



JC7: Making waves and headline news

By DOUG BLOCH

JC7 Political Director

Joint Council 7 continues to make the news under President Rome Aloise's leadership. In 2016 alone, Joint Council 7 has been featured in more than 50 newspaper articles, radio, and television stories.

Why are we making headlines? We are at the forefront in organizing new workers, defending our jobs, and passing legislation that lifts up workers everywhere. Here are a few places you may have seen us in the news:

Silicon Valley Rising

The campaign to organize high tech shuttle bus drivers in Silicon Valley is still making waves throughout the country. It started in 2015, when hundreds of drivers with Loop and Compass Transportation joined Local 853, negotiating strong contracts that deliver living wages and good benefits. They drive for Facebook, Apple, eBay, and more. In March, 110 drivers at WeDriveU who drive for Google also joined Local 853.

In San Francisco and Santa Clara, Local 665 continues to fight for Bauer's IT drivers. Last year, under pressure from the National Labor Relations Board (NLRB), the company disbanded a sham union they hastily

organized to keep us out. A new election was scheduled, but Bauer's allegedly threatened workers with their jobs if they voted in the union and fired someone a week before the election, leading Teamsters to once again take to the streets. Now, the NLRB is looking at Bauer's and the election may be overturned.

Meantime, Teamsters turned up the heat in San Francisco, where Bauer's was poised to get a lucrative contract for Super Bowl 50. But the tide turned when Locals 350, 856, and 2785 notified San Francisco that Teamster picket lines could interfere with garbage service, hotel service, and Super Bowl activities at the Convention Center. Teamsters celebrated when Bauer's lost the contract. The *San Francisco Chronicle* reported, "S.F. bus firm sidelined after threat of Super Bowl picketing." Remember that the next time your employer wants to take away strike language in bargaining!

We are not done with Bauer's. Last year, we ran a successful campaign to get the San Francisco Municipal Transportation Agency (SFMTA) to adopt a "labor harmony" requirement for shuttle buses using their bus stops. Nobody wants to see Teamster pickets interfering with regular bus service in San Francisco. One week before Bauer's

was set to get a new permit, 100 Teamsters blocked Bauer's buses and tied up the morning commute. The Board of Supervisors introduced a unanimous resolution calling on the SFMTA to deny Bauer's a new permit to operate, and one week later, that permit was denied. The headline in *Mother Jones* magazine read, "Tech-Shuttle Giant Given the Boot in San Francisco." Bauer's is appealing the decision and now our attention is focused on encouraging



Teamsters from across Joint Council 7 converge on the capitol in April to support the \$15 minimum wage.

their clients, including Cisco and Zynga, to use a responsible company.

Fighting for justice at Taylor Farms

Over in Tracy, the campaign at Taylor Farms continues. Last year, the NLRB issued a bargaining order against Taylor Farms based on the assertion that a majority of the workers demonstrated their support for the union prior to the election, but the company's anti-union activities made a fair election impossible. In fact, the NLRB cited Taylor Farms for more than 50 separate violations of federal labor laws. The NLRB ordered Taylor Farms to sit down and bargain a contract with us. Unfortunately, the company refuses.

Starting this month, Teamsters and community allies took the campaign to Taylor Farms customers, leafleting at Chipotle restaurants in Manteca, San Jose, Sacramento, Los Angeles, and Las Vegas. The *Salinas Californian*, home to Taylor Farms' headquarters, reported, "Union Targets Taylor Farms through Chipotle." This campaign is spreading.

Raising the minimum wage

Taylor Farms workers also helped make history when California adopted \$15 minimum wage this month. Worker Velia Perez from Taylor Farms

testified before a key committee in the California legislature and joined Local 601 to lobby legislators. We were tasked with helping deliver key votes from the Central Valley.

The following day, nearly 100 members from almost every Local in our Joint Council flooded the Capitol, helping win an incredible victory that will bring a \$15 minimum wage to all California workers by 2023. This increase is estimated to impact 5.6 million workers, or the entire bottom third of the state's workforce. This will help ease the downward pressure at the bargaining table on our contracts from non-union competition.

Rome Aloise flew to Los Angeles to join Governor Brown at the bill signing ceremony and his picture was featured in headlines around the country.

Taking on the sharing economy

Teamsters are no strangers to the issues of employers misclassifying their workers as independent contractors instead of employees. Not only is it illegal for independent contractors to organize a union, but the burden is put on the drivers to pay for their vehicles, including gas, insurance, and repairs. And worse, the employers don't pay

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Annual Joint Council 7 Harry Polland/ Robert Morales Scholarship Program – Applications Due

Joint Council 7 is pleased to announce the Annual Teamsters Joint Council 7 Harry Polland/Robert Morales Scholarship Fund. This program will provide \$1,000 to the child of one member in each of the following affiliated Local Unions: 70, 87, 137, 150, 287, 315, 350, 386, 431, 439, 517, 533, 601, 665, 853, 856, 890, 896, 912, 948, 2010, 2785, GCC-District Council 2.

Eligibility

Applicants are eligible for scholarships to attend a college, university, or trade school when their parent or legal guardian (proof may be required) is an active member in good standing of one of the previously-listed Local Unions. Elected officials and employees of Teamsters Local Unions and Joint Councils, and their families, are not eligible.

Criteria

Grade point average of 2.0 (based on a 4.0 system) upon high school graduation.

How to Apply

Applicants must complete an application and return it to a Joint Council 7 office or to the office of any of the Local Unions affiliated with the Joint Council (see above) by no later than July 1, 2016, along with the following:

1. High school or college transcript through most recent semester.
2. Resume of school and/or community activities.
3. Two page handwritten or typed essay on "The Importance of Labor Unions."
4. Recent photograph of applicant.

Where to Get Applications

Applications may be obtained from your Local Union or from the Joint Council 7 office.

Joint Council 7 is proud to support the higher education of Teamster families!



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Fighting for what's right benefits our own economic interests

Fighting for minimum wage increases

I want to start off by congratulating all of our members in Joint Council 7, as your strong support and confidence in our political programs have again paid off big time for thousands of workers in our state.

As you most probably know by now, the legislature passed a bill raising the minimum wage over a number of years to \$15 per hour. Many of you who make considerably more than this now may think that this is not a big deal; I can assure you that it is.

While it is not nearly enough for someone to raise a family on, many workers in our state do just that. They struggle on minimum wage jobs, trying to make ends meet, deciding which bills to pay and whether to pay rent or feed their children. It is not a good life, so perhaps by raising the levels we help them while giving a boost to everyone else. By raising the floor, it has been proven that employers who pay more than minimum wage are forced economically to consider raising the wages they pay as well.

I am proud that I was asked by the Governor to participate in the process of putting the legislation together and then to stand with him when he announced that the legislation was complete. This act demonstrates our commitment to all working people, and confirms the fact that our influence as Teamsters is sought out by the lawmakers in our state.

The long race for President

Of course, we are watching the Presidential nominations race play out all over the country and fill the nightly news. If it seems like the campaign has been going on forever, that's because it has been. The process, in my opinion, is too long and dragged out, which in turn makes it incredibly expensive. The candidates remaining in the race have been running for years already.

The Trump campaign reminds me of the Schwarzenegger campaign back in 2003. Many of our members bought into the celebrity of his campaign and his so-called "non-politician" status; they believed he would be different from the career politicians that we often see on the ballot. I tried to explain that he was a Republican who could care less about workers, was inexperienced, and could be led around by those forces who are intent on destroying unions and undermining workers' protections. But many of our members still voted for him.

What happened? He completely gutted the Workers' Compensation regulations that protect workers who are hurt on the job; we still have not recovered from this. Until you need Workers' Comp, you won't realize that you have been completely disadvantaged by the changes he put into effect years ago.

One of Schwarzenegger's first moves was to get rid of the 8-hour day. Many of you had protections for this in your contract, but many workers did not. Much work was needed to get the legislature to put back the 8-hour day.



Rome Aloise (R) stands behind Governor Brown in Los Angeles as the governor signs the bill to increase the minimum wage.

Trump will be 100 times worse. First, he has already said that he wants a national "Right to Work" for less law. This would completely tear apart our strength as a union, as we have seen it do so in the states where the Republicans have recently enacted these types of laws.

Trump is divisive, blames immigrants for everything that is wrong with the economy, is anti-woman, and has shown that he is nothing more than a billionaire bully. Some of our members buy into the "Make America Great Again" theme that Trump is hawking. Frankly, all he will do is tear this country further apart.

The divisions we have now between the haves and the have nots, between the 1% and the 99%, between giant corporations and workers will only be exacerbated. It scares me to think that any worker, and especially any union member, would even consider voting for such an idiotic symbol of everything we should be against.

Please—if you are someone who has fallen under the Trump spell, think long and hard before you put your mark next to his name.

The Teamsters have not endorsed a candidate during the primary season. Both Democratic candidates, on their worst day, would be better than any of the Republicans. By our next edition, the two candidates ought to be clearly in place and we can discuss it further.

Courage in Tracy

I have previously talked about Taylor Farms and the incredible and courageous struggle that the workers have been going through in the Tracy plant to gain a union. This campaign has dragged on for two years and many of the workers have been fired, unfairly disciplined, and made to endure horrible harassment by their employer—just because they want a union.

The National Labor Relations Board, finally, after a ridiculously long time, has issued complaints against the company for almost 60 Unfair Labor Practices and they ordered the company to bargain with the union. Rather than comply with the NLRB's ruling, Taylor Farms has chosen to hire an army of attorneys to fight their findings. They will spend millions in an attempt to prevent the workers from gaining a right to bargain and be protected.

That this employer would rather throw money at attorneys than pay his workers decently and allow them to work in a safe and protected fashion is the worst form of union-busting. Joint Council 7, along with Local 601, has vowed to fight as long as it takes to win these workers the union they want. The International Union has also committed to fighting this injustice.

We are currently leafleting Chipotle, which is one of Taylor Farms' largest customers, and soon will expand the fight to others that use their products.

This is a fight that all of you should be concerned about. Allowing harassment and union-busting to happen to any worker undermines all of us. As a union of workers, we cannot stand for it.

Teamsters Make News

Continued from page 1

for health insurance, workers' compensation, social security, or payroll taxes. If you are a so-called independent contractor and get sick or injured on the job, it's on you to take care of it.

We've been fighting misclassification at the ports and in construction trucking, but now we have Uber and Lyft exploding this business model and moving into package delivery, paratransit, and public transit. They are competing directly with our jobs.

This month Joint Council 7 made international headlines when we helped scuttle the settlement of a class action lawsuit on behalf of Lyft drivers in California. Working with Lyft drivers, we raised objections, mostly because the settlement left Lyft's business model intact and didn't include enough money for the drivers. The judge agreed. As *Wired* magazine reported, "Judge says Lyft's \$12M Settlement Doesn't Pay Drivers Enough." There is more on this to come.

Defending American jobs

The International Brotherhood of Teamsters has made it a top priority to defeat the Trans-Pacific Partnership (TPP), a trade agreement between the U.S. and 11 other countries. We know that trade agreements, such as NAFTA, have cost America many good jobs in manufacturing and food processing. As Director of both the Teamsters Food Processing Division and the Dairy Conference, Aloise knows that the TPP stands to threaten more than 10,000 good Teamster jobs in California's dairy industry. Last year, Joint Council 7 met with key Congressional representatives in their district offices and in D.C. Local 431 took the lead in staging demonstrations outside Rep. Jim Costa's office in Fresno.

Although most California Democratic representatives were with us on this, Congressman Ami Bera in Sacramento broke ranks with labor in a

dramatic fashion when he granted President Obama "Fast Track" authority to negotiate the TPP without Congressional oversight.

To add insult to injury, Bera voted in favor of a spending bill in 2015 that included provisions of the Multiemployer Pension Reform Act of 2014. This bill opened the door for the Central States Pension Fund to propose drastic and devastating cuts to some Teamster retirees' pensions.

In 2012 and 2014, Bera won very close elections with tremendous support from labor, including Teamsters Local 150. Four thousand Teamsters live in his district, and he won by 1,455 votes. Do the math and you will see why our support is critical.

This time around, Local 150 and Joint Council 7 decided to endorse Republican Scott Jones. Not only is Jones good on the TPP, he supports Project Labor Agreements and values collective bargaining. As Aloise always says, we encourage members to vote with their pocketbooks, not their parties. Although that means we endorse more Democrats than Republicans, in this case the choice was clear. Following our endorsement, the *Sacramento Bee* reported, "Rep. Ami Bera's path suddenly gets tougher."

Stepping up our political game

Finally, on the subject of endorsements, as you will see on this page, Joint Council 7 wrapped up our endorsement list for the June primary. This follows months of interviews with candidates from Bakersfield up to the border. The Joint Council is making an unprecedented number of endorsements in local races, a real testament to our increased political involvement since Aloise became Joint Council 7 President.

Every day, elected officials vote on issues that impact our contracts, our families, and our communities. Your local union took the time to sit and meet with these candidates and carefully screen them around our issues. Please take the time to vote in June. Our jobs and our welfare depend on it!

Joint Council 7 - Local Endorsements

Alameda County

County Supervisor-Dist 1 Scott Haggerty (D)
 County Supervisor-Dist 4 Nate Miley (D)
 County Supervisor-Dist 5 Keith Carson (D)
 Hayward City Cncl Elisa Márquez • Matt McGrath
 Al Mendall • Francisco Zermeño
 Hayward Utility Tax—Measure D Yes

Contra Costa County

County Supervisor-Dist 5 Federal Glover (D)

Fresno County

County Supervisor-Dist 3 Sal Quintero (D)
 Fresno Mayor Henry Perea
 Fresno City Council-Dist 6 Garry Bredefeld

Kern County

County Supervisor-Dist 5 Leticia Raquel Perez (D)

Kings County

County Supervisor-Dist 2 Richard Valle (D)
 County Supervisor-Dist 5 Richard Fagundes (D)

Marin County

County Supervisor-Dist. 2 Katie Rice (D)
 County Supervisor-Dist. 3 Kate Sears (D)
 Superior Court Judge Office 2 Nicole Pantaleo
 Thomas McCallister
 Otis Bruce

Merced County

County Supervisor-Dist 1 John Pedrozo
 County Supervisor-Dist 2 Hubert "Hub" Walsh (D)
 Merced Mayor Josh Pedrozo (D)

Monterey County

County Supervisor – Dist.1 Fernando Armenta (D)
 County Supervisor – Dist. 4 Jane Parker (D)
 County Supervisor – Dist 5 Dave Potter (D)

Napa County

County Supervisor - Dist 2 Mark Luce (D)
 County Supervisor - Dist 4 Alfredo Pedroza (D)
 County Supervisor - Dist 5 Keith Caldwell (D)

Sacramento County

Sacramento - Mayor Darrell Steinberg (D)

San Francisco County

Supervisor - Dist 1 Sandra Lee Fewer (D)
 Supervisor - Dist 3 Aaron Peskin (D)
 Supervisor - Dist 5 London Breed (D)
 Supervisor - Dist 7 Norman Yee (D)
 Supervisor - Dist 9 Joshua Arce (D)
 Hillary Ronen (D)
 Supervisor - Dist 11 Ahsha Safai (D)

San Joaquin County

We are making no endorsements in San Joaquin County or Stockton City races until after the June primary election.

San Mateo County

County Supervisor – Dist 1 Dave Pine (D)
 County Supervisor – Dist 4 Warren Slocum (D)
 County Supervisor – Dist 5 David Canepa (D)

Joint Council 7 Endorsements June 7 Election

Meeting in Sacramento on March 15, 2016, the CTPAC Executive Board and Policy Board members endorsed the following candidates in the June 7, 2016 Statewide Primary Election.

U.S. SENATE

Kamala Harris (D)

U.S. CONGRESS

1 Jim Reed (D)
 2 * Jared Huffman (D)
 3 * John Garamendi (D)
 4 No Endorsement
 5 * Mike Thompson (D)
 6 * Doris Matsui (D)
 7 Scott Jones (R)
 9 * Jerry McNerny (D)
 10 Michael Eggman (D)
 11 * Mark DeSaulnier (D)
 12 * Nancy Pelosi (D)
 13 * Barbara Lee (D)
 14 * Jackie Speier (D)
 15 * Eric Swalwell (D)
 16 No Endorsement
 17 * Mike Honda (D)
 18 * Anna Eshoo (D)
 19 * Zoe Lofgren (D)
 20 Jimmy Panetta (D)
 21 Daniel Parra (D)
 Emilio Huerta (D)
 22 No Endorsement
 23 Wendy Reed (D)

CALIF. STATE ASSEMBLY

1 No Endorsement
 2 * Jim Wood (D)
 3 Edward Ritchie (D)
 James Gallagher (R)
 4 Dan Wolk (D)
 Don Saylor (D)
 5 No Endorsement
 6 No Endorsement
 7 * Kevin McCarty (D)
 8 * Ken Cooley (D)
 9 * Jim Cooper (D)
 10 * Marc Levine (D)
 11 * Jim Frazier (D)
 12 Harinder Grewal (D)
 13 * Susan Eggman (D)
 14 Mae Torlakson (D)
 Tim Grayson (D)
 15 * Tony Thurmond (D)
 16 Cheryl Cook-Kallio (D)
 17 * David Chiu (D)
 18 * Rob Bonta (D)
 19 * Phil Ting (D)
 20 * Bill Quirk (D)
 21 * Adam Gray (D)
 22 * Kevin Mullin (D)
 23 No Endorsement
 24 Vicki Veenker (D)
 25 * Kansen Chu (D)
 26 No Endorsement
 27 Ash Kalra (D)
 28 * Evan Low (D)
 29 * Mark Stone (D)
 30 Anna Caballero (D)
 31 Dr. Joaquin Arambula (D)
 32 * Rudy Salas (D)

CALIF. STATE SENATE

1 No Endorsement
 3 Bill Dodd (D)
 5 * Cathleen Galgiani (D)
 7 No Endorsement
 9 Sandre Swanson (D)
 11 Scott Weiner (D)
 13 * Jerry Hill (D)
 15 * Jim Beall (D)
 17 * Bill Monning (D)

* Denotes Incumbent

Santa Clara County

County Supervisor - Dist 2 Cindy Chavez (D)
 County Supervisor - Dist 3 Dave Cortese (D)
 County Supervisor - Dist 5 S. Joseph Simitian (D)
 San Jose City Council – Dist 2 Sergio Jimenez
 San Jose City Council – Dist 6 Helen Chapman
 San Jose City Council – Dist 8 Josh Barrouse

Solano County

County Supervisor - Dist 1 Erin Hannigan (D)
 County Supervisor - Dist 5 Skip Thomson (D)

Sonoma County

County Supervisor - Dist 1 Susan Gorin
 County Supervisor - Dist 3 Shirlee Zane
 County Supervisor – Dist 5 Lynda Hopkins
 Noreen Evans

Stanislaus County

County Supervisor - Dist 5 Luis Molina

Tulare County

County Supervisor - Dist. 3 Amy Shuklian (D)

SF Bay Restoration Authority

Measure AA Yes
 SF Bay Clean Water, Pollution Prevention
 and Habitat Restoration Program

AROUND THE LOCALS



LOCAL 150

Solidarity wins for school bus drivers



San Jose Unified bus drivers are pleased with their new contract.

Although working for a school district may sound enticing because of extended time off for spring break, Christmas and summer vacation, the job has its scheduling challenges. Bus drivers for school districts work limited hours and/or split shifts; their day starts very early in the morning and doesn't end until all students are safely home.

Teamsters Local 150 in Sacramento has proudly represented San Juan Unified School District Transportation Department for over 20 years. "When negotiations for this District started nearly a year ago, we knew we had a BIG fight ahead of us," says Business Agent Nancy Jones. "The District wanted to take away the 8-hour guarantee that 65% of the drivers received through their union-negotiated contract."

It was a long and arduous fight. "But, not only did our members say no...they said HELL NO!" Jones says.

While the District made threats that members should take what was offered while they still could, the members stood strong, rallying and speaking at School Board meetings, and testifying about how the proposed severe cuts would negatively impact not only themselves, but the community as a whole.

In the end, not only were the members able to prevent the drastic and severe cuts, but they also secured a wage increase and an additional 7% increase over two years. "That's what solidarity is all about," Jones adds.

LOCAL 665

Bauer's fight continues

The campaign to organize the drivers at Bauer's IT in San Francisco started back in October 2014 and has been an organizing and political minefield ever since. "First we had to chase out a phony company union," says Local 665 Secretary-Treasurer Mark Gleason. "Then we had an election. But, after more than a year, the National Labor Relations Board won't certify it, because they know that the company engaged in intimidating and unfair conduct."

The Local continues to protest Bauer's on a regular, usually surprise, basis. "It's important to know that we can count on all of the Locals in Joint Council 7 to back us up," Gleason adds.

But more than protesting, the Local, with the help of President Rome Aloise and Political Director Doug Bloch, has moved mightily into the political arena. "We fought for a labor harmony agreement with San Francisco's Board of Supervisors and the Transit Agency (SFMTA) as part of the permit process that enables tech buses to utilize public bus stops. We were able to use this strategy to stop Bauer's from getting a lucrative contract for San Francisco's big Super Bowl



Teamsters from across Joint Council 7 have joined to tell Bauer's that they must honor labor harmony and allow a fair union election.

weekend, and we recently won unanimous support from the supervisors to pull the company's permit altogether. The SFMTA did just that, as of April 1," Gleason says. "Owner Gary Bauer isn't entitled to use city resources willy-nilly the way he wants,"

The SFMTA cited the company not just on the labor harmony clause, but on not following numerous rules of the road. (At press time, Bauer's hasn't yet protested the decision, but that's expected.)

Bauer will continue all the political and legal pressure he can, as will the union. "Just two years ago, not one tech shuttle driver was a Teamster," Gleason says. "Now, more than 700 are. We need to keep pushing ahead and will use every creative strategy we can."

LOCAL 856

1700+ Contra Costa County employees vote union YES!

Teamsters 856's membership surpassed the 10,000 mark in February when more than 1,700 Contra Costa County workers joined the Local in a landslide vote. Workers in Health Services, General Services and Maintenance, and Licensed Vocational Nurse/Aide units comprise the new 856 members.

For Lisa Day-Silva, choosing Teamster representation was a no-brainer. The licensed vocational nurse has been in the nursing field since she was a child, but deteriorating working conditions at the County have made it hard for her to stay afloat in her profession.

"Between furloughs, pay cuts, and skyrocketing medical costs, I'm making less now than I did 10 years ago," said Day-Silva, who's been with the County for 14 years.

Senior Ultrasound Technician Cynthia O'Brien concurs. "We've lost the respect of the County and have fallen so far behind in wages and health care—it's been a continual decline," the 13-year employee said.

Fed up, Contra Costa County workers reached out to Local 856 to form a union with the Teamsters.

"We had been talking about joining the Teamsters for a while and once the candle was lit, it burned like wildfire," said Day-Silva. "The Teamsters fight; it's known that they stand behind their word and are a



Some of the 1,700 Contra Costa County employees who are proud to be Teamsters.

strong union that cares about the membership."

"All I ever wanted was a real union like the Teamsters to have my back," said Organizing Committee Member Jorge Murillo, a general maintenance

worker at the County for nearly 10 years.

At the conclusion of the nearly year-long organizing campaign, 85 percent of workers casting ballots chose Teamster representation, with more than two-thirds of eligible employees voting.

"The strong vote result is an important first step in our fight to ensure the valuable work done by County workers for the communities they serve is recognized. We are committed to using all the resources necessary to make that happen," said Teamsters Local 856 Principal Officer Peter Finn.

Day-Silva, Murillo and O'Brien are now part of the bargaining committee and have already started negotiations for their first Teamster contract.

"The high participation level in the election and overwhelming vote in favor of the Teamsters is a loud statement that things need to change at the County," said Finn, who is chairing negotiations.

"We're ecstatic to be Teamsters. This feels like the first win we've had in a long time," said O'Brien.

LOCAL 315

Company ordered to bargain after illegally replacing workers



Employees at United Site Services in Benicia went on strike in 2014 to demand that the company bargain in good faith.

The employees at United Site Services voted in 2014 to join Local 315, but the negotiations for a contract were going nowhere. "These employees agreed to go on strike in October of 2014 in an effort to get the employer to bargain in good faith," says Secretary-Treasurer Don E. Garcia. "What we didn't expect is that after two weeks on strike, USS would permanently replace those workers."

An administrative law judge found that USS's hiring of permanent replacements was unlawful because of its failure to inform the union of its plan until all of the strikers had been replaced. The

judge ruled that this shows that the company had an unlawful motive to break the strike.

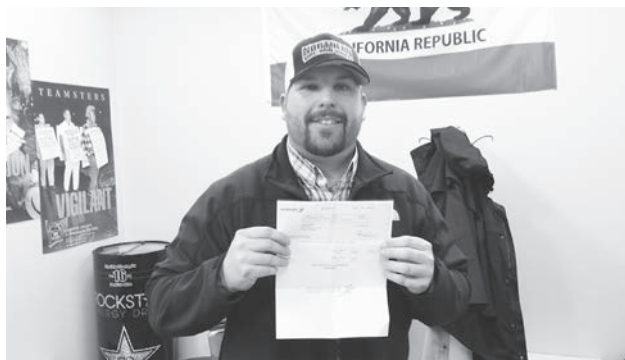
In addition to ordering that all of the strikers be offered reinstatement to their former positions, the judge ordered the company not only to pay all back-pay due, but also to "compensate the employees for the adverse tax consequences of receiving a lump-sum backpay award." Further, the company was ordered to "recognize and bargain in good faith with the union as the exclusive bargaining representative of the unit."

LOCAL 386

Big payoff and more to come

When Jon Finley was fired from Aramark, he felt it was a wrongful termination and the union backed him up. Bryan Ronngren, Local 386 Business Agent won a huge settlement. So far, Finley has received a partial settlement of \$40,000 for back pay. The rest of the case is heading to arbitration.

If you ever wonder why you pay union dues, ask Jon Finley!



Local 386 member Jon Finley proudly holds up his \$40,000 check for back pay.

LOCAL 350

Seminar trains stewards on legal issues



On April 2, 2016, 29 Local 350 Shop Stewards attended a training in South San Francisco.

"We were very excited to have such a large turnout for this seminar. Caren Sencer, from the law firm of Weinberg, Roger & Rosenfeld, gave an excellent presentation," said Local 350 President John Bouchard.

"Our goal is to provide our Stewards with every available tool so they can represent our members at the highest level. This was a great opportunity for them to learn, share ideas and foster unity," Bouchard added.

LOCAL 890

Group strike at Lhoist



Five unions join together to close down Lhoist in March.

In an act of solidarity, members of Teamsters 890, Boilermakers, Operating Engineers, Electricians and Machinists Unions held a one-day strike on March 15 at Lhoist North America's quarry in Salinas. The five unions all struck together and completely shut down the facility to protest unfair labor practices (ULP).

"The members demonstrated that they are all united to get a fair contract," said Business Agent Fritz Conle, who added that negotiations are continuing and the NLRB is processing the ULP charges filed by the unions.

LOCALS 137, 853, 533

Solidarity leads to best Sysco contracts yet



Sysco employees in San Leandro review their contract before voting to ratify it.

After 20 bargaining sessions, the Teamsters who work at Sysco in the Bay Area, Sacramento and north, and in Reno were close to a strike. "We had huge struggles over keeping maintenance of benefits for the health and welfare plan and for a contract that included retroactivity, even though the company had stalled negotiations for months," says Local 853 Business Agent Dan Varela.

"Fortunately, the members stood up and stayed solid, and we got great contracts," Varela says. "The Sysco Fremont contract is the best in the nation."

Bargaining was coordinated with Fremont, Reno, Sacramento and Oklahoma City. Joining Varela to set strategies and do the bargaining was International Vice Presidents Rome Aloise and Steve Vairma and Local 137 President Dave Hawley.

"The Reno folks were paying anywhere from \$400-900 for their health and welfare," Varela explains. "As a result of the coordinated bargaining, they got into the Sacramento plan and employee costs went down substantially. We had a seasoned group of stewards and just surrounded the company. Being united and having the support of the International made all the difference."

By BARRY BROAD
California Teamsters Public Affairs Council

Teamster-sponsored bills are moving forward in Sacramento:

Waste industry

AB 1669 by Assembly Labor Committee Chair Roger Hernandez (D) West Covina, will expand a law that we sponsored and got successfully passed about 15 years ago that will now give bidders on contracts to haul solid waste a ten percent bid preference if they agree to retain displaced drivers for a period of at least 90 days when a franchise agreement expires. The existing law applies to displaced transit drivers and has proved phenomenally successful in insuring that our members do not lose employment when new contractors successfully bid on service contracts. It also insures that the new employer has to recognize and bargain in good faith with the incumbent union.

The bill passed its first hurdle in the Assembly Labor Committee. Thanks to our members, Delfino Roa and Juan Casales from Local 396 who came to Sacramento to testify about the devastating impact of job displacement on them and their families after a solid waste contract changed hands.



Newly-elected Assembly speaker Anthony Rendon addresses California Teamsters at the legislative breakfast in March.

Transit

SB 1362 by State Senator Tony Mendoza (D) Los Angeles, will help our members who work as security guards for the LA Metropolitan Transportation Authority by giving them the limited power to detain suspects. Currently our members are required to be armed and to confront individuals who are engaged in criminal behavior on the transit system without any power to detain them. This leaves them with only the right to perform a citizen's arrest, which exposes them to legal liability. The bill will also clarify that they can legally carry the weapons which the employer now requires them to carry.

SB 1362 will be heard in the Senate Business & Professions Committee and then will be heard in the Senate Public Safety Committee.

Health care

In the area of health care, where constantly escalating costs threaten to eat up money that could otherwise go to wage increases, we are sponsoring SB 1365 by State Senator Ed Hernandez (D) West Covina, which will prohibit hospitals from charging hospital facility fees when they are seen in an outpatient clinic. Believe it or not, when a hospital owns a doctor's office, they can charge hospital fees for the use of a hospital room in addition to the cost of seeing the doctor. In the case of one of our members, a hospital based clinic charged a \$2000 hospital fee for receiving an injection in an outpatient clinic.

SB 1365 is scheduled to be heard in the Senate Health Committee.

Worker protections

We are also sponsoring, along with the California Labor Federation, AB 2261, also by Assembly Member Roger Hernandez. This bill will strengthen the laws preventing retaliation against immigrants and other vulnerable workers by allowing the Labor Commissioner to go after bad employers rather than the worker being forced to file a lawsuit.

That bill will be heard in the Assembly Labor and Employment Committee in the next several weeks.

LOCAL 70

Pathway to a better future

Teamsters Local 70 was heavily involved in the Oakland Franchise Agreement for solid waste and recycling. For the first time, the Franchise Agreement included the area of food waste and that meant an additional 10-12 new Local 70 jobs. A condition written into the Franchise Agreement was to mandate a partnership with Civicorps to find and train workers for these new jobs.

Civicorps helps Oakland youth and young adults achieve education and economic self-sufficiency. Not only do they help young adults, aged 18-26, earn their high school diploma but they also provide skills and job readiness training, and transitional employment. Civicorps' Career Counselors connect program graduates to professional internships, pre-apprenticeships and union apprenticeships through their many employer/community-based agency partnerships.



Felix Martinez with brothers Corey Lever and William Montaha who came to W/M through Civicorps.

Teamsters Local 70 is now working with Civicorps and Waste Management to develop a designated route that will help transition Oakland youth into high-demand industries.

In life, it is not where you start but the path you take to achieve your final goals. Congratulations to brothers Corey Lever and William Montaha who are now on a good path, apprenticing at Waste Management.

LOCAL 2010

Thousands show support for fair wages and benefits



Some of the thousands of UC workers who wore stickers to support their bargaining team.

The day negotiations opened between Local 2010 and the University of California for the CX bargaining unit—April 7—

thousands of Teamsters Local 2010 members around the state showed their support for fair wages and benefits by wearing their Teamster stickers at work.

"Member support for our bargaining team on the first day of negotiations shows the University that we are standing strong together as Teamsters to win what is fair for the workers who make UC work," says Local 2010 Secretary-Treasurer Jason Rabinowitz.

To check out pictures and video of the event, go to www.teamsters2010.org. "Thanks to all who showed your support," Rabinowitz adds. "This is just the beginning, and it shows that when we stand together, we win together!"

LOCAL 431

Members get active in politics



(L) Teamsters Union Local 431 was honored to host a community meet and greet with California State Attorney General Kamala Harris in February. After answering questions, she met with Local 431 and Building Trades unions to discuss the need to increase construction projects.



(R) Local 431 members participated in the "Mayor's Forum" in March, and stand with Teamster-endorsed candidate for Mayor of Fresno, Henry Perea.

LOCAL 517 - Visalia

Notice of Nominations and Election of Officers & Business Agent

Notice is hereby given of the nomination and election of the following officers of Local Union 517: Secretary-Treasurer (Principal Officer), President, Vice President, Recording Secretary, three (3) Trustees. One (1) Business Agent will also be elected.

The terms of office for these officers and business agent will commence on January 1, 2017 and conclude on December 31, 2019.

Nominations

Nominations will be accepted at two Special Membership Meetings of Local Union 517, both to be held on September 1, 2016, commencing promptly at 10:00 a.m. and again at 6:00 p.m., at the Local 517 Union Hall at 512 West Oak Street, Visalia, CA 93291.

The only order of business will be the nomination of Officers of Teamsters Local Union 517.

Nominations must be made and seconded from the floor by members of Local Union 517, in good standing with dues paid through August, 2016. Any back dues or fees may be paid at the Local Union office no later than 4:30 p.m. on August 31, 2016. Nominees must accept nomination in person, or if absent, in writing for only one office. Written acceptances must be submitted to the Local Union Secretary-Treasurer.

Eligibility to run for office

To be eligible to be nominated for Local Union office, a member must be in continuous good standing in Local Union 517 and actively employed in the craft within the jurisdiction of the Local for twenty-four months prior to the month of nomination.

“Continuous good standing” is defined as compliance with the requirements regarding the timely payment of dues, together with no interruptions in active membership because of suspension, expulsions, withdrawals, transfers or failures to pay fines or assessments.

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

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

Election

The election will be conducted by mail ballot. Ballots, secret ballot envelopes, and addressed return envelopes, will be mailed to all active members and new applicants eligible for membership in Local Union 517 on or about September 19, 2016. All ballots must be received at the designated Post Office Box by 12:00 p.m. on October 19, 2016 to be counted. Counting will begin promptly at 1:00 p.m. at the Union Hall on October 19, 2016. Members who have not received a ballot by September 26, 2016, should call the Unilect Duplicate Ballot call center 1.855.240.0363 to request a ballot. Duplicate ballots may be requested through October 12, 2016.

Instructions for the completion of the ballot will be enclosed in the ballot package.

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

Eligibility to vote

To be eligible to vote in this election, a member of Local Union 517 must be in good standing with initiation fees and dues paid through September, 2016. Members have until 4:30 p.m. on October 18, 2016 to pay their initiation fees or dues at the Local Union office in order to have their votes counted. Under the International Constitution, any member on dues check off shall not lose good standing as a result of a failure by an employer to send deducted dues to the Local or to make a proper deduction from the member’s pay in any month in which a member has any earnings from which dues could have been deducted.

Elected officers of the Local Union shall, by virtue of such election, be delegates to any Joint Council with which the Local is affiliated, as well as to any convention of any subordinate body which may take place during their term of office. Elected Local Union Officers shall be delegates to such bodies in the order of priority set forth in the Local Union Bylaws.

Copies of the Articles of the International Constitution, the Local Union 517 Bylaws, and the Rules governing the conduct of this election are available, upon request, from the Local Union.

Fraternally,

Teamsters Local 517 Executive Board

A near miss: *Friedrichs v. CTA*

The battle against union security in the courts

By Stephanie Platenkamp, Beeson Tayer Bodine

On March 29, 2016, the U.S. Supreme Court handed down a one-sentence decision in the most anticipated and important union-related case in decades, *Friedrichs v. California Teachers Association*.

Friedrichs was a direct challenge to longstanding precedent upholding the constitutionality of agency fee arrangements in the public sector. *Abood v. Detroit Board of Education* was a unanimous 1977 decision upholding the right of public sector unions to require payment of agency fees as a condition of employment.

Unions are legally obligated to represent all bargaining unit employees in negotiations and grievance proceedings, irrespective of whether or not those employees are members of the union. Agency fee provisions ensure that all employees, even those opting out of membership, must pay their fair share of the cost of negotiations and representation. Otherwise, unions would face a “free rider” problem where the union must represent all employees at the negotiating table and in grievances without getting any financial support from many of these employees.

The *Friedrichs* plaintiffs challenged the constitutionality of agency fee provisions under the First Amendment, claiming that being forced to pay a sum to CTA to represent them in bargaining as a condition of employment violates the free speech rights of bargaining unit employees. This argument relies on a fairly novel premise: that everything public sector unions do—including the negotiation of collective bargaining agreements—is political. According to this argument, any position a union takes in negotiations with a public employer involves a free-speech issue.

The decision

During oral argument, it became apparent to observers that five of the nine Supreme Court justices, including Justice Antonin Scalia, were ready to side with the plaintiffs. But Justice Scalia unexpectedly passed away before a decision was handed down. Shortly after his death, the Court issued an evenly divided four-to-four ruling affirming the lower court’s dismissal of the case. However, the decision is not precedential, and the constitutional question will probably not be settled until a replacement for Justice Scalia is appointed.

Unions dodged a bullet with the four-four tie vote in the Court. A ruling in favor of the plaintiffs would have invalidated agency fee provisions in thousands of collectively-bargained agreements, and would have effectively made the entire American public sector “right to work.” As we have seen in the private sector in states that have passed so-called “right to work” laws, this would have severely reduced unionization and diminished the rights of workers, as those policies are correlated with lower average wages and increased income inequality.

Other legal battles

Over the past two decades, there has been a concerted effort to undermine the political clout of unions and the power of collective action through a twisting of First Amendment doctrine. While public sector unions avoided a potentially mortal blow in *Friedrichs*, other cases are currently making their way through lower courts that threaten the continuing viability of organized labor.

Friedrichs and other similar lawsuits are backed by anti-union special interest groups bent on destroying the ability of public sector unions to represent members and to promote the rights of workers through the political process. These groups advance creative legal arguments that have appealed to conservatives on the Supreme Court which, over the last several decades, has become increasingly hostile to unions, workers and collective action. The Supreme Court is currently evenly divided between justices sympathetic to unions and justices hostile to unions. The next President will appoint the tie-breaking ninth Justice. This makes your vote in November all the more important.

Safeway Luncheon

Safeway Drivers, Mechanics and Warehousemen

We invite all retired, former, and current drivers, mechanics and warehousemen, and spouses, who work or have worked in the San Francisco Division of Safeway, to this years annual luncheon. The affair will include BBQ steak, chicken and all the trimmings. A no-host bar. A great raffle. And an opportunity to visit old friends!

August 6, 2016

\$37 per head

Napa Elks Lodge: 2840 Soscol Avenue, Napa

Please reserve a seat as soon as possible. For more info, call Dennis Estep at 510-223-2047 or Gerry Tower at 530-474-3767

TAP Seminar

Annual Business Agent-Employer Seminar: "Urine" Trouble – NOW!

What Business Agents and Employers need to know about **drug testing** to have confidence in the results

Friday, June 3 2016

9:00 am–12:00 pm (Lunch will be served)

No charge to attend



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
GCIU, Dist Cncl 2	800-333-4388

Synthetic Cannabinoids: Spice ain't so nice

Synthetic cannabinoids are an increasing number of man-made mind-altering chemicals that are sprayed on dried, shredded plant material in order to be smoked. They are also sold as liquids to be vaporized and inhaled in e-cigarettes (vape pens).

These chemicals are referred to as "cannabinoids" because they are related to chemicals found in the marijuana plant. Variations of synthetic cannabinoids are often marketed as "safe", legal alternatives to marijuana, but in actuality may affect the brain powerfully and the effects can be unpredictable and in some cases even life threatening.

The drug commonly referred to as "Spice" is in this category of synthetic cannabinoids. It has been sold under many names, including K2, Fake Weed, Yucatan Fire, Moon Rocks, and others, while being labeled "Not For Human Consumption". Some newer compounds, sold as "Cloud Nine" or "Crown" have recently emerged that are sending many users to the hospital in cities around the country. These are sold as liquids in eyedropper bottles and often used with vaporizing devices or e-cigarettes.

Synthetic Cannabinoids such as "Spice" are now included in a group of drugs called "new psychoactive substances" (NPS). These drugs are intended to copy the effect of illegal drugs and are unregulated. For several years, synthetic cannabinoid mixtures have been easy to buy at smoke shops, novelty stores, gas stations, and through the internet. Authorities have made it illegal to sell, buy, or possess these chemicals, but manufacturers continue to try to sidestep these laws by changing the chemical formulas in their mixtures.

Who uses Spice?

Spice appears to be popular among young people. A study in 2012 found that, aside from alcohol and tobacco, Spice was the second most widely used substance among 10th and 12th graders after marijuana, and the third most widely used illicit drug among 8th graders, after marijuana.

Effects

Synthetic Cannabinoid products are likely to contain substances that cause different effects than a user might think, because the chemical composition may vary with each batch. Some users have reported effects similar to that of marijuana, while many have reported symptoms of psychosis (delusional or disordered thinking detached from reality), extreme anxiety, aggressive behavior, seizures and tremors, confusion, paranoia, and hallucinations.

Health effects

People who have used these chemical mixtures have been taken to emergency rooms with severe effects of rapid heart rate, vomiting, violent behavior, and kidney damage. Because Spice is relatively new, the long term physical and psychological effects remain unknown.

The National Institute on Drug Abuse reports that synthetic cannabinoids can be addictive, and regular users trying to quit may have withdrawal symptoms such as headaches, anxiety, depression, irritability, and insomnia.

For more information and for assistance, please call TARP at 800-522-8277 or TAP at 800-253-8326.

IN MEMORIAM

Local 70

Debenning, Merrill
Fluno, Paul
Murray, Karen
Popoff, Peter
Prater, Ronald

Local 287

Birkholz, Richard C.
Bedlington, Ronald F.
Besmer, Thomas J.
Catania, Samuel F.
Dobbs, Larry, J. (Sr.)
Corrie, Raymond R.
Gordillo, Manuel A.
Horrillo, Frank
Kropp, Kelly K.
Lillie, Ray
McCubbin, Harold
McFarland, James R.
Mangini, Robert L.
Quinn, Rex C.
Reagan, Florence H.
Szozurko, Frank, J. (Sr.)
Silva, Glenn R.
Smith, Beverly
Tello, Arnolfo
Wixted, Mark

Local 315

Burciaga, Armad
Lowenstein, Bill
Shields, Jeff
Silva, Raymond
Smith, Sidney
Taylor, Carol
Torres, Jose

Local 350

Munoz, Efrain
Zuniga, Larry

Local 386

Barth, Eldon
Bates, John (Sr.)
Beck, Thomas
Canchola, Jose
Coburn, Juanita
Dutra, Ameliar
Gallardo, Norman
Heinrichs, Roberta
Johnson, Thomas W.
Newton, Robert

Local 431

Mehling, Reggie

Local 439

Brown, Roscoe
Hall, Vern
Thompson, Melvin

Local 601

Gray, Brian
Montanez, Alfredo
Mora, Adan Rodriguez

Local 856

Moreno, Lidia
Reyes, Roberto

Local 665

Prasad, Narendra
Wong, Ping

Local 853

Ferreira, Glenn
Horton, Ernest
Ignacio, Roy
Kehoe, Dan
Kray, William
Marchetti, George
Melendez, John
Rondi, Alan
Shower, Thomas

Local 856

Berlind, Ted
Cadiz, Victor
Chicas, Jennifer
Kellner, William
McClure, Wilma
Prettyman, Julie
Romano, Angelina

Local 890

Amezola, Raul Guzman
Cornell, Frances
Estrada, Ruben J.

Local 912

Espinoza, Jesus

Local 948

Ames, Irene April
Arellano, Maria
Bustamante, Luis
Broggi, Eddie
Castillo, Frances
Castillo, Salvador
Castro, Pablo
Coyle, Wilma
Ernst, Raquel Loredo
Gomez, Jose J.
Gonzales, Jessie

Mandujano, Jose
Jimenez

Marques, Maria C.
Martin, John, (Jr.)
Moreno, Paz
Piazza, Epifania
Pina, Maria Paz
Placencia, Raquell
Prado, Maria R.

Roa, Consuelo
Rodriguez, Angelina
Rodriguez, Margarita
Sandoval, Maria
Seversen, Jerry
Tirado, Guadalupe
Thurman, Lucia E.
Villalobos, Dolores
Lopez

Local 2785

Duenas, Joseph
Gonzalez, George
Preston, Keith
Sutter, Reginald
Charles
Thuesen, James
Whitehead, James