



TEAMSTER

Northern California

Serving more than 70,000 Teamsters and their families

Volume 51, Number 4

October/November 2006

Teamster votes can shape election outcome

Federal, California & local elections are on Tuesday, November 7, 2006
For a full list of Teamster endorsements, go to Pages 4-5

Vote in the IBT Election

Ballots for the IBT election are being mailed to all Teamster members in early October. Be sure to vote for **your** union leadership. Return your ballot as soon as you can—the deadline is November 14.

For more info about the candidates, see your Teamster magazine or go to: www.teamsters.org

If you ever think an election doesn't impact your life, read what can happen to these San Francisco Teamsters if Prop E goes through. Local, state, federal and even International Teamster elections are being held this October and November. Learn about the candidates and the issues and vote. Don't let others decide your fate!



SF's Prop E threatens 400 Teamster jobs

This November, voters in San Francisco will be asked to decide the fate of a proposed parking tax surcharge, which will increase the total fee by 40%. This proposal will directly and adversely effect future contract negotiations for 1,600 Teamsters working in that industry. All Teamsters and other union members who live in San Francisco are strongly urged to vote NO on Proposition E.

An ad-hoc group of community activists has pushed this ill-conceived proposition onto the November ballot with the vague intent of using this surcharge for "improvements in health care." Unfortunately, the real effects of Proposition E will prevent San Francisco Teamsters in the parking industry from negotiating or even maintaining their current wages and benefits package.

Currently, Teamsters in San Francisco's parking industry enjoy some of the best hourly wages, retirement and health plans of any organized parking workers in the United States. Proposition E would return the workers in this

industry to the "bad old days" of flat or substandard wages, reduced benefits and layoffs.

As this industry contributes millions of dollars, during a contract cycle, to the Western Conference of Teamsters Pension Trust, all Teamsters who depend on a sound retirement should be concerned about the outcome of Proposition E.

Union workers, including those in the construction trades and service industries in San Francisco, also have a stake in the outcome of E. Working people who park in the City can hardly afford the potential of skyrocketing parking rates with the passage of Proposition E.

No public comment was taken before Proposition E was placed on the ballot. Offering no benefit to men and women working in San Francisco, most public officials have refused to endorse this measure.

Proposition E is a poorly written ordinance which is bad for Teamsters and all working families. Vote NO on Proposition E.

Labor Day kicks off election season



Every politician seeking labor's active support for this November's election was at the Alameda County Central Labor Council's Labor Day picnic out on the Oakland Estuary on September 6. Here, Phil Angelides is flanked by labor leaders, political candidates and Congresswoman Barbara Lee.



NEWS FROM TAP

Drivers with DUIs to lose commercial driving privileges for more than one year

When the United States Department of Transportation (DOT) instructed every state in the country to implement minimum consequences for commercial drivers who receive a DUI for alcohol, drugs, or refusal to test for alcohol or drugs, it was unclear how the rules would effect California commercial drivers license holders.

What was clear was the DOT's requirement that any commercial driver who received a DUI, regardless of whether the infraction occurred in a commercial vehicle, in a private automobile or on a motorcycle, would lose his or her commercial license for a "minimum of one year."

DOT gave the states three years from September 30, 2002 to implement the minimum penalties if the state was to continue to receive the full amount of federal funding for highways.

California passed legislation effective September 2005 requiring the Department of Motor Vehicles (DMV) to enforce the minimum penalties. But, how the DMV would actually apply the regulations remained uncertain.

Since September 2005 TAP has dealt with several cases in which commercial drivers were cited for a DUI in their personal vehicles. The pattern of DMV sanctions shows that there is no definite pattern. The only certainty is that DMV will suspend the com-

mercial portion of any driver's license for at least one year if he or she is found to have been driving under the influence of alcohol, drugs, or refused a test. For first offenders, the "C" part of the license (permitting the operation of a non-commercial vehicle) may be reinstated after a 30-day suspension if the driver enrolls in DUI classes, pays a fine, and shows evidence of insurance.

There is no way around the one-year loss of commercial driving privilege even if the court reduces the charge to a "wet and reckless" offense.

We have seen drivers lose the commercial part of their license for up to two years because the driver refused an alcohol test. In one situation, the driver had another DUI on his license within the last seven years. Another driver, who lost his commercial privilege for two years, was charged with DUI along with an accident that caused property damage.

What commercial drivers must know is that DMV acts separately from the court system. DMV suspends the commercial license for whatever time frame it deems appropriate. The court levies fines and possibly jail time but has no say about license suspension.

The clear message for commercial drivers is NOT to drive any vehicle—automobiles, motorcycles, boats and even bicycles—after drinking alcohol.



UNION PEOPLE

Local 350's Bob Morales named to head IBT's new Solid Waste Division

Teamsters General President James P. Hoffa announced in September that he appointed Robert Morales, Secretary-Treasurer of Teamsters Local 350 in Daly City, as director of the new Solid Waste, Recycling and Related Industries Division.

Morales brings years of expertise to the position, organizing and bargaining contracts for Teamster members in sanitation and recycling. Ron Herrera, Secretary-Treasurer of Teamsters Local 396, and Terry Hancock, President of Teamsters Local 731, will join Morales as division leaders. Herrera was appointed Division Coordinator for the West, while Hancock was named Division Coordinator for the Central region.

"I am confident that this team brings together the seriousness of purpose, long experience in bargaining, organizing and strong leadership skills necessary to launch new growth and



Robert Morales is new Solid Waste Division head

initiatives in this important Teamster Industry," Hoffa said.

The Teamsters Union currently represents 30,000 members in solid waste alone, and the two top companies, Waste Management and Allied Waste, are among the largest Teamster employers. Morales will lead the fight to bring

strong Teamster representation to the more than 150,000 sanitation workers who are not organized as the trend to privatize the industry continues.

"I am committed to standing up for the rights of sanitation workers and building a movement of workers and community allies to bring justice and dignity to those who work so hard to keep our neighborhoods clean," Morales said. "There is a tremendous amount of work to get done, but I know with the strength of our union behind this division, we are heading in the right direction."

Free Hazardous Materials Training

New standards for transporting hazardous materials are coming into effect. To enable Teamsters to comply, we offer free training:

- ✓ 4-hour DOT (HAZMAT) Hazardous Materials Awareness course and refresher
- ✓ 40-hour (HAZWOPER) Hazardous Waste Materials course
- ✓ 8-hour (HAZWOPER) Hazardous Waste Materials refresher

To sign up, call Barbara at 415-344-0085.

APPLY NOW

TEAMSTERS JC 7

COMMERCIAL DRIVERS
EDUCATION PROGRAM

510-568-5278

CONTACT
YOUR LOCAL FOR AN APPLICATION

Northern California
TEAMSTER

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Debra Chaplan, Managing Editor



AROUND THE LOCALS

Chronicle to re-pay \$272,000 to Local 15 funds

Local 15 settled a grievance at the *San Francisco Chronicle* that requires the company to pay the union trust funds \$123,000 for pension and \$149,000 for health and welfare payments they should have been making since 1999 for about 225 members.

"The company wasn't making the appropriate health and welfare and pension payments for the time people worked on holidays," explains Secretary-Treasurer Chuck Davis. "We first caught this problem in 1997 and thought we got it straightened out in 1998. But then we discovered that they quit making the payments again in 1999 and continued through 2006. The result is that they've got to pay it back now."

Davis says that he kept detailed documentation and e-mails showing that the company had paid in the past and paid again after the union won its initial grievance. "The key to winning these kinds of cases is documentation, documentation, documentation."

Local 70 stewards kick off LTL organizing campaign

On September 9, Local 70 combined its stewards council and membership meetings to focus on one agenda item: getting members involved in the campaign to organize and regain strength in the "less than a truckload" (LTL) industry.

Local 70 is poised to take advantage of recent changes in the LTL industry to expand union membership:

- Reddaway and Oak Harbor both agreed to expedited elections if a majority of their employees sign union pledge cards.
- Local 70 secured a commitment for card check recognition and neutrality in an organizing drive with workers at Motor Cargo.
- UPS agreed to neutrality and card check recognition at newly-purchased Overnite if a majority of Overnite workers in any location requests Teamsters representation.

Close to 100 Local 70 members attended the meeting to learn how they can turn their commitment to the Teamsters union into a force for volunteer organizing in the LTL industry. The Local has reassigned some staff to increase their organizing capacity.

Local 85 organizing last non-union Gateway at SFO

In May, a group of DHL Gateway employees made contact with Local

85 to seek representation and to better their wages, benefits and overall working conditions. They knew that every DHL facility across the Bay Area has a union contract except for theirs at the San Francisco Airport, and they wanted the benefits of a union representation.

The 170 employees at SF Gateway are responsible for the import/export of freight at the San Francisco Airport. Their unit includes warehouse workers and those who do unloading and loading of freight from aircraft.

When DHL bought out Airborne Express in 2004, they agreed to keep all of the airport facilities union, ensuring that no Airborne people lost their union status. Unfortunately, the company kept its word at all the other airports but not at SFO.

When Local 85 tried to work with the employees and the company, DHL balked. They claimed to the NLRB that this particular facility was a separate entity and the NLRB sided with the company.

"The result," says Local 85 organizer Matt Marini, "is that, instead of having automatic recognition or even card check, we had to organize and go through a full NLRB election."

Marini says that many Local 85 members work side by side with the Gateway folks when they unload and load their trucks. "There is literally a yellow line dividing the two groups who are doing virtually the same

work. Yet the Gateway people make far less money; they pay for the benefits and they pay for their 401(k), while we have a paid-for pension. They should have been union, but instead they've had to fight."

The campaign ran over the summer, with the election slated for September 21, as this paper goes to press. "As usual, the company came out with a lot of anti-union stuff, clouding facts, intimidating and threatening the employees," said Marini. "We expect this group to hold strong, and look forward to reporting a victory in the next paper."

Union health fund employees sign with Local 315

The 12 employees at Sheet Metal Workers Local 104 Health and Welfare Fund in San Ramon voted to be represented by Local 315 in September. Negotiations for a first contract will begin shortly.

Lake County transit workers join Local 624

The workers of the Lake County Transit Authority voted 15-7 in April to join Teamsters Local 624. Their employer, Laidlaw Transit Services, contracts with Lake County to provide transit services for the county.

Union reps around the country have experience organizing Laidlaw facilities, so Local 624's organizers were not surprised to confront a significant anti-union smear campaign.

Following a series of appeals filed by Laidlaw regarding the conduct of the election, Local 624 was certified as representative in May 2006. The unit of drivers, mechanics and dispatchers has grown to about 35 employees. The union expects to complete negotiations for a first contract by the end of this year.

River Ranch pays back vacation to Local 890 travelers

In July, Salinas-based River Ranch paid more than \$22,000 in back vacation pay to 45 Local 890 members for their year 2004 vacations.

In early 2005, when it came time for the company to pay vacations to the year-round employees who travel from Salinas to El Centro, River Ranch claimed that they were owed nothing for the last half of 2004. After trying to resolve the issue directly, the union finally brought the case to an arbitrator. After months of preparation and a full day of hearings, the company agreed that they had to pay the workers.

"This victory was achieved because the union pursued it to the end and because the members were united and were willing to testify publicly in front of their bosses," said President Frank Gallegos.

Waste Management mechanics join Local 912

Nine mechanics at Waste Management in Watsonville unanimously voted on August 10 to be represented by Teamsters Local 912.

"It all started when Carter Clark contacted the union," says Secretary-Treasurer Brad Sebring. "He expressed interest for himself but was hopeful he could get other employees to join with him. A week later he brought in all of the mechanics and they all wanted to join the union."

Sebring had them fill out cards and filed for an election with the National Labor Relations Board. "The company called in their union-busting consultants, but we got a lot of help from Local 350 Business Rep Larry Daugherty. He fortified their initial desire to have a union behind them."

The union has been in contact with the company to start bargaining. "This is a strong unit and I'm confident we'll get a good contract," said Sebring. He especially wanted to thank Local 350 Secretary-Treasurer Bob Morales, Larry Daugherty and Chuck Mack for their help and advice throughout the campaign.

Teamster women make a difference in their locals and internationally



Women were front and center at the Teamsters Women's Conference, held in Phoenix on September 14-17. IBT General President James P. Hoffa (R) and General Secretary-Treasurer Thomas Keegel (L) addressed the 750 participants, but they also sat back to listen. Here, IBT Human Rights Director Cheryl Johnson introduces the first of many panels of Teamster women leaders and activists.

Locals 853, 890 and 912 sent members to the conference to get inspired, network, gain skills and support their leadership back home in their local unions.

6 things Arnold Schwarzenegger doesn't

1 Arnold Schwarzenegger is a "wolf in sheep's clothing" this year. The Special Election in 2005 that he championed was all about gutting worker rights and union power. Now, when he's up for re-election, his last-minute image change and bill signings are an attempt to try and get our votes. Who will he be next year?

2 The record doesn't lie. Arnold has been one of the most anti-worker governors in California history. He has cut workers comp benefits for permanently disabled workers by 50%, tried to eliminate secure pensions for more than one million workers and even tried to take away our right to a lunch break.

3 Arnold Schwarzenegger CAN-NOT be trusted – he's still taking millions from corporate special interests. If he wins in Nov. he'll be right back to doing favors for his corporate donors – he's even said he'll go after our pensions again!

President's Report

by
Chuck Mack



Vote twice—in California and in IBT elections

The message in this issue of the *Northern California Teamster*—VOTE! Vote in the statewide elections and vote in the Teamster National election.

First California's elections. A comprehensive set of endorsements are provided in this edition of the paper. We've made recommendations for the Assembly and State Senate, for Congress and the U.S. Senate, for statewide offices and for ballot propositions, as well. We also have recommendations for a good number of local races and local issues.

The most hotly contested race of all is for Governor—Phil Angelides challenging Arnold Schwarzenegger. The Teamsters have endorsed Angelides. It wasn't a hard decision.

We still remember last November—Schwarzenegger and his ballot propositions. He was the darling of the "right." He and his corporate friends were out to take away the voice of working people with Proposition 75, wipe out defined benefit pensions and cripple California unions.

One thing is clear: Schwarzenegger has absolutely no principles. After getting creamed by voters he moved from right wing ideologue to moderate democrat. This year he wants to rebuild California, increase the minimum wage and reduce greenhouse emissions. Who is this guy? What does he really believe? There's no way we can give Schwarzenegger another shot at workers and that's what he'd get with four more years and no re-election at hand.

Phil Angelides, on the other hand, has been consistent. He's always supported trade unions. He believes they are equal partners and deserve a place at the table when decisions are made about California's future. He's always been an advocate of workers' right to organize and collectively bargain.

Angelides is smart, prepared and about people. Schwarzenegger is superficial and in the pocket of big business.

Angelides is smart, prepared and about people. Schwarzenegger is superficial and in the pocket of big business.

IBT, too

Hey, with all the talk about the state election, let's not forget the Teamster election for international officers. Those chosen will lead the IBT for the next five years.

Members will make the decision by casting ballots for the President, Secretary-Treasurer, At-Large Vice Presidents, Regional Vice Presidents and Trustees.

A point of information about the ballot—it will not contain Regional Vice Presidents from Canada or the West. In Canada, the only nominations for the three Vice President positions were Robert Bouvier, Tom Fraser and Don McGill. In the West, there were multiple nominations but only Jim Santangelo, Al Hobart and I received enough votes to make the ballot.

Under the rules set by the government, a candidate for office must secure 5% of the convention delegates from the area they seek to represent. More than 400 western region delegates attended the convention which meant that nominated candidates needed 21 votes to make the cut.

Ballots will be sent to members beginning October 6. The count will start on November 13 and be completed by week's end.

The Teamsters are one of the few unions where rank and file members elect their national leaders. The process is unique and insures that those who lead our organization remain close to the grass roots. It's a dynamic that gives members a voice in decisions made at the national level. That voice is only heard, however, if members take the time to express their opinions.

In 2001 only 25% of Teamster members in Joint Council 7 voted. That seems hard to believe but it's a fact. We can do better. I urge all of you to familiarize yourself with the issues and the candidates and to cast your vote this October.



Team

Statewide Offices

GOVERNOR
LT GOVERNOR
SECRETARY OF STATE
ATTORNEY GENERAL
CONTROLLER
TREASURER
INSURANCE COMMISSIONER
BOARD OF EQUALIZATION

District 1
District 2
District 3
District 4

Phil Angelides (D)
John Garamendi
Debra Bowen (D)
Jerry Brown (D)
John Chiang (D)
Bill Lockyer (D)
Cruz Bustamante

*Betty Yee (D)
OPEN
OPEN
Judy Chu (D)

State Senate

SD2 Pat Wiggins (D)
SD8 Leland Yee (D)
SD10 Ellen Corbett (D)
SD12 Wiley Nickel (D)

State Assembly

AD1 *Patricia Berg (D)
AD6 Jared Huffman (D)
AD7 *Noreen Evans (D)
AD11 Mark DeSaulnier (D)
AD12 Fiona Ma (D)
AD13 *Mark Leno (D)
AD14 *Loni Hancock (D)
AD15 Terrence Coleman (D)
AD16 Sandre Swanson (D)
AD18 Mary Hayashi (D)
AD19 *Gene Mullin (D)
AD20 *Alberto Torrico (D)
AD21 *Ira Ruskin (D)
AD22 *Sally Lieber (D)
AD23 *Joe Coto (D)
AD24 James Beall, Jr. (D)
AD27 *John Laird (D)
AD28 Anna Caballero (D)

*Denotes Incumbent

Ballot8
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What you want to know (So spread the word!)

4 Phil Angelides has a vision and a plan to put California back on track. He has pledged to increase school funding, make health care more affordable and rebuild our infrastructure.

5 Phil has a long record of standing up to corporate interests. As Treasurer, he led efforts to fight corporate fraud and recover taxpayer money from Enron and WorldCom, and helped keep good jobs in California by cracking down on corporations that offshore jobs and evade their taxes.

6 We know we can count on Phil Angelides because he has been on the side of workers from day one. Phil Angelides stood up to Schwarzenegger's attacks on our pensions and spoke out against the Special Election.

—California Labor Federation

Teamster Endorsements

Ballot Propositions



PROPOSITION 1A — YES

Transportation Funding Protection. Legislative Constitutional Amendment.



PROPOSITION 1B — YES

Highway Safety, Traffic Reduction, Air Quality, and Port Security Bond Act of 2006.



PROPOSITION 1C — YES

Housing and Emergency Shelter Trust Fund Act of 2006.



PROPOSITION 1D — YES

Kindergarten-University Public Education Facilities Bond Act of 2006.



PROPOSITION 1E — YES

Disaster Preparedness and Flood Prevention Bond Act of 2006.



PROPOSITION 83 — No Recommendation

Sex Offenders. Sexually Violent Predators. Punishment, Residence Restrictions and Monitoring.



PROPOSITION 84 — YES

Water Quality, Safety and Supply. Flood Control. Natural Resource Protection. Park Improvements. Bonds.



PROPOSITION 85 — No Recommendation

Waiting Period and Parental Notification Before Termination of Minor's Pregnancy.



PROPOSITION 86 — No Recommendation

Tax on Cigarettes. Initiative Constitutional Amendment and Statute.



PROPOSITION 87 — YES

Alternative Energy. Research, Production, Incentives. Tax on California Oil.



PROPOSITION 88 — NO

Education Funding. Real Property Parcel Tax.



PROPOSITION 89 — YES

Political Campaigns. Public Financing. Corporate Tax Increase. Contribution and Expenditure Limits.



PROPOSITION 90 — NO

Government Acquisition, Regulation of Private Property.

Dates & Deadlines

Register to vote:

October 23

Apply for an absentee ballot:

October 9-31

Voting by absentee ballot:

must be received by the county registrar in to a polling place by November 7.

Election Day:

Tuesday, November 7

To register to vote online:

http://www.ss.ca.gov/elections/elections_d.htm OR contact your business agent

Bay Area Union Labor Party Endorsements

San Jose

Mayor Cindy Chavez
Measure A Yes
Prop 81 Yes
Prop 82 Yes

San Jose City Council

District 1 Jay James
District 3 Manny Diaz
District 5 Nora Campos
District 7 Madison Nguyen
District 9 Judy Chirco

San Mateo

Colma City Council Helen Fisicaro
Board of Education, Area 3
Rod Hsiao

Daly City City Council

Leah Berlanga
Maggie Gomez
Michael Guingona
Carol Klatt

"No" Endorsement—Annette Hipona

East Palo Alto City Council

Ruben Abrica
Bernardo Huerta
David E. Woods

Menlo Park City Council

Richard Cline
Heyward Robinson

Pacifica City Council

Julie Lancelle
William A. Moore
James Vreeland

Peninsula Health Care District

Helen Galligan
Donald Newman
Susan Smith

Sequoia Healthcare District

Arthur Faro
Don Horsley
John Oblak

"No" Endorsement—Jack Hickey

South SF Unified School District

Alicia Gonzalez
Liza Normandy
Philip Weise

Santa Clara County

County Assessor Pete McHugh
County Sheriff Laurie Smith
Supervisor Dist 4 Ken Yeager
Water District 1 Rosemary Kamei
Water District 4 Larry Wilson

San Francisco

Assessor Phil Ting
BART Director No endorsement

Board of Supervisors

District 2 Michaela Alioto-Pier
District 4 Douglas Chan
District 6 No endorsement
District 8 Bevan Dufty
District 10 Sophie Maxwell

Community College

Anita Grier
Johnie Carter

Board of Education

Mauricio Vela
Robert Twomey

San Francisco Propositions

A: School Bond Yes
B: Commission by Teleconference NR
C: Salaries Yes
D: Private Info No
E: Parking Tax No
F: Paid Sick Leave Yes
G: Formula retail stores Yes
H: Tenant relocation assistance Yes
I: Mayor at Board of Supes No
J: Impeach Bush & Cheney Yes
K: Senior & Disabled Housing Yes

Vote YES on these tax measures:

County of San Mateo: Measure A
San Mateo Union High School District Measure M
Menlo Park Fire Protection District Measure O
City of Brisbane: Measure B
City of Burlingame: Measure H
City of Daly City: Measure G
City of East Palo Alto: Measure C
City of Menlo Park: Measure K
City of Pacifica: Measure L

Vote NO on this tax measure:

City of East Palo Alto: Measure D

JOINT COUNCIL 7



Executive Board

Chuck Mack...President
Steve Mack...Vice President
Robert Morales...Secretary-Treasurer
Rome Aloise...Recording Secretary
Ernie Yates...Trustee
Carlos Borba...Trustee
Franklin Gallegos...Trustee

Please note:

The **Bulletin Board** will be included in the paper only once each year, in the May issue. (We will print address and meeting changes on an ongoing basis.)

Delegates' Meetings:

The regular 2006 delegates' meetings are held the first Tuesday in February, April, June, August, October and December.

Reminder

General meeting notices were posted in the June/July issue of this paper. For meeting dates and locations, refer to that notice or call your Local Union.

15	510-487-1386	490	707-643-0387
70	510-569-9317	624	707-542-1292
78	510-889-6811	665	650-991-2102
85	415-344-0085	853	510-895-8853
278	415-467-0450	856	650-635-0111
287	408-453-0287	890	831-424-5743
315	925-228-2246	896	707-644-8896
350	650-757-7290	912	831-724-0683

Nominations & Elections: International Constitution October, 2006

The following excerpts from the International Constitution apply to all nominations and elections in Teamster Locals:

ARTICLE XXII, Section 4(a):

To be eligible to nominate and otherwise participate in the nominations meeting, a member must have his dues paid through the month prior to the month in which the nominations meeting is held. Nominations shall be made at the meeting by a member in good standing other than the nominee by motion seconded by a member in good standing other than the nominee. Candidates must accept nominations at the time made either in person, or, if absent, in writing, and may accept nomination for only one office. A member may also run for and be elected as a Business Agent or Assistant Business Agent as provided in Article XXII, Section 8, and may hold both the office and the position if elected to both.

ARTICLE XXII, Section 4(b):

The Local Union Executive Board shall have the authority to establish all rules and regulations for the conduct of the election to supplement the provisions of the International Constitution and the Local Union Bylaws, including the authority to use mail referendum balloting or absentee balloting without membership approval. Absentee voting by mail shall be permitted only upon application of members who are ill or absent from the city or town where they are normally employed at the time of voting because on vacation or on employment tour of duty.

The Local Union Executive Board may permit additional reasons for absentee balloting if they so desire. Application for absentee ballots shall be made to the Secretary-Treasurer of the Local Union not less than five (5) days prior to the date set for election and shall contain the grounds therefor. Absentee ballots shall be valid only if they are received by noon of the day on which the polls close.

(NOTE: The International Union recommends that prospective nominees be advised to verify, in advance of the nominations meeting, the eligibility of the nominators and seconders).

ARTICLE XXII, Section 4(c):

To be eligible to vote in the election, a

member's dues must be paid up through the month prior to the month in which the election is held.

ARTICLE II, Section 4(a)(1):

To be eligible for election to any office in a Local Union, a member must be in continuous good standing in the Local Union in which he is a member and in which he is seeking office, and actively employed at the craft within the jurisdiction of such Local Union, for a period of twenty-four (24) consecutive months prior to the month of nomination for said office, and must be eligible to hold office if elected. "Continuous good standing" means compliance with the provisions of Article X, Section 5, concerning the payment of dues for a period of twenty-four consecutive months, together with no interruptions in active membership in the Local Union for which office is being sought because of suspensions, expulsions, withdrawals, transfers or failure to pay fines or assessments. Provided, however, that if a member on withdrawal deposits his card in the month immediately following the month for which it was effective and pays his dues for both months in a timely manner as provided in Article X, Section 5(c), such period of withdrawal shall not be considered a break in continuous good standing in the Local Union.

(NOTE: In addition to the foregoing Constitutional provisions, the International advises that: 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 conventions in the order of priority set forth in the Local Union Bylaws. If the Bylaws do not set forth an order of priority, the principal executive officer shall have first priority, followed by the remaining elected officers in the order determined by the Executive Board.

Members are advised to consult the Bylaws of their Locals for additional rules concerning nominations and election procedures).



BULLETIN BOARD

— Meeting changes only —

LOCAL 70, Oakland

Due to the Thanksgiving Holiday the November membership meeting will be held Tuesday, November 21, 7 p.m.

LOCAL 624, Santa Rosa

The November membership meeting will be held the third (3rd) Wednesday of the month.

LOCAL 665, Daly City

General Meeting notice: The October and November meetings will be held on the fourth Tuesday of the

month. Because of the holidays, the December meeting will be held on the third Tuesday of the month: December 19.

LOCAL 856, San Bruno

Teamsters Local 856's Annual Thanksgiving Meeting will be held Tuesday, November 14, 2006, 6 p.m., at the Grosvenor Hotel, 380 South Airport Blvd., South San Francisco.

For members who reside in the Sacramento area, the meeting will be held on Thursday November 16, 2006, 6 p.m., at Teamsters Local 150, 7120 E. Parkway, Sacramento.



ELECTION NOTICES (Locals 85, 278, 490, 896, 912)

LOCAL 85, San Francisco

Regular Membership meetings: Second Thursday of the month, 7 p.m., 850 Harrison Street, San Francisco.

NOTICE OF NOMINATIONS AND ELECTION OF OFFICERS

The Nominations for Officers, Business Agents and Dispatchers will be held: Thursday, November 2, 2006, 7 p.m. at Local 85, 850 Harrison Street, San Francisco, CA.

The offices and positions to be elected a three (3) year term (January, 2007 through December, 2009) and the number of each is as follows: President (1); Vice President (1); Secretary-Treasurer (1); Recording Secretary (1); Trustees (3); Business Agents (4); Dispatcher No. 1 (1); Dispatcher No. 2(1).

All positions are subject to lay-off depending on the financial condition of the Local Union. All determinations concerning eligibility to office are according to the International Constitution and the Bylaws of Local 85. It would be helpful for all members to bring their most current dues receipt to the Nominations Meeting. All nominations must be in writing. The forms will be available at the Meeting or in the Business Office in October. Where a nominee is unopposed at the regular-

ly designated nominations meeting, there shall be no necessity for the election of such nominee and he shall be declared duly elected at such nominations meeting effective as of conclusion of the term of previous incumbent. In October, any prospective candidate may request the Secretary-Treasurer to review his or her eligibility to run for office prior to the nomination meeting. The Secretary-Treasurer must respond to such a request within five (5) days.

All members will be mailed a ballot in December, 2006, to his or her last known address.

In December, 2006, if you are in good standing (paid November, 2006 dues), your ballot will be counted. If you are not paid through November, 2006, you shall be declared ineligible and your ballot will not be counted.

The ballots will be mailed and counted in December, 2006. If you have not received your ballot by December 5, 2006, please call Patti at (415) 344-0085.

The address indicated on your dues receipt will be the address your ballot will be mailed to. Therefore, if the address is incorrect, kindly call the dues department immediately.

"Write-in" voting is prohibited as

per the International Constitution, Article XXII. "Walk-in voting" or "dropping off ballot" will not be permitted. The ballots should be returned by mail to the U.S. Post Office.

Please be advised that all of the positions are subject to lay-off, full-time, part-time, etc., to be decided by the Local Union Executive Board from time to time, depending on the financial condition of the Local Union.

The 50% meeting attendance requirement shall not be enforced as a condition of the eligibility to run for office in this election.

Copies of the International Constitution and the Local 85 Bylaws are available in the dues office during normal business hours.

Van Beane, Secretary-Treasurer

LOCAL 278, San Francisco

General Membership Meetings: Third Tuesday of the Month, 7:30 p.m., Slovenian Hall, 2101 Mariposa St., San Francisco.

NOTICE OF NOMINATIONS AND ELECTION OF OFFICERS

Nominations for Officers and Business Agents for Teamsters Local 278 will be made at the Regular Membership meeting as follows:

DATE: October 17, 2006

TIME: 7:30 p.m.

PLACE: Slovenian Hall, 2101 Mariposa St., San Francisco, CA

Candidates for the offices of President, Vice President, Secretary-Treasurer, Recording Secretary, three (3) Trustees, two (2) Business Agents, one (1) Business Agent/Organizer for a three (3) year term will be nominated at this meeting.

To be eligible to nominate, second nominations and otherwise participate in a nominations meeting a member must have his/her Union Dues paid through September, 2006.

Every member in good standing who has paid his/her dues on or before the last business day of each month for 24 consecutive months prior to nominations shall be eligible to hold office if otherwise qualified under the International Constitution and the Bylaws of Local 278.

The election of officers and business agents will be by walk-in balloting in accordance with the following schedule:

DATE: November 17, 2006

TIME: 7:00 a.m. to 8:00 p.m.

PLACE: Offices of Teamsters Local 278

5 Thomas Mellon Circle, Suite 130, San Francisco, California 94134

To be eligible to vote a member must have his/her dues paid through the month of October, 2006.

Please take notice of the Interna-

tional Constitution provisions applicable to all nominations and elections for Teamster Locals which are printed in this publication.

Jack Booker, Secretary-Treasurer

LOCAL 490, Vallejo

MEMBERSHIP MEETINGS:

Second Tuesday of the month, 7 p.m., 445 Nebraska Street, Vallejo

NOTICE OF NOMINATIONS AND ELECTION OF OFFICERS

Nominations: 7:00 p.m., Tuesday, November 14, 2006, at 445 Nebraska Street, Vallejo, California. Officers to be nominated for three-year terms are: President, Vice President, Secretary-Treasurer, Recording Secretary, and three (3) Trustees.

To be eligible to nominate, a member must have his/her dues paid through the month of October, 2006. To be eligible for election to any office in the Local Union, a member must be in continuous good standing in the Local Union in which he/she is a member, and in which he/she is seeking office, and actively employed at the craft within the jurisdiction of such Local Union, for a period of twenty-four (24) consecutive months prior to the month of nomination for said office, and must be eligible to hold office if elected. "Continuous good standing" means compliance with the provisions of Article X, Section 5 of the I.B.T. Constitution concerning payment of dues for a period of twenty-four (24) consecutive months, together with no interruptions in active membership in the Local Union because of suspensions, expulsions, withdrawals, transfers or failure to pay fines or assessments.

Election: The election shall be by mail referendum ballot. The ballots will be counted on Saturday, December 23, 2006. To be eligible to cast a valid ballot, a member must have his/her dues paid through the month of November, 2006, no later than 12:00 Noon on Friday, December 22, 2006. Ballots will be mailed on Wednesday, November 29, 2006. Request for duplicate ballots because of spoiled or mismatched ballots or request for ballots because of allegations the ballot was never received shall be made to Local 490's office by the member requesting such duplicate ballot. Such request must be made no later than the close of business (5:00 p.m.) on Wednesday, December 13, 2006. Copies of the International Constitution, Local 490 Bylaws, which contain rules governing elections, and the Rules and procedures applicable to the nomination and election of officers are available at Local 490's office.

Carlos Borba, Secretary-Treasurer

LOCAL 896, Fairfield

NOTICE OF NOMINATIONS AND ELECTION OF OFFICERS

This is the official notice of scheduled Nomination and election for the offices of Secretary-Treasurer (Principal Executive Officer), President, Vice President, Recording Secretary, three (3) Trustees and one (1) Business Representative – Northern California. These officers will serve a three (3) year term commencing on January 1, 2007 and expiring on December 31, 2009.

Nominations Meetings shall be held on November 4 and 5, 2006 as follows: Branch 1 (Northern CA Soft Drink) Saturday, November 4, 10 a.m., TAP Office, 300 Pendleton Way, Oakland CA 94621. Branch 2 (Anheuser-Busch, Fairfield) Sunday, November 5, 8:30 a.m., 318 Mergenser Drive, Suisun CA 94585. Branch 3 (Southern CA Beer) Sunday November 5, 9 a.m., 3303 Wilshire Blvd., 2nd floor, Los Angeles CA 90010. Branch 4 Southern CA Soft Drink) Saturday, November 4, 9 a.m., 3303 Wilshire Blvd., Room 946, Los Angeles CA 90010.

To be eligible to nominate or second a nomination, a member must have his/her dues paid through October 2006.

Periods of unemployment during the twenty-four (24) month period preceding the nomination shall not be considered a break in active employment in the craft within the jurisdiction of the Local if the nominee was actively seeking and available for employment in the craft and not working outside the craft during such periods of unemployment.

To be eligible to vote in the election a member must have his/her dues paid through the month of November, 2006. Members have until 4 p.m. on Tuesday, December 5, 2006 to self-pay their quarterly dues to the Local Union office to restore and/or maintain their good standing status in order to have their votes counted on Wednesday, December 6, 2006. Members who have signed up for dues checkoff will have their dues deducted in the usual manner. However, please verify the deduction on your check stubs. If you have been on layoff, disability, work-related injury or have not received a paycheck and dues have not been deducted, you are responsible for the dues payment for that month.

The election will be conducted by mail referendum balloting. It is anticipated that ballots will be mailed to the membership on or about November 15, 2006 and all ballots must be

received in the Post Office box by 5 p.m., Tuesday, December 5, 2006 in order to be counted on December 6, 2006. Observers are welcomed. Any member not receiving a ballot by November 27, 2006 should immediately contact the Local Union office.

It is each member's responsibility to ensure that the Local Union has his/her correct address. If you have moved recently or if you have not received correspondence from the Local Union or the International magazine, please notify the Local Union of your correct address immediately.

Since the nominations and election will be governed by the International Constitution and the Local Union bylaws, it is strongly suggested that all members familiarize themselves with the applicable provisions in those documents, which are available upon request.

Note particularly the relevant portions of the International Constitution that appear on page 6 of this paper.

Teamsters Local Union #896

LOCAL 912, Watsonville

General Membership meetings are held the fourth Tuesday of each month at 12 Noon, 22 E. 5th St., Watsonville, and at 7:00 p.m. at VFW, 1960 Freedom Blvd., Watsonville.

NOTICE OF NOMINATIONS AND ELECTION OF OFFICERS AND BUSINESS AGENTS

Notice is hereby given of the nomination and election of the following officers of Local Union 912: Secretary-Treasurer (Principal Officer), President, Vice President, Recording Secretary, Trustees (3). The terms of office for these officers will commence on January 1, 2007, and conclude on December 31, 2009.

Nominations

Nominations will be accepted at a special meeting to be held Saturday, November 18, 2006 at the Local Union Hall at 22 East 5th Street, Watsonville, California, at 10:00 a.m. Nominations must be made and seconded from the floor by members of Local 912 other than the nominee. Nominators and seconders must be members in good standing with dues paid through October, 2006. Nominees must accept nomination in person, or if absent, in writing for only one office. Written acceptances must be submitted to the Secretary-Treasurer, or his designated representative.

Eligibility to Nominate, Vote and Run for Office

Rules for eligibility to nominate, vote and run for office are printed at the beginning of the Bulletin Board

continued on page 8

AVISO por Local 912 — continued from page 7

section of the Newspaper, above. In order to nominate a candidate, dues for the month of October, 2006 must be paid prior to the nomination meeting. In order to have your ballot counted, dues for the month of November, 2006 must be paid prior to 5:00 p.m. on Friday, December 22, 2006. The eligibility of seasonal workers in the seasonal food industry to nominate and to vote is governed by Article XXII, Section 4 of the IBT Constitution. Such persons are eligible for these purposes if they:

1) were in regular employment during some period of the twelve (12) months prior to the election, and 2) produce satisfactory evidence that their dues were paid up through the last month of employment.

Potential candidates are encouraged to check their eligibility, and the eligibility of their nominators and seconders, prior to the nominations meet-

ing. Requests should be submitted in writing to the Secretary-Treasurer or his designated representative.

Election

The election shall be by mail ballot. Ballots will be mailed on or about December 5, 2006, to the last known address of all active members and new applicants eligible for membership in Local 912. All ballots must be received in the post office in accordance with the instructions contained in the envelope that includes the ballot no later than December 26, 2006. Ballots will be picked up from the post office, taken to the Union office and counted beginning at 9 a.m. on December 29, 2006.

Protests

Any pre-election protests must be filed with the Local Union Secretary-Treasurer in accordance with the provisions of Article XXII, Section 5(a) of the International Constitution. Any post election protests must be filed with the Secretary-Treasurer of the Joint Council #7, in accordance with



the provisions of Article XXII, Section 5(b) of the International Constitution.

Copies of these Articles of the International Constitution, the Local Union #912 By-laws and the rules governing the conduct of this election are available, upon request, from the Local Union.

AVISO DE NOMBRAMIENTO Y ELECCION DE LOS OFI- CIALES Y AGENTES DE NE- GOCIOS DE LA UNION

Por la presente se da este aviso con respecto al nombramiento y la elección de los siguientes oficiales del Local 912 de la Unión: Secretario-Tesorero (Oficial Principal), Presidente, Vice-Presidente, Secretario de Actas, Fiduciarios (3). Los terminos de los puestos de estos oficiales comenzarán el 1° de Enero, 2007 y concluirán el 31 de Diciembre del año 2009.

Nombramientos

Se aceptarán nombramientos en la Reunión Especial de Miembros que se hará el sábado, 18 de Noviembre, 2006 en el Salón del Local de la Unión en 22 East Fifth St. Watsonville, CA, a las 10:00 de la mañana.

Los nombramientos se tienen que proponer y secundar desde el piso de la asamblea por miembros del Local 912 que no sean la misma persona nombrada. Los nombradores y secundadores tienen que ser miembros acreditados que han pagado sus cuotas de membresía hasta Octubre de 2006. Los Nombrados tienen que aceptar su nombramiento por escrito y por solo un puesto. Las aceptaciones escritas se tienen que someter al Secretario-Tesorero, o a su representante designado.

Elegibilidad para nombrar, votar y correr por un oficio

Las Reglas de elegibilidad para nombrar, votar y correr por un oficio se encuentran al principio de la la sección "Bulletin Board" de este periódico. Para nombrar a un candidato, la cuota del mes de octubre de 2006 se tiene que pagar antes de la junta para nombramientos. Para que se incluye su balota en la cuenta oficial se tiene que pagar su cuota para el mes de

noviembre de 2006 antes de las 5:00 de la tarde, vienes el 22 de diciembre de 2006. La elegibilidad de trabajadores temporales de la industria de procesamiento de alimentos se gobierna de acuerdo con el Artículo XXII, Sección 4 de la constitución de la IBT. Tales personas se considerarán elegibles con estos propósitos con tal de que:

1) Se contrataron en un trabajo regular durante alguna parte de los doce (12) meses antes de la elección; y 2) Provean evidencia satisfactoria de que pagaron su cuota hasta el último mes en que trabajaron..

Se aconsejan a los candidatos potenciales que revisen su elegibilidad y la de sus nombradores y secundadores antes de la junta para nombramientos. Se debería de someter cualquier solicitud por escrito al Secretario-Tesorero o a su representante designado.

La Elección

La elección se conducirá por balota por correo. Se enviarán las balotas en aproximadamente el 5 de diciembre a la última dirección conocida de cada miembro o candidato elegible para la membresía en el Local 912. Todas las balotas se tienen que recibir en la oficina del correo de acuerdo con las instrucciones que se encuentran en el sobre con la balota no después del 26 de diciembre de 2006. Las balotas se recojerán de la oficina del correo y se llevarán a la oficina de la unión para contarse a las 9 de la mañana el 29 de diciembre de 2006.

Protestas

Cualquier protesta de antes de la elección se tiene que entregar al Secretario-Tesorero de acuerdo con los provisos del Artículo XXII, Sección 5(a) de la Constitución de la IBT. Cualquier protesta después de la elección se tiene que entregar al Secretario-Tesorero del Concilio Conjunto #7, de acuerdo con los provisos del Artículo XXII, Sección 5(b) de la Constitución de la IBT.

Se pueden solicitar al Local 912 copias de tales artículos de la Constitución de la IBT y las Reglas del Local 912 que gobiernan la conducta de esta elección.

Brad Sebring, Secretary-Treasurer

In Memoriam

Joint Council 7 officers extend condolences to the family and friends of the following Teamster members who died recently

COWAN, Ted, Local 15	LEGAUX, Lloyd, Local 315
ENGLISH, Samuel J., Jr., Local 15	PAULSON, Willard, Local 315
MILLER, Edwin M., Local 15	DE LA CERDA, Ruben, Local 350
ANDERS, Keith, Sr., Local 70	DARASCH, Carl, 432/78
BACKMAN, Charles, Local 70	ALEXANDER, Timothy, Local 490
CHRISTIANSEN, Chris, Local 70	ATOR, William, Local 490
DE COSTA, Manuel, Local 70	BRASSESCO, Julio, Local 490
DELCINO, Gavin, Local 70	FORD, James, Local 490
FASHINELL, Tom, Local 70	NAKATANI, Robert, Local 490
FLORES, Eliseo, Local 70	PAPES, Octavian, Local 490
GUGICH, Frank, Local 70	RILEY, Daniel, Local 490
HERNANDEZ, Daniel, Local 70	SALCEDO, Edward, Local 490
HUTCHINSON, Charles, Local 70	STINGER, Jacqueline, Local 490
JIMENEZ, Merced, Sr., Local 70	YANCY, Dewey, Local 490
JOAQUIN, Robert J., Local 70	LUU, Long, Local 665
OTTERSEN, Frank, Local 70	CHAPMAN, John, Local 853
CANNON, James, Local 85	GICOVELLI, Steve, Local 853
FERNANDEZ, Arthur, Local 85	OULTON-WELLS, Evelyn, Local 856
MANGINI, Roy, Local 85	WELLS, Inez, Local 856
MCWILLIAMS, Joseph E., Local 85	MARIANO, Ben R., Local 860
POGGETTI, David, Local 85	AYALA, Miguel, Local 890
WARD, Robert, Local 216	CASTILLO, Raul, Local 890
BOLIBA, John, Local 287	LASSETER, Earl, Local 890
CRUZ, Armand, Local 287	MOLINA, Carlos, Local 890
DAVIS, William, Local 287	RAYA, Abelardo, Local 890
GURGIOLO, Louis, Local 287	SIQUIEROS, Ignacio, Local 890
KING, John, Local 287	WHEELUS, Charles, Local 890
STANTON, Duane, Local 287	AVILA, Benny V., Local 912
VARGAS, Philip, Local 287	CERVANTES, Juan, Local 912
WARD, Barney, Local 287	GOMEZ, Jose, Local 912
KLIEWER, Rueben, Local 315	HEIM, Fred, Jr., Local 912



Teamster Endorsements

Statewide Offices

GOVERNOR	Phil Angelides (D)
LT GOVERNOR	John Garamendi (D)
SECRETARY OF STATE	Debra Bowen (D)
ATTORNEY GENERAL	Jerry Brown (D)
CONTROLLER	John Chiang (D)
TREASURER	Bill Lockyer (D)
INSURANCE COMMISSIONER	Cruz Bustamante (D)
BOARD OF EQUALIZATION	
District 1	*Betty Yee (D)
District 2	OPEN
District 3	OPEN
District 4	Judy Chu (D)

State Senate

SD2	Pat Wiggins (D)
SD8	Leland Yee (D)
SD10	Ellen Corbett (D)
SD12	Wiley Nickel (D)

State Assembly

AD1	*Patricia Berg (D)
AD6	Jared Huffman (D)
AD7	*Noreen Evans (D)
AD11	Mark DeSaulnier (D)
AD12	Fiona Ma (D)
AD13	*Mark Leno (D)
AD14	*Loni Hancock (D)
AD15	Terrence Coleman (D)
AD16	Sandre Swanson (D)
AD18	Mary Hayashi (D)
AD19	*Gene Mullin (D)
AD20	*Alberto Torrico (D)
AD21	*Ira Ruskin (D)
AD22	*Sally Lieber (D)
AD23	*Joe Coto (D)
AD24	James Beall, Jr. (D)
AD27	*John Laird (D)
AD28	Anna Caballero (D)

**Denotes Incumbent*

Dates & Deadlines

Register to vote:
October 23

Apply for an absentee ballot:
October 9-31

Voting by absentee ballot:
Ballot8 must be received by the county registrar or turned in to a polling place by November 7.

Election Day:
Tuesday, November 7

To register to vote online:
http://www.ss.ca.gov/elections/elections_d.htm OR
contact your business agent

Ballot Propositions



PROPOSITION 1A — YES

Transportation Funding Protection. Legislative Constitutional Amendment.



PROPOSITION 1B — YES

Highway Safety, Traffic Reduction, Air Quality, and Port Security Bond Act of 2006.



PROPOSITION 1C — YES

Housing and Emergency Shelter Trust Fund Act of 2006.



PROPOSITION 1D — YES

Kindergarten-University Public Education Facilities Bond Act of 2006.



PROPOSITION 1E — YES

Disaster Preparedness and Flood Prevention Bond Act of 2006.



PROPOSITION 83 — No Recommendation

Sex Offenders. Sexually Violent Predators. Punishment, Residence Restrictions and Monitoring.



PROPOSITION 84 — YES

Water Quality, Safety and Supply. Flood Control. Natural Resource Protection. Park Improvements. Bonds.



PROPOSITION 85 — No Recommendation

Waiting Period and Parental Notification Before Termination of Minor's Pregnancy.



PROPOSITION 86 — No Recommendation

Tax on Cigarettes. Initiative Constitutional Amendment and Statute.



PROPOSITION 87 — YES

Alternative Energy. Research, Production, Incentives. Tax on California Oil.



PROPOSITION 88 — NO

Education Funding. Real Property Parcel Tax.



PROPOSITION 89 — YES

Political Campaigns. Public Financing. Corporate Tax Increase. Contribution and Expenditure Limits.



PROPOSITION 90 — NO

Government Acquisition, Regulation of Private Property.