



How Teamsters must approach the “sharing economy”

By DOUG BLOCH

Joint Council 7 Political Director

Since Uber was launched in San Francisco in 2011, the company, now valued at \$62.5 billion, has expanded to 58 countries and 300 cities worldwide. Initially established as an alternative to the taxi industry, Uber is expanding into package and food delivery, paratransit, and public transit. As Teamsters, we should be very, very worried.

At the core of Uber and these other platform-based companies is a model that is not new to our union. Uber hires drivers as so-called “independent contractors,” meaning the drivers are responsible for their vehicles, their insurance, their gas – everything. Uber pays no payroll taxes, social security, and worker’s compensation – nothing. They claim they are not an employer but an “app.” And the drivers have no legal right to organize or collectively bargain because they are not employees under the law.

Finishing what deregulation started

If this sounds familiar to you, it should. This model grew out of the ashes of deregulation of trucking in the 1980s. Prior to that, we were the largest and strongest union in the country. Our strength and numbers were based primarily on the National Master Freight Agreement, which at that time, covered all trucking coast-to-coast. In the first five years after deregulation, half of the trucking companies in the U.S. went out of business. Fast forward to now, when we have two companies left in that Agreement. Uber’s goal would be to complete the job that deregulation started. Scary stuff indeed.

Every day, UPS Teamsters share the road and compete with misclassified “independent contractors” driving for FedEx. Our ongoing but slow efforts to organize port truck drivers have led to some drivers being reclassified into employees under the threat of penalties from the State of California. We’ve passed legislation in California that increases penalties on employers who deliberately misclassify their employees. And here in the Bay Area, we are negotiating Project Labor Agreements that will help us crack down on misclassification of drivers engaged in on-haul and off-haul of materials to and from construction sites.

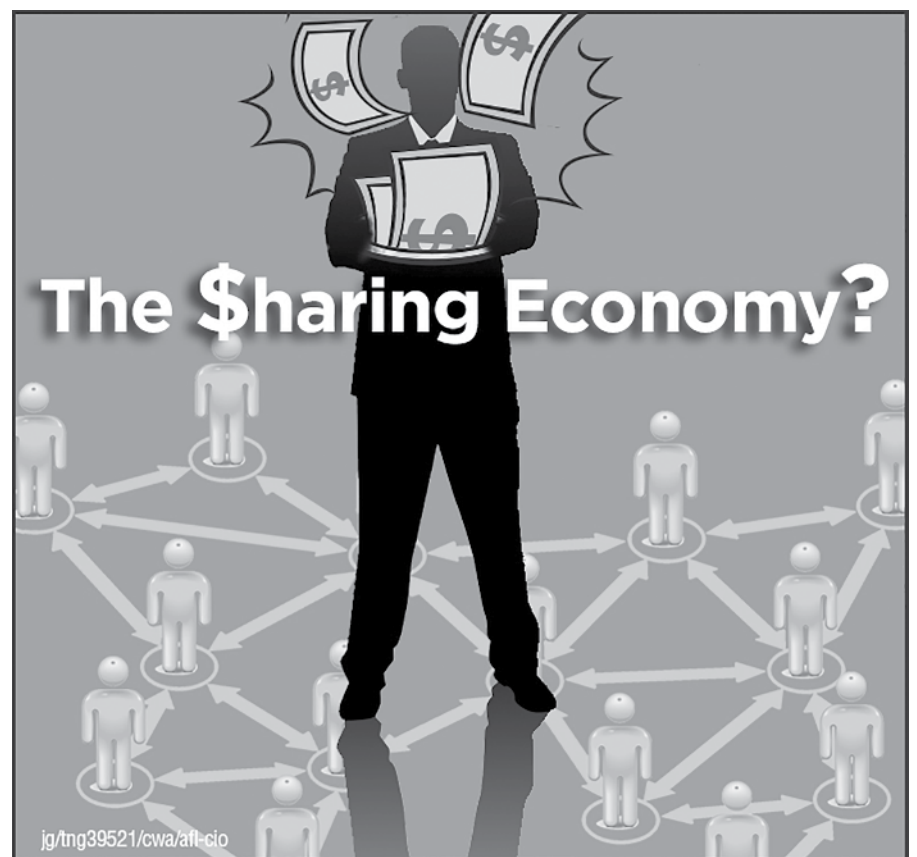
Yet as old as this problem is to the Teamsters, we see many politicians who are with us on other issues but not on this. Somehow these apps are a shiny, sexy new thing to them. At the risk of quoting Sarah Palin, all it looks like to me is “lipstick on a pig.”

These companies, whether Uber or AirBnb, have one primary political agenda: stop local, state, and federal governments from regulating them. Look only to San Francisco over last year’s fight around regulating AirBnb, a battle that impacted Teamsters Local 856 members in the hotel industry. AirBnb spent historic amounts of money to beat off increased regulations and played in local politics in a way we have not encountered before on the employer side. Uber is dumping more money into politics and hiring sophisticated consultants to make their case.

The Teamster challenge

This presents a challenge to Teamsters. We have to step up our political game lest we be squashed. Every penny you contribute to DRIVE—our political action fund—counts. Registering to vote and casting your ballot counts. And as we go into the 2016 election cycle, look to Joint Council 7 to step up our game.

So what are we doing? We are engaging with high tech and winning. By the time you receive this paper, Joint Council President Rome Aloise’s pioneering campaign will have organized roughly 1,000 shuttle bus drivers who work under contracts



with companies including Facebook, Apple, Yahoo, and more. We have negotiated contracts that are bringing these drivers into the middle class. We have joined with other unions and community allies in a coalition called Silicon Valley Rising. We expect our coalition to organize 3-5,000 more workers this year in high tech. That is power.

We are going after all the ways that employers try and dodge responsibility for their workers. Teamsters Local 350 won an incredible victory last year against the garbage company Republic at the National Labor Relations Board. The Board’s rule will hold employers who contract with staffing agencies jointly liable when we organize their workers and negotiate contracts. We won similar legislation in California in 2014, led by the campaign at Taylor Farms, which holds employers and their staffing agencies jointly liable for wage and hour violations, worker’s comp, and health and safety laws. And as this paper goes to press, we just launched a ballot initiative with Silicon Valley Rising in San Jose that will require employers to offer qualified part-time employees additional hours instead of hiring more part-timers or temps.

Which brings me back to Uber. We fought a series of bills last year in Sacramento that would’ve allowed Uber to go after our jobs. All that will be back on the table this year. In Seattle, Teamsters Local 117 successfully convinced the Seattle City

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James R. Hoffa Scholarship Fund

Applications are now being accepted for the 2016-2017 James R. Hoffa Memorial Scholarship Fund (JRHMSF) for high school seniors.

The Fund will provide two types of scholarships. Several will be \$10,000 grants, payable over four years. The other group will be one-time \$1,000 grants.

Recipients must be the child or financially dependent grandchild of a Teamster member in good standing. Awardees are selected by an impartial committee of university admissions and financial aid directors based on academic achievement, SAT/ACT scores, character, potential, and financial need.

Go to: www.teamster.org and search for **scholarship**. The application deadline is **March 31, 2016**.

Note: Joint Council 7 has several winners every year. Like with the Lottery, you can't win if you don't apply!



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As Teamsters, we must all participate in the political process

As the New Year gets underway, the Teamsters see a lot of work on the horizon. In a nutshell, we have a very busy political season with the Presidential race and many important state and local elections. We have many contracts open for renegotiation. And we're apprehensive about a Supreme Court ruling on the "Friedrichs" case that will likely affect many of our public sector members.

Get involved this election season

The Presidential campaigns obviously have been going on for a long time already. The Republicans have put up almost 20 candidates in their attempt to win over the voters. None of these candidates, not a single one, and certainly none of the front runners, has any sympathy or desire to help workers. Republicans not only want to destroy unions and the political power we represent, but they're doing all they can to destroy the middle class, in spite of their lip service to the contrary.

We have witnessed brutal attacks all over the country by right-wing Republican Governors and legislatures undermining the very underpinnings of workers' rights and protections. We saw this first in Wisconsin, then in Michigan and Ohio, and in a number of other states. Some examples of this are Right to Work (for less), the out and out taking away of bargaining rights for public employees, and attacks on prevailing wage laws.

All of these and many other attacks on working people have been generated by billionaires plowing money into the campaigns of Republicans that dance to their bidding. The election process, in many ways, has been stolen from the general public and put into the hands of the giant corporations and the wealthy 1%.

Fortunately, we have not fallen prey to this in California. This is not to say that big corporate and private money hasn't been poured into California campaigns in an attempt to undermine our laws that protect working people and that recognize the role unions play protect and improve the lives of workers and their families.

This brings me to the point of again stressing how important participation in the political process is for you and your families.

We need all of our members and their families to be registered to vote, and once that happens, we need you to actually VOTE.

Your union makes recommendations based on a time-consuming and involved process. We fully vet the candidates, question them on issues that pertain to working people, and if they have held public office, we review their records prior to giving any endorsement. This process happens for hundreds of offices, from the the President of the United States down to candidates

for school board and waste districts. This happens at the General Executive Board, at the Joint Council and at your Local Union level. We take this very seriously.

That is why, when you see recommendations in this newsletter later in the year, you can be assured that these candidates and propositions have been thoroughly reviewed so that they are the best candidates and propositions that we determine are supportive of our goals and needs. In California, we have worked very hard to make the Teamsters presence and opinions very important to those who represent us in Sacramento. We need to maintain this and build on it.

Stand up for Taylor Farms workers

We finally heard from the National Labor Relations Board that they are moving forward with a bargaining order and 52

unfair labor practice charges against Taylor Farms. Unfortunately, as this goes to press, we are anticipating that Taylor Farms has decided it will not work to settle the issues in Tracy and will, instead, spend millions on continuing to fight their workers' right to be represented by the Teamsters.

This is particularly frustrating because Teamsters Local 890 represents 2,500 workers at the Taylor Farms operation in Salinas, and by all accounts, the relationship has worked well for the members and the company. Why Bruce Taylor has decided to get into a war with us in Tracy is a mystery to us all.

However, we cannot let this go without obtaining a victory for the hard working people who make Taylor Farms a success. Over the next few months, you will see the fight ramp up and we will be asking our members to step up and help in many ways.

Supporting the workers at Taylor Farms



Workers learn that the Labor Board finally issued an order demanding that Taylor Farms bargain with the Teamsters on their behalf.

In March, 2014, the workers at a Taylor Farms' food processing unit in Tracy voted on having union representation. However, the election was so fraught with irregularities that the National Labor Relations Board confiscated the ballots. Twenty months later, in December, 2015, the Board determined that the company had committed so many unfair labor practices, a fair election was unlikely to be possible. They issued a bargaining order, meaning that Taylor Farms had to bargain with Teamsters Local 601.

Unfortunately, initial talks have not gone well. "If the company does not start working with us to resolve the issues, this fight will begin soon," says Joint Council 7 President Rome Aloise. "We will do all we can for the Taylor Farms workers at the bargaining table, but we can only win with support from all of our members."

Bad player Bauer's IT gets benched from Super Bowl 50

After Teamsters Local 853 broke the bubble in organizing the high tech shuttle driver industry, with successful drives and contract negotiations in 2015 at Loop Transportation and at Compass Transportation, it became clear that the workers in this industry were primed to get union representation. That's when Local 665 took on San Francisco-based Bauer's Intelligent Transportation.

While the workers were ready for a union, Bauer's pulled out all the stops to obstruct the union's advance. First they formed a "company union" that the drivers never voted for but that claimed to negotiate a contract in their name. This obvious attempt was quickly quashed by the National Labor Relations Board. The phony union was abolished and a real union election was scheduled for November.

Unfortunately, the company kept up its dirty tricks, and the election was lost. Believing that the election was rigged and that the company conducted numerous unfair labor practices, Local 665 is fighting for the Labor Board to issue a bargaining order. A hearing is scheduled in February.

Taking the campaign one step further, the Teamsters ensured that Bauer's was sitting on the bench when Super Bowl 50 activities demand a huge number of shuttle buses and limos to ferry workers and fans to dozens of events and the big game itself. The Teamsters learned, a week before the event, that the Super Bowl 50 Host Committee had, in the interest of labor peace, dropped consideration of Bauer's to provide shuttle services.

Approaching the "sharing economy" challenge

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Council to pass legislation giving app-based and taxi drivers the right to organize and collectively bargain. Of course, the ride-sharing companies are challenging it. Here on the home front, similar legislation is being considered at the state level. We are evaluating it.

At the same time, Uber is facing a class-action lawsuit here alleging they are misclassifying their drivers as independent contractors instead of employees. Similarly, separate rulings from both the California Department of Labor Standards Enforcement and the Employment Development Department establish that these drivers are indeed employees. Uber is appealing. We need to be ready.

These issues are not going away, especially in the Bay Area. Uber just bought the old Sears building in downtown Oakland—a huge real estate purchase—and its top rival, Lyft, has headquarters in San Francisco. Working people in those cities are being priced out of

"They said that they wanted the fans to have a good experience at the Super Bowl, that a lot of people are coming to San Francisco, and that San Francisco values labor harmony and wants labor harmony around the Super Bowl," Doug Bloch, political director with Teamsters Joint Council 7, told the *San Francisco Chronicle*.

**Bauer's was
dropped in the
interest of labor
peace...**

According to *The Chronicle*, elected officials, including Mayor Ed Lee and Supervisor Scott Wiener, who authored a policy requiring "labor harmony" for bus companies participating in the city's corporate-shuttle program, urged the committee to reject Bauer's. Wiener raised the issue at a Board of Supervisors hearing on Super Bowl events.

"The whole point of the labor harmony resolution was to make sure we didn't have labor disruptions that would undermine traffic flow," he said, "and to make sure drivers were paid reasonable wages and benefits."

Bloch and Local 665 worked for weeks to lobby both City officials and the Host Committee to exclude Bauer's. "We sent letters to Recology, the city's garbage collector, and several union hotels, informing them of the dispute with Bauer's and threatening picket lines," Bloch says.

"Of course, our members who collect trash, work at hotels, and provide other services for major events like this would never cross a picket line. All of this action could feasibly have caused untold inconvenience to just the people the city wants to court," Bloch added. "We're glad the City and the Host Committee did the right thing and benched Bauer's."

neighborhoods as rents and housing prices reach astronomical levels. We see politics changing in those cities as a result.

Whether in Sacramento, San Francisco, or Washington DC, when we raise these issues around Uber and high tech, inevitably, some politician will accuse us of being "against innovation." They tell us that Uber and others are disrupting the economy and industries in a good way.

That's why it's important that we have new Teamsters bus drivers like Scott Peebles, whose story hit the front page of the *San Francisco Chronicle* newspaper as an Apple driver living in his car in San Francisco. Now, under his Teamster contract, he has a home.

So, to any politician who criticizes us, we can tell them that we are **disrupting inequality** in the tech sector. Look to Joint Council 7 to stay engaged; these are big fights and our jobs depend on it.

BY BEESON TAYER & BODINE

Obamacare's "Cadillac Tax" delayed two years

An Appropriations Act signed into law by President Obama, on December 20, 2015 delays the effective date of the Excise Tax on High-Cost Employer Sponsored Health Coverage (aka the "Cadillac Tax") for two years, from 2018 until 2020.

The Cadillac Tax is a 40% tax imposed on the cost of healthcare coverage. In 2020, if a Union plan costs more than \$27,500 a year, (this amount may be increased by 2020), everything over that limit is taxed at 40%. For example, if in 2020, the plan costs \$30,000 per year, that's \$2,500 over the \$27,500 Cadillac threshold. The Plan will have to pay a tax of 40% of \$2,500 = \$1,000 per member.

This delay is good news for unions as the Cadillac Tax, when and if it goes into effect, will make it harder for unions to keep negotiating for strong benefits because it adds a huge tax burden to the cost of the plan. The tax will also give employers even greater reason to try to withdraw from union plans and cut benefits.

Will the Tax be Repealed Entirely?

The delay of the Cadillac Tax had strong bipartisan support as well as support from major corporations, unions, and insurance companies that have joined together to formally campaign against the tax. These groups have said they will continue to lobby Congress for its repeal. As both the Republican and Democratic presidential candidates have publicly said they will support a repeal of the tax, the current conventional wisdom is that the tax may be repealed entirely after the 2016 election.

**Learn more about your union
and get your Teamster news
on the web!**



**Joint Council 7:
www.teamstersjc7.org**

**International Teamsters:
www.teamster.org**

AROUND THE LOCALS



LOCAL 431

Training prepares members to work on High Speed Rail



Local 431's first "Hazwoper" class gets certified to do work on High Speed Rail.

Local 431 is readying its members for the High Speed Rail project to get into high gear. Many aspects of the project will bring more work to the Central Valley. Much of this work will be done by Teamsters, such as demolition, hazmat abatement and much more.

Local 431, with the help of the Northern California Teamsters Apprenticeship Training (NCTAT) Director Phil Winters, held a "hazwoper" class in January to help certify over a dozen Teamster construction hands in the proper handling of hazardous material. "Many of those who seek work on the High Speed Rail project will require this type of certification," says Local 431 President Peter Nuñez. "We are lucky to have the NCTAT as a valuable resource. Thanks to NCTAT and Phil Winters for all the assistance."



LOCAL 856

Standing up for fairness in Concord

Early on a brisk morning late last fall, City of Concord Teamsters stood gathered around their representative, 856 Vice President Rudy Gonzalez, at the Local's Concord meeting space, listening intently as he spoke of fairness and the importance of standing up for what was just.

In a few moments, the Teamsters would hoist picket signs and disperse in teams to the sidewalks lining Concord City Hall and in front of the city's corporation yard on Gasoline Alley.

Days earlier, members of both the Administrative, Clerical and Technical and Field and Operations units had overwhelmingly authorized strike action in protest of city management's unfair practices against its employees.

Nearly 100 members walked off the job for the one-day action, which took place on November 18.

"It was quite a sight to see so many Teamsters on the line, standing together, sending a message to management: an injury to one is an injury to all," said Gonzalez.



Members who work for the City of Concord took to the streets for fairness on November 18.

"In my 18 years with the City, this is the first time I've seen the ATC & F/O units come together like this," said Steward Lisa Jardine, a treasury technician for the city. "On that day, we were united as employees who just wanted to be treated fairly," she said.

The strike drew considerable media attention and supportive honks from passers-by as the Teamsters formed a procession and chanted along busy Willow Pass Road in front of city hall.

"It's easy to talk about solidarity, but Concord Teamsters put their words into action," said Teamsters 856 Principal Officer Peter Finn. "We are ready to stand up and aggressively pursue what is right."

LOCAL 665

Talks with Clover Dairy open

Local 665 members employed at Clover-Stornetta Dairy gathered in January to assemble proposals for upcoming contract talks.

"These Teamsters, involved in both production and delivery, are proud of the work they perform for this locally-owned dairy," says Mark Gleason, Secretary-Treasurer of Local 665. "Contract talks will proceed with an eye on achieving improvements."

Clover-Stornetta includes the smiling face of Clo the Cow, who's pun-filled advertising greets shoppers at stores like Safeway and Costco. The line of products produced and delivered by 180 Teamsters includes organic milk, cheese and butter sourced from 27 North Coast farms.

Contract talks will certainly include discussion of



Teamsters will be looking for an improved contract with Clo the Cow and her company Clover-Stornetta.

new employment opportunities at a 64,000 square foot distribution facility scheduled for to open in 2017.

"The new facility will offer expansion of business, which is good news for our members," says Business Agent Michael Yates, who along

with Local 665 President Ralph Miranda, will be coordinating contract talks with Clover.

The coming months will be a time for the members at Clover to stick together as talks continue toward a new agreement.

"These Teamsters at Clover were united during our proposal meeting. I know they'll remain strong as the negotiations proceed," Yates said.

LOCAL 2010

Steward trainings bring in hundreds of new leaders



This is just a small group of the hundreds of steward activists/leaders trained throughout the UC system.

When Teamsters Local 2010 set out to build a strong network of union stewards in 2013, it seemed overly-ambitious to some, and to many, just flat-out impossible. However, in just two years of conversations and trainings, we can confidently say that we have achieved just that.

After our final steward trainings of 2015, we now have a representational program second to none with hundreds of trained stewards at every chapter of the UC.

“Our leaders have an inspiring drive to help their colleagues and protect workplace rights,” said Secretary-Treasurer Jason Rabinowitz. “It has been a privilege to work with so many of our members who want to make real change in the UC system.”

Steward trainings have been taught by an array of experienced Teamster members such as Rabinowitz, Legal Director John Varga, Staff Attorney Abenicio Cisneros, and Regional Directors Tanya Akel and Keith Uriarte. Trainings covered introductory topics such as duty of fair representation and Weingarten rights while integrating more advanced topics like grievance-handling and organizing for power in the workplace.

“I came mainly because of some of the people who approached me earlier in the year,” UCI Steward Mark Green said. “I got the union bug and wanted to educate myself so I can educate my coworkers.”

Hands-on activities were key to all the trainings, with leaders doing mock disciplinary meetings, creating and investigating grievances, and organizing workplace actions.

“The Northern California Steward Training was invigorating,” UCSF Steward Cordis Webb said. “I would recommend this training to anyone ready to make a change in their workplace.”

Over the years, Local 2010 stewards have not only applied their training when representing members in disciplinary situations, but have become union activists. Many have organized and led their own issue-based actions, lobbied politicians at the State Capitol and even became elected leaders of Teamsters Local 2010.

We encourage anyone who is ready to make a difference to come to a union meeting, contact their union representative, and most importantly, become a full-voting member of the Teamsters. Together, we will create a better UC.



Local 137 stewards and activists spent a day in November honing their steward skills.

LOCAL 137

Seminar trains stewards from across Northern California

Members and stewards from Marysville, Chico, Redding, Fall River Mills, Eureka and elsewhere in Northern California met in Redding on November 14, 2015 for the annual Stewards Training Seminar. Legal counsel John Provost assisted Local 137 staff in educating the participants on the role of stewards in the workplace and how to represent members in disciplinary meetings (Weingarten Rights).

The Local welcomed new stewards and activists from the newly-organized unit at Waste Management, as well several Organizing Committee Members from Butte County. More than 1,000 Butte County employees will be voting for Teamsters representation in the next few months.

LOCAL 853

Another shuttle victory

Topping off a string of organizing victories with Silicon Valley shuttle bus drivers, Local 853 closed the year by organizing the We Drive U shuttle drivers. In November, these drivers ratified a strong agreement providing for significant wages, benefit improvements and gains mirroring or exceeding the Facebook/Loop Transportation contract already in place.

“This is another step in making extraordinary improvements to the working conditions and overall livelihoods of tech shuttle drivers,” said Secretary-Treasurer Rome Aloise. “We are moving to bring drivers in the entire shuttle bus industry into the Teamsters Union to create a level playing field on costs and so that the richest companies in the world are assured of quality, experienced drivers for the valuable employees they service.”

In addition to organizing shuttle drivers, Local 853, along with other Teamster Locals and other unions, is part of Silicon Valley Rising, working together to bring union power to the thousands of workers who provide services for Silicon Valley’s wealthiest companies.

“Local 853 got the ball rolling and saw it gather steam in 2015,” adds Aloise. “We have big plans for the coming year.”

LOCALS 517 & 533

Members keep military jets in the air

Teamsters Locals 517 and 533 recently completed successful negotiations with Dyncorp International, a private military contractor in aviation maintenance.

Here is the team from the Naval Air Station in Lemoore, CA and the Business Agents of Local 517. “Thank you to all the Teamster members who are keeping our military jets in the air,” Local 517 Secretary-Treasurer Chester Suniga said.



From left: Members who work at Dyncorp Int'l.: Stuart DeFord, Robert Villegas, Jose Angel Alatorre, Quincy Gann, John Wenzel and Local 517 Business Agents Gary Jenkins, Danny Smith, and Secretary-Treasurer Chester Suniga.

LOCAL 70 Oakland

General Membership Meetings:

January 21, Thursday, 7:00 p.m.
February 25, Thursday, 7:00 p.m.
March 26, Saturday, 10:00 a.m.
April 16, Saturday, 10:00 a.m.
May 26, Thursday, 7:00 p.m.
June 18, Saturday, 10:00 a.m.
July – August MEETINGS
SUSPENDED FOR SUMMER
September 17, Saturday, 10:00 a.m.
October 27, Thursday, 7:00 p.m.
November 5, Saturday, 10:00 a.m.
December 15, Thursday, 7:00 p.m.

Stewards Council Meetings

March 26, Saturday, 9:00 a.m.
April 16, Saturday, 9:00 a.m.
June 18, Saturday, 9:00 a.m.
September 17, Saturday, 9:00 a.m.

Sick Benefit Meetings

2nd Tuesdays of the month, 7:00 p.m.
All meetings are held at Teamsters
Local 70, unless otherwise notified.
Marty Frates, Secretary-Treasurer

LOCAL 87 Bakersfield

General Membership Meetings:

All meetings are held at Teamsters
Local 87, 2531 G Street, Bakersfield,
CA

NOTE: All meetings start promptly
at 10:00 a.m.

Sunday, January 24
Sunday, February 28
Sunday, March 20
Sunday, April 24
Sunday, May 22
Sunday, September 25
Sunday, October 23
Sunday, November 20
Sunday, December 18

June, July & August—Suspended
*Joseph H. Sumlin,
Secretary-Treasurer*

LOCAL 137 Redding

General Membership Meetings

will be held at 5:00 p.m. at Local 137,
3540 S. Market St., in Redding on:
January 22, 2016
February 19, 2016
March 25, 2016
April 22, 2016
May 13, 2016
June/July/August – Suspended

September 23, 2016
October 28, 2016
November 18, 2016
December 16, 2016

Dave Hawley, Secretary-Treasurer

LOCAL 150 Sacramento

General Membership Meetings:

First Wednesday of the month, 7
p.m. at Local 150, 7120 East Parkway,
Sacramento
Wednesday, February 3
Wednesday, March 2
Wednesday, April 6
Wednesday, May 4
Wednesday, June 1
Wednesday, July 6
Wednesday, August 3
Wednesday, September 7
Wednesday, October 5
Wednesday, November 2
Wednesday, December 7

*Mario Contreras,
Secretary-Treasurer*

LOCAL 287 San Jose

General Membership Meetings:

2nd Tuesday of the month, 7:00 p.m.,
at Teamsters Local 287, 1452 North
Fourth St., San Jose
Tuesday, February 9
Tuesday, March 8
Tuesday, April 12
Tuesday, May 10
Tuesday, June 14
[Meetings suspended: July-Aug-Sept]
Tuesday, October 11
Tuesday, November 8
Tuesday, December 13

Stewards meetings: Last Thursday
of the month, 7:00 p.m.

Bob Blanchet, Secretary-Treasurer

LOCAL 315 Martinez

General Membership Meetings

are generally held on the 2nd
Wednesday of the month at 8:00
p.m. with the exception of Saturday,
May 14 and October 8, when the
meeting begins at 9:00 a.m.
New Member Orientation begins at
7:30 p.m.

The 2016 meeting locations as follows:

Martinez Union Hall

2727 Alhambra Ave., Martinez:

Wednesday, February 10
Wednesday, April 13;
Saturday, May 14,
Wednesday, July 13,
Wednesday, Aug 10,
Saturday, Oct 8,
Wednesday, , Nov 9

Vallejo Union Hall

445 Nebraska Street, Vallejo:

Wednesday, March 9,
Wednesday, June 8,
Wednesday, September 14
Wednesday, December 14

Directions: www.teamsters315.com

*Don E. Garcia,
Secretary-Treasurer*

LOCAL 350 Daly City

San Francisco General

Membership Meetings:

Electricians Hall, 55 Fillmore Street,
San Francisco, CA 94117
March 10, Thursday, 6:00 p.m.
June 9, Thursday, 6:00 p.m.
September 8, Thursday, 6:00 p.m.

San Francisco General

Membership Christmas Meeting:

Best Western Grosvenor Hotel,
380 South Airport Blvd., South San
Francisco, CA 94080
December 8, Thursday, 6:00 p.m.

San Jose General Membership

Meetings:
Teamsters Local 287, 1452 North
Fourth Street, San Jose, CA 95112
March 23, Wednesday, 7:00 p.m.
June 22, Wednesday, 7:00 p.m.
September 28, Wednesday, 7:00 p.m.

San Jose General Membership

Christmas Meeting:
Holiday Inn San Jose – Silicon Valley
Hotel, 1350 North 1st Street, San
Jose, CA 95112

December 21, Wednesday, 7:00 p.m.

*Larry Daugherty,
Secretary-Treasurer*

LOCAL 386 Modesto

General Membership Meetings

are held 2nd Thursday of the month,
11 a.m. and 7 p.m., at Local 386,
1225 13th Street, Modesto.
Jeff Berdion, Secretary-Treasurer

LOCAL 431 Fresno

Membership Meetings are held the
first Thursday of each month (**
unless otherwise noted due to con-
flicting meetings), 7:30 p.m. at Local
431 Membership Hall, 1140 W.
Olive, Fresno. A vote will be held
at the May 12th meeting to deter-
mine suspension of summer months'
meetings.

**February 11, **March 10, **April
14, **May 12, June 2, **July 14,
August 4, **September 8, October 6,
**November 10, December 1

Peter Nunez, President

LOCAL 439 Stockton

General Membership Meetings

are held 3rd Wednesday of the
month, 7 p.m., at Local 439, 1531
East Fremont St., Stockton
Tel: 209-948-9592

Ken Guertin, Secretary-Treasurer

LOCAL 517 Visalia

General Membership Meetings:

Visalia: Local 517 Union Hall, 512
W. Oak St., Visalia
9:00 a.m. and 6:00 p.m.
Feb. 18 bylaw Proposal Meeting,
April 21, June 16, August 18,
October 20, December 15

Fresno: Local 431 Union Hall, 1140
W. Olive, Fresno
5:00 p.m.

March 17, May 19, July 21,
September 15, November 17
(Note: All dates subject to change.)

*Chester Suniga,
Secretary-Treasurer*

LOCAL 533 Reno

General Membership Meetings:

Teamsters Local 533 Hall, 240
Gentry Way, Reno. Meetings are on
the third Thursday of each month at
7:00 p.m.

Thursday, February 18
Thursday, March 17
Thursday, April 21
Thursday, May 19
Thursday, June 16



Thursday, July 21
Thursday, August 18
Thursday, September 15
Thursday, October 20
Thursday, November 17
Thursday, December 15

*Debbie Calkins,
Secretary-Treasurer*

LOCAL 601 Stockton

General Membership Meetings:
Stockton: 3rd Tuesday of the month,
7 p.m., at Local 601, 745 East Miner
Ave., Stockton

Yuba City: 4th Tuesday of the
month, 7 p.m., 326 B St., Yuba City
*Ashley Alvarado,
Secretary-Treasurer*

LOCAL 665 San Francisco

General Membership Meetings:
will be held according to the follow-
ing schedule:

4th Tuesdays at 6:00 p.m., 1500
Franklin Street, San Francisco
January 26, March 22, May 24

4th Tuesdays at 6:00 p.m., 1371
Neotomas Ave., Santa Rosa
February 23, April 26

3rd Tuesday, June 21, at 6:00 p.m.,
1371 Neotomas Ave., Santa Rosa

Please note: a special vote will be
taken at the June 21 General meeting
to suspend the General
Membership meetings for July,
August and September.

4th Tuesday, Oct 25, at 6:00 p.m.,
1371 Neotomas Ave., Santa Rosa

3rd Tuesday, Nov 15, at 6:00 p.m.,
1500 Franklin Street, San Francisco
3rd Tuesday, Dec 20, at 6:00 p.m.,
1371 Neotomas Ave., Santa Rosa

*Mark Gleason,
Secretary-Treasurer*

LOCAL 853 Oakland

General Membership Meetings
are held the second Thursday of the
month, 7 p.m., at Teamsters Local
853 Meeting Room, 7750 Pardee
Lane, Oakland.

Rome Aloise, Secretary-Treasurer

LOCAL 856 San Bruno

2016 General Membership Meetings

Tuesday, January 26, 6:00 p.m.
Tuesday, February 23, 6:00 p.m.
Tuesday, March 29, 6:00 p.m.
Tuesday, April 26, 6:00 p.m.
Tuesday, May 31, 6:00 p.m.
June, July and August Meetings –
Cancelled

Tuesday, September 27, 6:00 p.m.
Tuesday, October 25, 6:00 p.m.
November “Annual Thanksgiving
Meeting” – To Be Announced
December Meeting – Cancelled

All meetings are held at Teamsters
Local 856 “Chetcuti Hall,” 453 San
Mateo Avenue, San Bruno, unless
otherwise notified.

Peter Finn, Secretary-Treasurer

LOCAL 890 Salinas

General Membership Meetings
are the second Thursday of the month
at Teamsters Local 890, 207 North
Sanborn Road, Salinas, at 8 p.m.

Crescencio Diaz, President

LOCAL 896 Nor Cal

Monthly Membership Meeting

Dates Branch 1:

10 a.m. Saturday January 30
10 a.m. Saturday February 20
10 a.m. Saturday March 19
10 a.m. Saturday April 30
10 a.m. Saturday May 21
10 a.m. Saturday June 18
10 a.m. Saturday July 30
10 a.m. Saturday August 27
10 a.m. Saturday September 24
10 a.m. Saturday October 29
10 a.m. Saturday November 19
10 a.m. Saturday December 10

Branch 1 meetings will be held at:
T.A.P. Office, 300 Pendleton Way,
Oakland, CA 94621

Monthly Membership Meeting

Dates Branch 2:

3:30 p.m. Tuesday January 26
3:30 p.m. Tuesday February 23
9:30 a.m. Sunday March 20
3:30 p.m. Tuesday April 26
3:30 p.m. Tuesday May 24
9:30 a.m. Sunday June 19

3:30 p.m. Tuesday July 26
3:30 p.m. Tuesday August 30
9:30 a.m. Sunday September 25
3:30 p.m. Tuesday October 25
3:30 p.m. Tuesday November 15
9:30 a.m. Saturday December 10
Branch 2 meetings will be held at:
Suisun Senior Center, 318 Merganser
Dr., Suisun, CA 94585

Phil Cooper, Secretary-Treasurer

LOCAL 912 Watsonville

General Membership Meetings
are held the 4th Tuesday of the
month, 12 noon and 7 p.m., at Local
912, 22 East 5th St., Watsonville
Brad Sebring, Secretary-Treasurer

LOCAL 948 Visalia/Modesto

General Membership Meetings:

Visalia: Second Thursday of the
month at Teamsters Local 948
Meeting Hall, at Teamsters Local
948, 2354 W. Whitendale Ave.,
Visalia, at 7 p.m.

Modesto: Third Tuesday of the
month at Teamsters Local 948
Meeting Hall, at Teamsters Local
948, 1222 I Street, Modesto, at 7 p.m.
Adam Ochoa, Secretary-Treasurer

LOCAL 2010 Oakland

General Membership Meetings
are generally held on the Saturday
following the 2nd Thursday of every
month at 9 a.m. with the exceptions
noted below. Meetings are held at
Local 2010’s Nor Cal office: 400
Roland Way, Suite 2010, Oakland,
CA 94621 AND So Cal office: 9900
Flower Street, Bellflower, CA 90706.
Members may attend either location
for any meeting, because the locations
are linked by video conference.

Meeting Dates:

February 20 (3rd Saturday)

March 12

April 16 (3rd Saturday)

May 14

June 11

July 16 (3rd Saturday)*

August 13*

September 10

October 15 (3rd Saturday)

November 19 (3rd Saturday)

December 10

*Summer meetings are subject to
cancellation; please check team-
sters2010.org for updates.

*Jason Rabinowitz,
Secretary-Treasurer*

LOCAL 2785 San Francisco

General Membership Meetings
are held the 3rd Tuesday of the
month, 7:30 p.m., at the American
Legion Post 409, 757 San Mateo
Ave., San Bruno.

Joseph Cilia, Secretary-Treasurer

RETIREE CLUBS

Sacramento Teamsters Retirees Association:

Meetings are held on the last
Wednesday of each month at 1:00
p.m. at **Teamsters Local 150** at
7120 East Parkway, Sacramento, CA
95823

Teamster Retirees Central Valley Chapter

Locals 431, 517 and 948
Luncheon Meetings held the 1st
Monday of every month. 11:00 a.m.
at Home Town Buffet in Clovis.
(No meetings held June or July).

Teamsters Local 2785 Retirees Club

Luncheon meetings will be held at
11:30 a.m. at the South San Francisco
Elks Lodge at 920 Stonegate Drive
on:

Tuesday, March 8, 2016

Tuesday, June 14, 2016

Tuesday, September 13, 2016

Tuesday, December 13, 2016

Annual Picnic: Friday, September
23, 2016 at Coyote Point Park,
1701 Coyote Point Drive, San Mateo
New members are welcome!

The California Teamsters are represented at the California Legislature and before state administrative agencies by the California Teamsters Public Affairs Council. Barry Broad and Shane Gusman are the Legislative Representatives and Marsi Newman is the Public Affairs Administrator.

Per Capita Tax

All Teamsters affiliated with Joint Councils 7 and 42 support the California Teamsters Public Affairs Council through a per capita tax of 25 cents per member per month, from union dues. Twenty five percent (25%) of this is set aside in the Political Action Committee from which the Executive Committee makes campaign contributions.

Executive Committee

Rome Aloise, President of Joint Council 7 and Randy Cammack, President of Joint Council 42 serve as Co-Chairs of the Executive Committee, which supervises the staff of the Council.

Policy Committee

The policy committee shall consist of the Principal Officers of every local union represented by Joint Council 7 and Joint Council 42. The committee is responsible for the development of the Council’s long-term political, legislative and education policy, screening candidates and making recommendations for endorsement for statewide offices.

Any questions about the California Teamsters Public Affairs Council may be addressed to California Teamsters Public Affairs Council, 1127 11th St., Ste. 512, Sacramento, CA 95814. Phone: (916) 446-0291 and FAX (916) 446-9321. E-mail: info@teamsterctpac.org.



YOUR LOCAL UNION PHONE NUMBERS

70	510-569-9317
87	661-327-8594
137	530-243-0232
150	916-392-7070
287	408-453-0287
315	925-228-2246
350	650-757-7290
386	209-526-2755
431	559-486-5410
439	209-948-9592
517	559-627-9993
533	775-348-6060
601	209-948-2800
665	888-770-3948
853	510-895-8853
856	650-635-0111
890	831-424-5743
896	707-644-8896
912	831-724-0683
948	559-625-1061
2010	510-845-2221
2785	415-467-0450
GCUI, Dist Cncl 2	800-333-4388

Alcohol and Drug Treatment – Buyer Beware

If you or your family member are considering substance abuse treatment, please call the TAP or TARP program.

With changes in Federal legislation increasing substance and mental health treatment benefits, treatment programs are competing for the newly-available insurance money and, consequently, for those who are seeking treatment. This article contains information important to consider before you embark on the road to obtaining treatment.

You have all seen an increase in the number of advertisements offering to help people find the right treatment center for a drug and alcohol problem. There’s a reason why.

Alcohol and drug rehabilitation is a \$19 billion industry treating one of every ten of the 23 million Americans addicted to alcohol or drugs. This is approximately 2.5 million patients in more than 14,500 facilities, according to the Substance Abuse and Mental Health Services Administration (SAMHSA) and National Institute on Drug Abuse (NIDA).

Because TAP is a service to participating Trust Funds with a goal of providing access to quality treatment at an affordable price to Teamsters and their covered dependents, we stay informed about changes in treatment and treatment programs. That’s our job.

TAP contracts with treatment centers and conducts ongoing program evaluations to make sure treatment rendered to Teamsters and their loved ones is delivered by qualified counselors and that treatment is tailored to each person’s specific needs.

The National Institute on Drug Abuse estimates the relapse rate among drug addicts to be 40% to 60% and treatment centers may be part of the problem. Anne Fletcher is an award winning medical writer whose book, *Inside Rehab*, blames some relapses on an industry that relies too much on one-size-fits-all methods. Fletcher writes that counselors are often untrained and, “There’s a great deal of inconsistency in the quality of care provided across programs.” This is precisely why TAP monitors programs.

Because addiction is a lifelong problem, treatment is, at best, a possible start to a solution, not a cure. There are many problems with the drug/alcohol rehab industry and substance abuse is a difficult problem to treat. One simple truth is the treatment is not always that effective.

Just because a treatment program charges a lot of money does not mean trendy alternative therapies lead to higher success rates.

Beware of high-priced luxury programs that quote high success rates and offer exotic therapies. One Malibu program claims a 70% “success” rate. The problem is how “success” is defined and who does the measuring. Treatment programs do their own research and follow only some of their patients for at most, a

few years. Ask yourself, if a program is only three years old, how can it profess any “success” rate for a life-long problem? One research study defined “success” as completion of the program, while another used self-reports by patients over the telephone in a one-year follow-up after treatment; both did not account for patients who did not respond to telephone calls.

Luxury programs may offer high-rent locations, heated pools, horseback-riding, ocean views, spas with massage, yoga, Reiki, surfing, boating and hiking at a cost of \$7,000-\$8,000 per month for a private room.

But these programs do not necessarily produce better outcomes. There is no conclusive research to show that alternative approaches work. Some experts suggest these are offered to help programs achieve a marketing advantage.

Some studies show that many lower-cost programs, particularly publicly-funded ones, have the same (and sometimes better) long-term outcomes. One treatment center consultant, psychiatrist

David Reiss, MD suggests that high priced programs may not address the most important issues facing their patients. He believes programs may not be willing to confront people as much if it risks them leaving the program and losing a lot of money.

Treatment center staff is the critical component to any program, but that doesn’t mean they necessarily have an advanced degree. A 2012 National Center on Addiction and Substance Abuse at Columbia University report found only one state required substance abuse treatment staff to have a master’s degree; 14 states require no licensing or certification, and 14 states required only a high school diploma or GED to obtain the proper credentials.

Because there are no clearly-delineated, consistent and regulated national standards in the industry, TAP requires all in-panel treatment centers to be certified by the Commission on Accreditation of Rehabilitation Facilities (CARF), which was founded in 1966 as an independent, nonprofit accreditor of health and human services. TAP also requires all contracted programs to have psychiatric consultants as more than 50% of addicts and alcoholics have at least one other mental disorder such as depression, anxiety or bipolar disorder according to the National Institute of Mental Health.

The final thing to consider before pursuing an out-of-panel treatment provider is the predatory nature of some advertisers. You may see late night ads for 800 numbers offering to help loved ones or the suffering alcohol or drug abusing person themselves find the right treatment, which may be fully covered through insurance. The truth is that there are substantial copayments, often far more than 50% of the luxury program cost—in the neighborhood of \$35-40,000.

For more information about treatment options, call TAP: 510-562-3600 or TARP: 209-572-6966.

Save the Date — April 20th

**32nd Annual Teamsters’ Assistance Program
Labor/Management Golf Tournament
Poppy Ridge Golf Course
Livermore, California
Wednesday, April 20, 2016**



Mark your calendar and save the date

Registration packets will be mailed shortly

TAP is a joint Labor Management non-profit 501c(3)