asistencia del 50% en las juntas de membresía no será necesaria. Los miembros cuyo lugar del empleo o punto para reportarse es de más de 75 millas del edificio de la Oficina de los Teamsters en 1430 East Holt Ave., Covina, podrán nominar o secundar una nominación por escrito sometida a Eugene W. Hulsey, Arbitro, 525 Santiago Avenue, Long Beach, CA 90814. Una nominación o segunda por escrito deberá ser recibida no más tarde de las 12:00 del mediodía el viernes, 3 de Noviembre de 2023. El escrito deberá decir si es una nominación o está secundando, el nombre del miembro que es nominado o secundado y el puesto para el cual está siendo nominado o secundado. Esté tendrá que ser firmado por el miembro de la unión que sometió la nominación o la segunda nominación y debe incluir los últimos cuatro números de su seguro social.

Habrà una elección de oficiales de Teamsters Local 986 para los puestos de Presidente, Vice-Presidente, Secretario-Tesorero, Secretario de Actas o registros y tres (3) Fideicomisarios para un término de

tres años empezando Enero 1, 2024 y terminando Diciembre 31, 2026.

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

Jueves, 14 de Diciembre de 2023  
11:00 a.m. a 5:00 p.m.

Teamsters Local 986 Meeting Hall  
1430 East Holt Ave.  
Covina, CA 91724

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

Las boletas serán contadas en Teamsters Local 986 Meeting Hall, 1430 East Holt Ave., Covina, CA 91724 empezando a las 5:00 p.m. el día jueves, 14 de Diciembre de 2023.

Boletas por ausencia por medio del correo solamente serán permitidas en esta elección. Deberá pedir esta boleta por escrito y enviarla al siguiente domicilio: Eugene W. Hulsey, Arbitro, 525 Santiago Avenue, Long Beach, CA 90814. En cuanto usted requiera su forma para boleta por ausencia, se le enviará a su domicilio todo material tocante a la boleta por ausencia. Puede obtener una forma para una boleta de ausencia de su Representante de Negocios o en las oficinas del Local 986 en Covina, 1430 East Holt Ave., entre las horas de 7:00 a.m. a 5:00 p.m., de Lunes a Viernes. Las formas no podrán ser obtenidas después del día miércoles, 6 de Diciembre 2023,

y para que sean contadas, las boletas de ausencia tienen que ser enviadas y recibidas en el Apartado Postal de Correo, rentado para esta elección, a más tardar a las 9:00 a.m. el día jueves, 14 de Diciembre de 2023. Un miembro puede votar por medio de una boleta de ausencia si es más conveniente.

Para ser elegible para votar en esta elección, el miembro tiene que tener sus cuotas pagadas hasta el mes de Noviembre, 2023. La oficina del Local aceptará sus cuotas para el propósito de ser elegible para votar en esta elección hasta las 5:00 p.m. el día miércoles, 13 de Diciembre 2023. West Coast Mailers, 5630 Borwick Avenue, South Gate, CA 90280, es la agencia que ha sido seleccionada por la Junta Directiva del Local 986 para procesar el envío de propaganda de la campaña. Cuatro puntos de vista tienen que adherirse por todos los candidatos que buscan el uso de las facilidades de West Coast Mailers para el uso electoral.

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

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

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

**CUARTO:** West Coast Mailers utiliza correo de primera clase y tercera clase. Preguntas, clarificaciones,

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

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

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

**UNITED WE STAND**



**DIVIDED WE FALL**

# Official Teamster Notices & Announcements

★★★

## Local 166

The traditional Local 166 holiday meetings will resume in December on the following schedule:

Monday, Dec. 4  
7 p.m.  
Barstow High School Gym  
430 S. 1st Ave  
Barstow 92311

Tuesday, Dec. 5  
7 p.m.  
UCR Palm Desert Center  
75080 Frank Sinatra Dr.  
Palm Desert 92211

Thursday, Dec. 7  
7 p.m.  
Doubletree Hotel  
285 E. Hospitality Ln.  
San Bernardino 92408

Saturday, Dec. 9  
2 p.m.  
Local 542 Hall  
4666 Mission Gorge Pl.  
San Diego 92120

★★★

## 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.

Meeting will be held on the following date:

Sunday, October 22

Members with questions about the meetings can email: [businessagent@ht399.org](mailto:businessagent@ht399.org)

★★★

## 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:

October 12  
November 9  
December 1

★★★

## Local 631

### Notice of Nominations & Election of Officers

Nominations for the Offices of Secretary-Treasurer, President, Vice President, Recording Secretary and three Trustees of Local 631 will be held at a special membership meeting at 7:00 p.m. Monday, November 13, 2023 in the Local 631 Meeting Hall located at 700 North Lamb Blvd., Las Vegas, NV. The new term of office shall begin January 1, 2024, and end December 31, 2026.

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

be otherwise eligible to hold office if elected.

In the event only one candidate is nominated for any office, where the number of candidates nominated does not exceed the number of vacant offices, the nominees shall be declared duly elected at the nomination meeting, effective January 1, 2024.

For any contested offices, a mail referendum ballot election will be conducted. Ballots will be mailed to all active members on or about November 22, 2023. Ballots will be counted at the Union Hall on Friday, December 15, 2023. In order to be counted, your ballot must be in the Post Office Box rented for the election by 11:00 a.m., December 15, 2023, when the ballots will be picked up and brought to the Union Hall to be counted. To be eligible to have your ballot counted, your dues must be paid through the month of November 2023. The last day you may pay your dues to ensure your eligibility to have your ballot counted will be 5:00 p.m. on December 14, 2023.

If you do not receive a ballot by December 2, 2023, or if you lose or deface your ballot, you may request a duplicate ballot by calling UniElect Election Services call number 1-855-240-0363. You will be required to provide identifying information.

In order to allow the necessary time for processing, no duplicate ballots can be requested after December 4, 2023. It is your responsibility to ensure the Local Union has your current address on file. If you have recently moved or have not received Local Union correspondence, the IBT magazine or the Joint Council Newspaper, you should immediately notify the Local Union of your current address. Please read the NOTICE ALL MEMBERS section in the Joint Council Newspaper for further details.

★★★

## Local 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 Ave., Pasadena 91103.

Check Union bulletin boards for meeting information.

Next meetings are October 29 & November 19.

★★★

## 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:

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.

★★★

## Local 986

### Notice of Nominations & Election of Officers

Nominations for the offices of President, Vice President, Secretary-Treasurer, Recording Secretary and three Trustees of Teamsters Local 986 will be received at a Special Membership meeting of the Local Union on Saturday, November 4, 2023, at 9:00 a.m. at Teamsters Local 986 Meeting Hall, 1430 East Holt Ave., Covina, CA 91724.

The ensuing term shall be from

## NOTICE ALL MEMBERS!

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

**The following nomination and election rules for officers' elections apply to all local unions.**

**See your local union notice for time, date, place and further details.**

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

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

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

Unless otherwise noted in your Local Union's notice of nominations, every member in good standing in accordance with

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

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

In walk-in ballot elections the Local Union shall provide for a system of absentee voting by mail only upon application to the Secretary-Treasurer not less than five (5) days prior to the

## ¡AVISO A TODOS LOS MIEMBROS!

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

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

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

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

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

Si no hay otro aviso en el boletín de las nominaciones de

su Local de Unión, todo miembro que este activo de acuerdo con la Constitución Internacional y los Reglamentos de su Local de Unión y ha estado en bienestar con su Local de Unión por 24 meses consecutivos antes del mes de las nominaciones y que ha trabajado por un periodo de 24 meses consecutivos como miembro y bajo la jurisdicción del Local de Unión, es elegible para asumir un puesto si el elegido. Estare en bienestar con su Local de Unión por un periodo de 24 meses consecutivos significa que las cuotas deben haber sido pagadas en o antes del último día de negocio del mes por un periodo de 24 meses consecutivos con anterioridad a la nominación sin ninguna interrupción en la membresía activa en el Local de Unión por causa de suspensión, expulsado, retiros, transferencia o faltar en pagar multas o cargos.

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

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

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

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

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

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

January 1, 2024, to December 31, 2026. The rule requiring attendance at 50% of the membership meetings shall not be invoked. Members whose place of employment or reporting point is more than 75 miles from the Teamsters Office at 1430 East Holt Ave., Covina, may nominate or second a nomination in writing submitted to Eugene W. Hulsey, Arbitrator at 525 Santiago Avenue, Long Beach, CA 90814. A written nomination or second must be received no later than 12:00 noon Friday, November 3, 2023. The writing shall state whether it is a nomination or a second, the name of the member being nominated or seconded and the office for which the nomination or second is being made. It shall be signed by the member submitting the nomination or second and shall include the last four digits of their social security number.

There will be an election of officers in Teamsters Local 986 for the offices of President, Vice President, Secretary-Treasurer, Recording Secretary and three (3) Trustees for a three-year term of office commencing January 1, 2024 and ending December 31, 2026.

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

Thursday, December 14, 2023  
11:00 a.m. to 5:00 p.m.  
Teamsters Local 986 Meeting Hall  
1430 East Holt Ave.  
Covina, CA 91724

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

The ballots will be counted at Teamsters Local 986 Meeting Hall, 1430 East Holt Ave., Covina, CA 91724 commencing at 5:00 p.m. on Thursday, December 14, 2023.

Absentee balloting by mail only

will be permitted in this election upon written request mailed to the following address: Eugene W. Hulsey, Arbitrator, 525 Santiago Avenue, Long Beach, CA 90814. Absentee balloting material will be mailed to the member's address after he/she mails in the absentee ballot request. An Absentee Ballot Request Form may be obtained from your Business Representative or at Local 986, Covina Office, 1430 East Holt Ave., between 7:00 a.m. and 5:00 p.m., Monday through Friday. Absentee ballot requests may not be obtained after Wednesday, December 6, 2023, and in order to be counted, absentee ballots must

be mailed in and received in the Post Office Box rented for this purpose, no later than 9:00 a.m. on Thursday, December 14, 2023. A member may vote by absentee ballot if it is more convenient for the member to vote by absentee ballot.

To be eligible to vote in the election, a member must have his/her dues paid through the month of November 2023. The Local Union office will accept dues for the purpose of being eligible to vote in this election up to 5:00 p.m. on Wednesday, December 13, 2023. West Coast Mailers, 5630 Borwick Avenue, South Gate, CA 90280, is the agency which has been

continued on previous page

## Moving?

### LET US KNOW

October 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 \_\_\_\_\_

Email \_\_\_\_\_

Last 4 digits of Social Security # \_\_\_\_\_

Employer \_\_\_\_\_

Are You Retired? YES \_\_\_\_\_ NO \_\_\_\_\_

Old Address Here

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