



Organizing for November elections starts early

Teamsters gear up to oppose 'Wall Street Whitman'

Californians now know the choice for California's next Governor comes down to Meg Whitman or Jerry Brown. Now it's up to us to make clear that the choice isn't just between two people or two styles of leadership, but about the kind of California we want in the decades to come.

We've had enough of the Wall Street way, but that's the kind of thinking Meg Whitman wants to bring to the Governor's office. We've seen what happens when Wall Street controls our mortgages, our retirement savings, and our economy. We can't let "Wall Street Whitman" get her grip on our schools, our health-care, and our jobs.

Everywhere Whitman's gone

throughout her career two things have happened: workers lost jobs and she got richer. That's because Whitman believes to her core that what's good for Wall Street must be good for everyone. If a CEO has a fatter bonus at the end of the year, it justifies job cuts and slashed benefits.

We know all too well just how wrong she is. When the economy collapsed, Whitman and her corporate friends made off with millions. We paid the price with job loss, home foreclosures and other hardships.

But there is a better way: Jerry Brown represents the Main Street values of good jobs, quality schools and public services and a stronger California. In his time as Governor

from 1975-1983, he created nearly two million jobs. He's spent a lifetime fighting for us at all levels of government. That's the kind of proven leadership we need to emerge from this recession. But before we can work with Jerry to get our economy back on track, we've got to stop Whitman's "Wall Street Express" in its tracks.

The 2010 campaign has started early this year because Meg Whitman wants to buy her way into office. She has already shelled out more than \$90 million on her hostile corporate

takeover of California and she's on track to more than double that before the November general election. Defeating her corporate agenda will take more than money; it will require an army of passionate volunteers and activists.

Teamsters Joint Council 7 is gearing up our political campaign with member-to-member organizing, encouraging membership in DRIVE, and getting out the vote. We need all members to get involved—see page 3 to learn how you can get involved.

University of California employees affiliate with Teamsters

In May, the nearly 15,000-strong Coalition of University Employees (CUE) officially affiliated with the International Brotherhood of Teamsters, making the University of California (UC) Union Joint Council 7's newest chartered Teamster Local.

The agreement comes after the overwhelming majority – 81 percent – of voting members voted in favor of the affiliation. CUE represents more than 14,000 administrative and library assistants, cashiers, public safety dispatchers and many other clerical employees at 11 UC campuses throughout the state.

"We welcome this affiliation with CUE and will work hard on the members' behalf for a fair contract with the University of California," said Joint Council 7 President Rome Aloise.

"Our members voted to affiliate with the Teamsters because of the union's strong track record of representing public service and university employees," said Anytra Henderson, acting president of the statewide CUE.

"This overwhelming vote for the Teamsters makes us stronger," said Linda Doran, a CUE library assistant at the Riverside campus. "Now, all the employees have to pull together so we can build a solid campaign for a fair contract."

CUE approached the Teamsters earlier this year about forming an affiliation, said Aloise.

"CUE came to us because they appreciated the professionalism of the Teamsters and our ability to get the job done," Aloise said. "We were able to gain this affiliation with the help of our Organizing Department and the Public Services Division."

"The Teamsters are experts in representing education employees at all levels, and we will bring this knowledge to the negotiating table," said Teamsters General President James Hoffa.

"From this day forward, an act of aggression against CUE members and Local leadership is an act against the Teamsters, and that includes attempts by other unions to replace CUE as the certified representative of the 14,000 employees in the CUE bargaining unit," Hoffa said.

"Teamster organizers fanned out across the 10 University of California campuses to assist CUE to mobilize their members for this historic affiliation," said Jeff Farmer, Director of the Teamsters' Organizing Department. "These members join a growing movement of workers across the country seeking Teamster power."



Election Notices Elección Avisos

Attention: Members of Locals 70, 137, 315, 431, 517, 624, 665, 853, 890

Atención: Los miembros de Locales 70, 137, 315, 431, 517, 624, 665, 853, 890

See pages 8-11 for info about upcoming Local elections

Vea las páginas 8-11 para obtener información acerca de las próximas elecciones Locales

What are the most satisfying and most challenging things about being involved with your union?



Peggy Aleman
First Student
Trustee – Local 624

“As trustees, we’re there to question things. We look at everything as a whole. What’s most satisfying is when we bring new non-union members into the family and get them the benefits and representation they deserve. We just organized NeilMed and those workers bring such positive energy that they can make a change in their work environment.”



Doug Radonich
Cemex
Sergeant at Arms – Local 853

“The livelihood that has been afforded to me because of the Local means I have to give something back for those opportunities. With the situation in labor now, you couldn’t ask to be affiliated with a better organization. My future is bright, so I want to give back. The challenges are around the economy: people are grateful to have a job and that hurts organizing, because people aren’t willing to jeopardize what they have. We need to educate our members in the ways of organized labor. They pay their dues and expect everything to be there. We need to educate them because the best organizer is a member organizer.”



Election season starts earlier every year

Welcome CUE members

I would like to welcome the almost 15,000 new Teamster members who have joined our union through the affiliation with CUE (Coalition of University Employees). These new members work throughout the University of California system on all campuses and, in reality, are the people who make the various campuses work and operate. Without them, I believe the systems would shut down.

CUE leadership has been involved in a contract fight with UC and they are looking to us to lend them support and guidance. Our goal is to show them that being Teamsters will start to pay benefits right away. As we proceed, we will be asking all of our sisters and brothers to join in this fight for justice on the UC campuses.

The November election

Throughout the years that I’ve been involved in political work, the campaign season for the November elections has always begun on Labor Day, giving us the summer to prepare and a solid two months for active campaigning.

This year, it’s different. The campaigning has already begun. And there’s one reason for the early start. Money. We have two mega-millionaire candidates who have money to burn, and they’re using it to try to define their opponents before their opponents even get out of the gate. These two corporate rejects have already spent in excess of \$100 million dollars!

I want all of our members in Joint Council 7 to understand the difference between the candidates who want to buy their way into office and those who have worked in public service their whole lives.

The Governor’s Race: Meg Whitman wants to “run California like a business.” What does that mean for California’s working families? Whitman has a history of layoffs, outsourcing and exorbitant executive perks as CEO and Board Member of eBay. While on the campaign trail, Whitman has pledged to cut 40,000 state workers’ jobs, while giving lavish tax breaks to her corporate millionaire friends. She has chosen to speak directly against unions, their leadership and their membership. She is Schwarzenegger on steroids!

On the other hand, Jerry Brown has remained steadfastly committed to improving the lives of California’s working families. When he was governor, he established the right to collectively bargain for teachers, school employees, firefighters, police, other state and local government workers and farm workers. He fought for good wages, worker safety and strengthening the safety net, including unemployment benefits and workers’ compensation. When he completed his term as Governor, he left the state in better financial health than it had been before or since. He will be a governor who understands and appreciates what it is like to struggle from paycheck to paycheck and to worry about healthcare and pension. We need him!

The U.S. Senate Race: Over in the race for U.S. Senate, Carly Fiorina calls herself a successful businessperson, but even as HP’s stock and value plummeted under her

leadership, she was paid \$108 million. She was responsible for laying off 28,000 workers and shipping jobs overseas to China, India and Europe. She opposed last year’s economic recovery package that saved or created 150,000 California jobs, extended unemployment assistance and expanded job training programs.

Barbara Boxer, on the other hand, has long been a friend of the Teamsters. She has worked to make California the hub of the clean energy economy, she supports American manufacturing and infrastructure, and she voted to end tax breaks for companies that ship jobs overseas. Boxer has sponsored or co-sponsored dozens of bills that have been signed into law, including water and environmental bills, school programs, securing money for California highway and rail projects and much more.

For most of their adult lives, neither Meg Whitman nor Carly Fiorina even bothered to vote. Now, they want to buy their way into office. Don’t let yourself be persuaded by the early roll-out of their big money campaigns.

Building Teamster political power

In order to make sure we do everything we can to sustain and build further our political power, I have appointed Doug Bloch as the Joint Council Political Director. Doug comes out of the Port organizing campaign and brings years of organizing and political work with him to this job. We are scheduling political coordinators’ meetings beginning in August all around the Joint Council. If you are interested in helping yourself and your

Teamster sisters and brothers protect our wages, benefits and pensions, please check with your Local about these meetings.

DRIVE (Democrat, Republican, Independent Voter Education) is the cornerstone of our ability to compete with the millions and millions of dollars that the opposition spends. The Teamsters do not spend member dues money on elections; we must raise funds separately from those members who want to give. Please join DRIVE at your workplace if you haven’t already.

“Don’t be persuaded by the early roll-out of big money campaigns.”



Joint Council 7
TEAMSTER

USPS 395-880
ISSN 2154-2643

The Joint Council 7 Teamster is published 5 times per year (February, May, August, October, December) by Teamsters’ Joint Council 7: 250 Executive Park Blvd., Suite 3100 San Francisco, CA 94134; 415-467-2552. Periodicals Postage Paid at the San Francisco, CA mailing office.

POSTMASTER: Please send address changes to: Joint Council 7 Teamster: 250 Executive Park Blvd., Suite 3100, San Francisco, CA 94134-3306

Members: When notifying us of address changes, please include your Local Union number.

Joint Council 7's Executive Board



Seated (left to right): Carlos Borba, Local 315, Trustee; Dave Hawley, Local 137, Recording Secretary; Darrell Pratt, Local 431, Vice President; Rome Aloise, Local 853, President; Robert Morales, Local 350, Secretary-Treasurer; Ernie Yates, Local 665, Trustee; Lucio Reyes, Local 601, Trustee; Standing (left to right) Advisory Committee Members Scott Lupo, Local 517; Jim Tobin, Local 150; Bill Hoyt, Local 287; Joe Lanthier, Local 856; Sam Rosas, Local 439. (Not shown, Steve Mack, Local 853)



Ted Parmentier
Pacific Coast Producers
Trustee – Local 601

“It’s satisfying to help people and support the needs of the members. The challenges are the pension and healthcare. Everyone wants to retire with a nice pension, but the country’s economics make that hard to do.”



Bryan Austin
Del Monte Foods
Trustee – Local 948

“Being able to represent our people and have a voice from our plant in union leadership. The biggest challenge is educating our people and letting them know what they can and cannot do. Things have definitely changed with the new economy.”



Danny Smith
California Dairies
Trustee – Local 517

“Somebody set the groundwork for me, and now I have a chance to give back as a Trustee. It’s my turn to protect those benefits I have. I’m learning as I go. The challenge is facing the tough economic times and trying to motivate people to get involved and participate. People need to see the union as the vehicle for their future. Once people start participating, they feel like they’re a part of something, and part of controlling their lives.”

POLITICAL POWER

BY DOUG BLOCH

No matter your party, vote “Teamster” in November

“Walter Reuther defined power one day. He said, Power is the ability of a labor union like the UAW to make the most powerful corporation in the world, General Motors, say, ‘Yes’ when it wants to say ‘No.’ That’s power.”

— Reverend Martin Luther King, Jr.
August 16, 1967

When Joint Council President Rome Aloise hired me as Political Director, he made one thing clear: the top priority is to build Teamster political power to support contracts and new organizing campaigns.

We are one of the largest unions in Northern California with room to grow in almost every industry we represent. We have a political foundation built by Chuck Mack that spans almost four decades. Our members know that being a Teamster means being able to provide a better life for our families, but our pensions, health care, and our future are under attack. And what about all the hard-working men and women toiling every day in non-union work places that deserve the opportunity to organize with us? We need to fight to protect what we have, but if we don’t grow, we are sure to wither and die.

Politics are a part of every single thing we do as a union. But if we don’t get more involved, our children might think of unions as something in the history books.

This November’s election provides about as clear a contrast between candidates as we will ever see. On the one hand, the “Wall Street Wonders” (Whitman and Fiorina) are attempting a hostile takeover of the State of California by spending hundreds of millions of their own money to secure a seat in power. Meg Whitman spent a record \$100 million to win the Republican primary, and right now, months before the traditional start of campaign season, she’s spending \$500,000 each and every day.

Regardless of your party registration, this election calls on all of us to vote “Union” when we get to the polls. Whitman and Fiorina have built their platforms around busting unions; Brown and Boxer have stood with unions for more than 20 years. Whitman plans to lay off 40,000 state public employees if elected; Brown gave public employees and farm workers the right to collectively bargain. Whitman wants to roll back the 8-hour work day, guaranteed meal and rest breaks, overtime, prevailing wages, and Project Labor Agreements. She and Fiorina want to run the state like a business, but for them, running a business means contracting out jobs, and cutting services.

According to the *Sacramento Bee*, Meg Whitman became eligible to vote in 1974 and she didn’t even register until 2002. After she registered, she missed half the local, state and federal elections held until 2007. She didn’t vote in the recall election that swept Schwarzenegger into office or the special election he called in 2005.

We can’t possibly hope to outspend Whitman and Fiorina, but we can beat them in the streets. In August, Rome and our political staff are hitting the road to let you know what the plan is. Here’s the schedule.

Political Action Meetings

August 14

- ▶ At Local 853 from 9 a.m.-noon
2100 Merced Street, San Leandro
For members of all Bay Area locals

August 21

- ▶ At Local 439 from 9-11 a.m.
1531 E. Fremont Street, Stockton
For members of Locals 439 and 601
- ▶ At Local 150 from noon-2 p.m.
7120 East Parkway, Sacramento
For members of Locals 150 and 137

August 28

- ▶ At Local 431 from 9-11 am
1140 West Olive, Fresno
For members of Locals 87, 431 and 517
- ▶ At Local 386 from 1-3 pm
1225 Thirteenth Street, Modesto
For members of Locals 386 and 948

We’ve seen our pensions, mortgages, home values, and our union battered by those who think that deregulation and letting business run the show are the answer to the nation’s ills. These business interests hate unions because we stand up and demand that they be accountable to workers. A vote for Whitman and Fiorina is a vote for big business. A vote for Brown and Boxer is for an economy that works for working families. On November 2, vote Teamster.

Doug Bloch was named to the newly-created position of Joint Council 7 Political Director in June. He’ll be coordinating Teamster political mobilizations, conducting trainings for local political directors, and promoting the DRIVE program. To get involved in the Teamsters’ political program, contact Doug at doug@teamjc7.org

AROUND THE LOCALS



LOCAL 624

NeilMed strike goes into month three

NeilMed Pharmaceuticals forced its workers to strike at 5 a.m. on Thursday May 20th in response to the company's intolerable working conditions and numerous violations of federal labor law. As the Joint Council 7 News goes to press, the 60 employees are still on strike at the Santa Rosa facility, going into their third month.

The National Labor Relations Board issued several complaints against NeilMed and is investigating several more labor violations committed by the company, including bargaining in bad faith, coercing employees, threatening to retaliate against workers, and unilaterally changing working conditions.

"In spite of our best efforts, NeilMed is continually committing unfair labor practices against the employees of the company," said Local 624 Secretary-Treasurer Ralph Miranda. "The employees have voted overwhelmingly to withhold their labor resulting from the injustices."

Miranda says that the union and the company

LOCAL 856

Pittsburg withdraws imposed contract, reaches fair deal

In an extraordinarily rare move, the City of Pittsburg withdrew the contract it had unilaterally imposed on the Teamsters, and in June came to a three-year deal that benefits both the city and its workers.

The new agreement restores retiree medical benefits for workers hired before July 1, 2007, and introduces a tiered plan for workers hired after July 1, 2007, adding a new tax-deferred program for workers hired after December 31, 2011.

The city will continue to contribute 100% of the Kaiser premium rate until the end of the calendar year, after which it will institute caps for years two and three of the contract.

Workers will still have to make contributions to their retirement, however, instead of the full 7% starting July 1, they will not reach that rate until the end of three years.

"The Teamsters and the City have enjoyed a productive business relationship over the 13 years of their association," said Don Lawson, Teamsters Local 856 Business Representative and Staff Attorney. "We value our relationship and look forward to working together to bolster and build up the economic condition of the City."



Three NeilMed strikers came to the Joint Council 7 seminar in Lake Tahoe to explain why they were striking to have the right to be in a union.

(Left to right: Irma Navarro, Elmer Cisneros, Carmen Capucetti) have only held two negotiating sessions since the union election was certified in September of 2009. "We have been unsuccessful in getting either a return to work or an acceptable agreement," Miranda explained. "We have made one more request through the Federal Mediation Service to negotiate and hope to get back to the table soon."

To date, none of the workers have crossed the picket line, and they have repeatedly voted to hold the line. "We want a union because we need some-

one to go to bat for us when this owner tries to mistreat us. We know the Teamsters will do that" said NeilMed worker Elmer Cisneros. "We do not want to return to work until we have a union contract."

According to Miranda, the company is operating with a skeleton crew. "They're down from 200 to 18 during the day and 10 at night. The strike has been hurting them quite a bit."

The union has decided to escalate the strike into a boycott, starting with an area-wide boycott. "We'll expand it to a national boycott if we can't get a reasonable settlement."

Miranda thanked the members of Locals 853 and 70 for not crossing the picket line. He also gave thanks to the International and to the Joint Council for their help, organizers and strategy-setting.

"This campaign is about an obvious abuse of workers," said Joint Council 7 President Rome Aloise. "If we organize companies and can't get contracts, other companies will try to do the same thing. We have to fight until we get a contract at NeilMed." Aloise added that the union would advise Costco, a major purchaser of NeilMed products, of the company's actions, and ask Costco to put some pressure on the company as well.

LOCAL 601

Good contracts in cannery industry

"2010 is off to a great start, in part due to the Cannery Council negotiations and members at H.J. Heinz' Stockton Plant who ratified a new contract," says Local 601 Secretary-Treasurer Lucio Reyes. "The Heinz negotiations were difficult, but in the end, we were able to get the same wages, pension and benefits for all members as we negotiated for the CPI contract, retro to July 1, 2009."

Reyes gives extra thanks to Local 601's staff, Local 948 Secretary-Treasurer Lupe Juarez, Local 890, and IBT Vice-President Fred Gegare, who all assisted in the process. "When you consider the gains made in these negotiations, it shows the power that unions give workers to enhance their quality of life during tough economic times."



Local 601 members from Diamond Foods received checks from Secretary-Treasurer Lucio Reyes totaling more than \$200,000 as a result of several grievances settled outside arbitration.

LOCAL 890

Members win back pay awards from two companies

Local 890 representatives, in conjunction with a state agency, were able to get Valentin Perez retroactive back pay in the amount of \$26,000. Perez, an employee of Taylor Farms of California in Salinas, was terminated after an on-the-job injury.

Humberto Castañeda, a Teamster

driver from Sodexo-Metro Park in Stockton, was unjustly terminated in February. Francisco Reynozo, his union representative, filed a grievance and, after seven weeks, he was reinstated with full pay and benefits and got a check for \$5,000 in back pay.



LtoR: Local 890 Business Agent Lupe Castillo, member Valentin Perez, President Tony Gonzalez; Business Agent Francisco Reynozo and member Humberto Castaneda

LOCAL 853

Teamsters at Safeway win settlement for seniority violations

Communication between shop stewards and their business representatives can be critical in identifying and rectifying company policy violations. Local 853 Rep Lou Valetta says he was able to get the members at Safeway Richmond's bread plant a settlement of \$10,000 because the steward took a perceived problem up the union chain.

In November, 2009, Safeway shop steward Lionel Eason contacted

Valetta to let him know that Safeway was violating the seniority clause in the collective bargaining agreement by scheduling on-call employees out of seniority.

After meeting with company employees in charge of the schedule for Teamster loaders and shippers, Valetta and Eason advised them that they were violating the contract and should stop immediately. Their response was that they would sched-

ule who they wanted to for specific jobs as needed.

Valetta filed a grievance but the company continued the practice until January of 2010. In all, 55 days of seniority violations had occurred.

In the end, Teamsters Local 853 prevailed on the grievance and the company had to pay more than \$10,000 to the individual Teamsters whose seniority had been violated.

"This, or any other violation of our

contract, can only be upheld by your union with the communication and participation of the members," advised Valetta. "Without shop stewards or individual members making Teamster representatives aware of the day-to-day activities in your workplace, your union's strength is diminished. We must all protect the hard-fought negotiations and protections that our collective bargaining agreement provides us every single day."



Safeway workers received a \$10,000 grievance settlement because they fought for their seniority rights. Business Agent Lou Valetta is pictured at far right.

TEAMSTERS Annual Family Fun Day at



Saturday, August 7, 2010
\$20 admission per person
(Children 2 and under—free)

BBQ Tri-Tip Lunch served from 12:00-4:00
Soft drink wristbands • Horseshoe pit
Volleyball • Fishing • Waterslides



Tickets must be purchased by August 6, 2010

For Information, Contact:

Local 517 Office: 559-627-9993

Local 431 Office: 559-486-5410

Sponsored by

Teamster Locals 517 and 431

LOCAL 948

Update on contract negotiations

The members at Ball Can Company overwhelmingly ratified their collective bargaining agreement. "This is a very busy plant and the Local 948 members employed there do a great job keeping this company running smoothly and efficiently," says Local 948 Secretary-Treasurer Lupe Juarez.

The Local is currently in the midst of negotiating the contract for Cemex and should be wrapping it up very soon with an offer that should be satisfactory to the employees there.

myhealthIQ

Recently, members were sent a Joint Benefit Trust newsletter that featured an article on myhealthIQ. "I'm happy to say that many of you took advantage of this very important program. I encourage any of you who did not participate to consider making an appointment the next time it is offered in your area," Juarez said. For those members in or near Modesto, the program will be offered at Stanislaus Foods in September.

Eric Johnson
1954-2010

Eric Johnson, editor of the Northern California Teamster Newspaper from 1990-1997, died in April, 2010. He was 55 years old.

Eric came from a union family. He was dedicated to working people, his family, and San Francisco's sports teams.

Eric's career included work in the news media, public relations and research. In 1997, he began working for SEARCH, first as a writer/researcher and later as Justice Information Services Specialist in the company's law and policy program. He wrote articles on criminal justice information management and policy, organized national workshops and conferences, and provided technical assistance to justice agencies.

Eric is survived by his father, Walter Johnson, former Secretary-Treasurer of the San Francisco Labor Council, his brother, his wife and three sons.



Local 15/853

BURNS, James

Local 70

CAPPUCCIO, Lawrence

FRY, James M.

GRIFFEN, Chester F.

MARTELLACCI, Armand

MARTINEZ, Jose

MILLER, Garry

RODRIGUES, Alfred P.

ROGERS, Julius S.

Local 70/287

HORNER, Jack

Local 78/853

GILLHAM, Barbara

GONZALEZ, Robert

HALLAM, Terry

HALLAN, Terry

MULGREW, Ernest

NEWBERRY, Louise

NOONAN, Rich

Local 137

JOYCE, Glenn

O'CONNOR, Michael

Local 287

ABRUZZINI, William, Jr.

ALIOTO, Frank I.

ANGUIANO, Antonio A.

APARICIO, Trinidad

BAGWELL, Clarence

BANCHERO, Ray

BARGER, Charles A., Jr.

BARNES, Alphonso

BENEVITCH, Donald L.

BETTENCOURT, John V.

BIFANO, Tony

BOJORQUES, Paul

BONDI, Daniel P.

BOWERS, Newton

BURNS, Ople E.

CALABRETTA, Gregory A.

CAMPO, Mike

DEACON, Robert E.

DE LUCA, Joseph C., Jr.

DIXON, Allen

DOTSON, Edward

ENRIQUEZ, Albert

EPLING, Goebel G., Sr.

FELTON, Anthony

FREITAS, Arthur L.

FRIESEN, John W.

GREEN, Robert

GUERREIRO, Ernest E.

HOVEY, Fredrick

LUMIBAO, Rogelio B.

LOONEY, Jack R.

LOPES, William J.

LYONS, Jay J.

MACIEL, George P.

MAGLIOLI, Joseph F.

MORELLA, Wallace F.

NORIEGA, Victor G.

PATTI, Peter F.

POLLIFRONE, Giuseppe F.

RADULOVICH, Peter

REBELO, Raimundo

RENOIS, Thomas D.

RIVERA, Trinidad R.

RODRIGUEZ, Frank

ROSSETTA, Marvin J.

SCHAPIRO, Jack

SHAY, Paul E.

SIMENTAL, Robert

SKUTA, Regina

STEWART, Russell G.

TEO, Falefasa F.

TRANHAM, Tommy G.

VANPAUL, Richard

WABER, Archie H.

WATANABE, John

WINTON, Bobby E.

Local 296/853

FERRIS, Patrick

Local 315

ARIAS, Manuel

BEEGLE, Woodrow

BOEHRER, Fred

BRYANT, Carl A.

DE JESUS, John

FINNELL, James

FROWNFELDER, Tom

HALL, John

HARSHA, B.

HAWKES, Grant

LOPER, J.

TIOFILO, James

WALKER, Anthony

WHITLEY, Robert

Local 350

DORTON, Robert

PESCE, Jack

Local 431

BARKER, Randy

DE LEON, Carlos

DIAZ, Robert

DICKSON, Jason

FUENTEZ, Lorenzo

GROSS, Robert

MENDEZ, Eric

SCHROEDER, Jeff

SIERRA, John

VALDIVINOS, Floriberto

Local 588/853

BUCHANAN, Lorraine

MONTE, Phillip, Jr.

SOUZA, Gilbert

Local 624

BAUGH, Frank C.

BRODNIK, Roy W.

BRYANT, Carl A.

CANDAGE, Peter

CONROY, Dale

DUCKWORTH, Lorelei

GARFAGNOLI, Giuseppe

HOLMES, Dwight L.

JOHNSON, Roy A.

LEHTIO, John

LYMAN, Vernon F.

MARIANI, Harlan J.

RAMOCIOTTI, Lillian M.

ROGERS, Mike

WILLIAMS, Ocie Lee

Local 853

DEARMON, Marcia

HOBSON, William

KUCER, Paul

MEZA, Joaquin

MORGAN, Serge

TORRES, Gerardo

Local 856

HERNANDEZ, Alfonso

KEATING, Wilma

KRISHNA, Fabian

MONTEJANO, Teresa

PERALTA, Mark

Local 860/853

CORONADO, Antonio

Local 890

CLIZBE, Gerald

GRIFFIN, Robert

LOPEZ, Maria

SERMENO, Rudolfo M.

SULLIVAN, Edward D.

VALDEZ, Alicia

Local 896

CRAVALHO, John

Local 2785

AIELLO, Dominic A.

BIANUCCI, Edward

Michael "Mick"

CANN, Edwin F.

COWAN, John

DIERX, Richard

DUNCAN, Robert A.

FAAMAUSILI, Lau, Sr.

MAGNUSSEN, Alvin

MATIS, William

NAVARRA, Joseph

NIKO, Isaac

PARDINI, Louis

ORTISI, Vincent

RODRIGUEZ, Walter

STEWART, William D.

VAN AKEN, Kenneth

GCC Local 583/853

AKAZAWA, Itsuo

BEAUREGARD, Adelard

CHIARMONTE, Samuel

DEL ARROZ, Waltaud

DESCALSO, William

FIELD, Wallace

GIORDANO, Anthony

HEIDOHREN, Jerrold

KOEHLER, Henry

KREYER, Leo

MARADIAGA, Frank

PASSANISI, Vincent

PRAGER, Mary

STEIN, Mildred

TOURNAHU, Robert

TRUJILLO, Juan

ULFELDER, Fred

Teamsters oppose any roll-back of AB 32

The California Teamsters Public Affairs Council, representing more than 250,000 union members in California, has unanimously voted to oppose any roll-back of California's historic greenhouse gas reduction law, known as AB 32. The so-called "Logue Initiative," on the ballot as Proposition 23, reverses current environmental standards and allows for increased business pollution. It is being opposed by the Teamsters and by the California Labor Federation.

"In the 1960s, the Teamsters refused to heed industry calls that we oppose the elimination of leaded gasoline. Our employers predicted that, if lead was removed from gasoline, there would be dire consequences for our members and for the economy," said Rome Aloise, Co-Chair of the Council and President of Teamsters Joint Council 7.

"Those predictions were proved wrong. In the 1980s and 1990s, we supported the enactment of mandatory recycling laws and again, the predictions of Doomsday were proved wrong. And now, the people who are trying to roll back AB 32 are again predicting the worst. We don't believe their Chicken Little "sky is falling" predictions any more now than we did in the past. A green economy means green jobs for our members."

Randy Cammack, Co-Chair of the Council and President of Teamsters Joint Council 42 in Southern California, said, "Our union strongly believes that we must reject efforts to move backwards on protection of the environment. Our members are citizens and neighbors as well as workers. We breathe the same air, drink the same water, and live on the same planet with every other human being and we strongly believe that reduction of pollution must be a top priority for our state and nation. There is no inconsistency between protecting our environment and building a strong and vibrant economy."



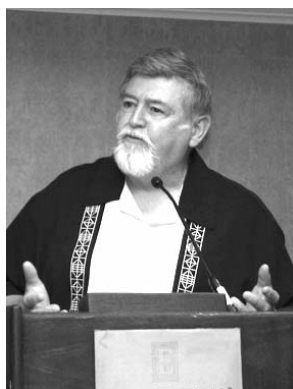
First Joint Council 7 Seminar provides latest info on union member rights and benefits



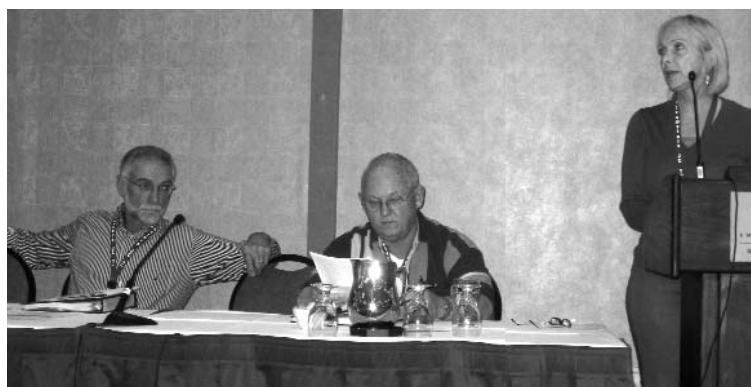
On May 25-26, business agents and trustees from the local unions in Joint Council 7 came together in Lake Tahoe for their first annual Educational Seminar. The two days were filled with speakers and workshops on a wide range of topics, including legal issues, organizing, health and welfare, pension and the political scene.



(Left to Right) JC7 President Rome Aloise and IBT General President James Hoffa talked about the future of the Teamsters; CTPAC Director Barry Broad reviewed legislation, the California budget and upcoming elections; Lawyer Geoff Piller from Beeson, Tayer and Bodine, talked about implementation of Health Care Reform; Ray Brown, administrator for the SIP 401K Plan, spoke about the plan.



JC42 President Randy Cammack reviewed the power of the two California-Nevada Joint Councils; Manny Valenzuela talked about organizing; Julius Young, from the Boxer Gerson law firm, discussed workers compensation; and Antonio Christian talked about the Teamsters Human Rights Commission and Teamsters for Tomorrow.



Incoming TAP Director Bill Gaito, outgoing TAP Director Casey Sawyer, and incoming TARP Director Suzanne Pereira talked about the drug, alcohol and counseling services offered by the two programs; Western Conference of Teamsters Pension Trust Co-Chair Chuck Mack talked about the pension program



11th Annual Teamsters Local 439 Labor Day Picnic



Sunday September 5, 2010
10:00 am – 5:00 pm
Northgate Park
1750 Hoyt Park
Manteca, CA

Entertainment, Music, Food, Raffles, Fun
Softball & Soccer Tournaments
(Team Captains must register teams with Local 439 before Friday, Aug. 27
Call 209-948-9592 x100)

Safeway Drivers & Mechanics Luncheon

All former and retired drivers and mechanics who worked in the San Francisco Division of Safeway Stores Inc. are invited:

August 14, 2010
12 noon - 5 p.m.

Napa Elks Lodge: 2840 Soscol Avenue, Napa
\$36: BBQ steak, chicken and trimmings.
No host bar.

Seats are limited and reservations were due on July 25.
For more info, call Jerry Tower at 530-474-3767 or
Dennis Estep at 510-223-2047



Your Local Union phone numbers

- 70 510-569-9317
- 87 661-327-8594
- 137 530-243-0232
- 150 916-392-7070
- 2785 415-467-0450
- 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
- 624 707-542-1292
- 665 650-991-2102
- 853 510-895-8853
- 856 650-635-0111
- 890 831-424-5743
- 896 707-644-8896
- 912 831-724-0683



Local 70 Oakland

Notice is hereby given to the nomination and election of officers and business agents of Local 70. The terms of office for these officers will commence on January 1, 2011 and conclude on December 31, 2013.

Nominations of candidates for the offices of President, Vice president, Secretary-Treasurer, Recording Secretary, three (3) trustees and business agents (number of business agents to be determined at the Regular Membership Meeting of September 11, 2010) will be conducted at a special membership meeting as follows:

DATE: November 6, 2010

TIME: 10:00 a.m.

PLACE: Local 70

400 Roland Way

Oakland, CA 94621

To be eligible to be a candidate, the member must be in good standing for a period of 24 consecutive months prior to nomination. To be eligible to nominate or second a nomination, members must have their dues paid through the month of October, 2010. Nominations may be made orally from the floor or in writing. Forms for written nominations are presently available at the Union office. Written nominations must be received by the Union prior to the nomination meeting on November 6, 2010.

Candidates must accept nominations at the time made, either in person or if absent in writing.

A member on dues check off 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 Marty Frates.

NOTE: The 50% meeting attendance rule shall not be enforced as a condition of eligibility to be a candidate in this election.

The election shall be conducted by mail referendum. Ballots and voting instructions shall be mailed on November 22, 2010, to the members' addresses on file with Local 70. Ballots must be received at the post office address on the return envelope no later

than 11 a.m. on December 7, 2010. Ballots will be counted at the Union Hall starting at 1:00 p.m. on December 7, 2010.

Members who have not received a ballot by November 29, 2010 should call the Local Union office at (800)243-1350 or (510)569-9317 to request a ballot. Duplicate ballots may be requested through December 3, 2010.

Eligibility to vote in this election requires members of Local 70 to be in good standing with initiation fees and dues paid through November 2010. Members have until 4 p.m. on December 6, 2010 to pay their initiation fees or dues at the Local Union office in order to have their votes counted.

The nomination and election will be conducted pursuant to the provisions of the International Constitution and Local 70 Bylaws, copies of which are available at the Union's office.

Marty Frates, Secretary-Treasurer

Local 137 Redding

Nominations of candidates for the Teamsters Local 137 offices of President, Vice-President, Secretary/Treasurer, Recording Secretary and three (3) Trustees for a three (3) year term, commencing on January 1, 2011, will take place as follows:

DATE: Monday, November 1, 2010

TIME: 7:00 P.M.

PLACE: Redding Union Hall

3540 South Market Street

Redding, CA 96001

Eligibility for Nominees: To be eligible to accept a nomination, a member must be in continuous good standing in Local 137 and actively employed at a craft within Local 137's jurisdiction for a period of twenty-four (24) consecutive months prior to the month of nominations for said office and, if elected, must

be eligible to hold office. The 50% meeting attendance requirement shall not be enforced as a condition of eligibility to run for office in this election. Prospective nominees are advised to verify, in advance of the nomination meeting, their eligibility to run for office.

Method of Submitting Nominations and Eligibility of Nominator and Secunder: Nominations for office and seconds of nominations must be made orally at the meeting from the floor and in accordance with the Rules and Orders outlined in Section 23 of Local 137's Bylaws.

Nominees must accept nomination at the time made, either in person or, if absent, in writing and may accept nomination for only one (1) office.

The International Constitution requires that nominations made at the nominations meeting shall be by a member in good standing, other than the nominee, and seconded by a member in good standing, other than the nominee. Prospective nominees are advised to verify, in advance of the nominations meeting, the eligibility of their nominators and seconders.

Duties and Responsibilities of Elected Officers: 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 that 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 Article III, Section 5(a)(1) of the International Constitution or as set forth in the Local Union By-laws.

Local No. 137 By-laws and International Constitution: Election rules are set forth in the Local Union By-laws and International Constitution, which are available upon request.

Notice of Election of Officers: An election by secret ballot will be conducted by mail referendum among all eligible voters of Local No. 137 to fill the following offices: President, Vice-President, Secretary/Treasurer, Recording Secretary and three (3) Trustees.

By November 12, 2010, an official ballot, instructions, a secret ballot envelope and a stamped return addressed envelope will be mailed to each eligible voter.

In order for your ballot to be counted, it must be properly marked, mailed and received at the main post office in Redding, California no later than 11:59 P.M. on Thursday, December 2, 2010. The counting will begin promptly at 10:00 A.M. on Friday, December 3, 2010.

*Fraternally,
Local 137 Executive Board*

Nominations & Elections: International Constitution

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).



Local 315 Martinez

The Nominations for Officers and Business Agents will take place at a Special Called Meeting on Monday, October 4, 2010 at 8 p.m. at the Martinez Union Hall, located at 2727 Alhambra Avenue, Martinez, CA.

Positions to be nominated for a three (3) year term commencing January 1, 2011 are as follows: President, Vice President, Secretary-Treasurer, Recording Secretary, Three (3) Trustees and (6) Business Agents. Please be advised Elected Business Agents are subject to lay-off depending on the financial condition of the Local Union.

Nominations and election of Officers and Business Agents will be governed by the provisions of the International Constitution which are stated in this publication; and the Bylaws of Local 315 which are available upon request at the Local 315 office. The election shall be conducted by mail referendum ballot. The ballots and voting instructions will be mailed out no later than October 18, 2010 to the members' last known address on file with Local 315. Members who have not received a ballot by October 25, 2010 should call the Local 315 Election Services provider at 1 888 864-5328 and request a ballot. Duplicate ballots must be requested on or before by 5:00 PM November 4, 2010.

All Ballots must be received by 10 a.m. on November 10, 2010 at the post office address on the return envelope in order to be counted and must be in compliance with the instructions contained in the envelope that includes the ballot. The Ballots will be picked up at the post office and taken to the Teamsters Local 315 Union Hall and counted starting at approximately 11:00 a.m. on November 10, 2010.

To be eligible for election to any office in the Local Union, a member must satisfy the requirements of Article II, Section 4 of the International Constitution and must be a member in continuous good standing, with dues paid during the current month due on or before the last business day of the current month, and actively employed in the craft during the twenty-four (24) months immediately prior to nomination (October, 2008 – September, 2010). There is no requirement for election to the offices and positions involved in this election that the nominee must have attended a particular number of membership meetings within the last 24 months prior to nominations as referred to in Article II,

Section 4 of the International Constitution. In order to nominate or second a nomination, the nominator must be a member in good standing and have dues paid through the month of September, 2010.

NOTE: Prospective candidates, their nominators and second's are advised that detailed information and verification of eligibility for candidates, their nominators and seconders should be obtained by submitting a written request to the Local Union Secretary-Treasurer at least five (5) business days prior to the nomination meeting. The Secretary Treasurer will provide a written response.

Dale Robbins, Secretary-Treasurer

Local 431 Fresno

Notice is hereby given of the nomination and election of the following officers of Local Union 431: President (Principal Officer), Secretary-Treasurer, Vice-President, Recording Secretary, and three Trustees. The terms of office for these officers will commence on January 1, 2011 and conclude on December 31, 2013.

Nominations

Nominations will be accepted at a Special Membership Meeting of Local Union 431 to be held on:

DATE: Thursday, November 4, 2010

TIME: 7:30 p.m.

PLACE: Teamsters Local No. 431,
1140 W Olive
Fresno CA 93728

Nominations must be made and seconded from the floor by members of Local Union 431, in good standing with dues paid through October 2010. Any back dues or fees may be paid at the Local Union office through 5:00 p.m. on Wednesday November 3, 2010. 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 431 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 suspensions, expulsions, withdrawals, transfers or failures to pay fines or assessments.

A member on dues check off 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 431 on or about November 17, 2010. All ballots must be received at the designated Post Office Box by 8:00 am on Saturday, December 4, 2010 to be counted. Counting will begin promptly at 9:00 a.m. at the Union Hall on December 4, 2010. Members who have not received a ballot by November 24, 2010 should call the Local Union Office at (559) 486-5410 to request a ballot. Duplicate ballots may be requested through December 1, 2010.

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 431 must be in good standing with initiation fees and dues paid through November 2010. Members have until 5:00 p.m. on Friday, December 3, 2010 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 checkoff shall not lose good standing as a result of a failure by an employer 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 431 Bylaws and the Rules governing the conduct of this election are available, upon request, from the Local Union.

Fraternally,

Local Union 431 Executive Board

Local 517 Visalia

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, and three Trustees. One Business Agent will also be elected.

The terms of office for these officers and business agent will commence on January 1, 2011 and conclude on December 31, 2013.

Nominations: Nominations will be accepted at two Special Membership Meetings of Local Union 517, both to be held on September 10, 2010, commencing promptly at 9:00 a.m. and again at 6:00 p.m., at the Local 517 Union Hall at 512 West Oak Street, Visalia, California 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, 2010. Any back dues or fees may be paid at the Local Union office no later than 4:30 p.m. on September 9, 2010. 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 suspensions, expulsions, withdrawals, transfers or failures to pay fines or assessments.

In addition to those conditions of eligibility listed above, a member must have attended at least fifty percent (50%) of the regular divisional meetings of this Local Union during the twenty four (24) consecutive months



prior to nominations in order to be eligible to run for office. The Local Union shall keep accurate records reflecting those members who are in attendance at each meeting and shall exempt from the attendance requirement any member who, because of illness, regular employment, or other good cause is unable to attend a meeting. Within thirty (30) days of the missed meeting, the member shall be responsible for providing the Union office with written documentation, such as a note to support the exempt absence.

A member on dues check off 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 23, 2010. All ballots must be received at the designated Post Office Box by 12:00 p.m. on October 22, 2010 to be counted. Counting will begin promptly at 5:00 p.m. at the Union Hall on October 22, 2010. Members who have not received a ballot by October 4, 2010, should call the Election Officer at (877) 324-7655 to request a ballot. Duplicate ballots may be requested through October 18, 2010.

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, 2010. Members have until 4:30 p.m. on October 21, 2010 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,

Local Union 517 Executive Board

Local 624 Santa Rosa

Office hours: Monday-Thursday 7 a.m. to 4 p.m.; closed for lunch 12 to 1:00 p.m.; Friday 7 a.m. to Noon. Membership meetings are held the fourth Thursday of the month, 7 p.m. at Teamsters 624 Union Hall, 1371 Neotomas Ave., Santa Rosa.

Due to Thanksgiving Holiday: The regular General membership Meeting in November will be held the third Thursday, November 18, 2010, 7 p.m. at Teamsters 624 Union Hall, 1371 Neotomas Ave., Santa Rosa

Notice of Nominations and Election
Nominations for Officers will be held on Monday, November 1, 2010, 7:00 p.m. at the Teamster 624 Union Hall, 1371 Neotomas Avenue, Santa Rosa.

Officers to be nominated are as follows: President, Vice-President, Secretary-Treasurer, Recording Secretary, Three (3) Trustees.

The election will be conducted by mail referendum; ballots will be counted on Friday, December 3, 2010.

The nominations and election will be governed by the provision of the International Constitution, which are stated on page 8 of this newspaper, and by the Bylaws of Local 624.

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

In order to nominate or second a nomination, a member must have their dues paid through the month of October 2010. In order to vote, a member must have their dues paid through the month of November 2010. Membership in good standing, as required, is subject to verification by the Union.

Ralph Miranda, Secretary-Treasurer

Local 665 Daly City

Regular Membership meetings are held the fourth Tuesday of the month at 6 p.m.

Notice of Nominations and Election
Nominations for Officers of Local 665 will be held on October 26, 2010, 6 p.m., at 295 89th Street, Suite 306, Daly City, California 94015.

Officers to be nominated are as follows: President, Vice President, Secretary-Treasurer, Recording Secretary, three (3) Trustees.

The nominations will be governed by the provisions of the International Constitution, which are stated in this newspaper, and the Bylaws of Local 665.

The election shall be conducted by mail referendum ballot. The ballots will be mailed out on November 9, 2010 and all ballots must be received by 12 Noon on November 26, 2010. The ballots will be counted on November 26, 2010 at the Union office.

In order to nominate or second a nomination, a member must have his/her dues paid through the month of September 2010. In order to vote, a member must have his/her dues paid through the month of October 2010.

To be eligible to run for office, members of Local 665 must be in continuous good standing (dues paid by the last business day of the month) for a period of twenty-four (24) consecutive months, prior to nominations. Membership in good standing, as required, is subject to verification by the Union. Requests for a duplicate ballot because of allegations the ballot was never received shall be made to Local 665's office by the member requesting such duplicate ballot. Your request will then be forwarded to the election service.

NOTE: The 50 percent meeting attendance requirement shall not be enforced as a condition of eligibility to run for office in this election. You should also consult excerpts from the International Constitution that appear in this newspaper and also the Bylaws of Local 665.

Ernie Yates, Secretary-Treasurer

Local 853 San Leandro

Membership meetings are held the second Thursday of the month, 7:00 p.m. The October Membership Meeting will be held at Local 853's West Bay office, 151 West 20th Avenue, San Mateo.

Nomination of candidates for offices of President, Vice President, Secretary-Treasurer, Recording Secretary and three (3) Trustees will take place as follows:

Nominations
DATE: November 8, 2010
TIME: 6:00 p.m.
PLACE: Local 853 Meeting Room, 2100 Merced St., San Leandro, CA.

If an election is necessary, it will be held as follows:

Election
DATE: December 9, 2010
TIME: 7:00 a.m. to 7:00 p.m.
PLACE: Local 853 Meeting Room 2100 Merced St., San Leandro, CA

Or

Local 853 West Bay Division Office
151 West 20th Avenue, San Mateo, CA

Ballots will be consolidated and counted at the San Leandro polling place on December 9, 2010.

If an election is held, the regular order of business for the December, 2010 meeting will be suspended.

On the day of the election, members voting must have proof of identification.

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

These meetings are for all members. Retired members may attend both meetings but are not eligible to either make nominations or to vote.

Application to file for candidacy and copies of the Rules Governing Nominations and Elections are available and may be obtained at the San Leandro Union office by any member so requesting. This form must be returned to the Secretary-Treasurer by 4:30 p.m. on October 29, 2010.

To be eligible to nominate, a member must have his/her dues paid through the month of October, 2010. To be eligible to run for office, a member must be in continuous good standing in the Local Union and actively employed at the craft within the jurisdiction of this 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. To be eligible vote, a member must have dues paid through the month of November, 2010.

Absentee ballots will be available in accordance with the Local union Bylaws, Article VI, and applicable sections of the International Constitution.

Rome Aloise, Secretary-Treasurer



Local 890 Salinas

Notice of Re-Run Election of Officers

Notice is hereby given of the Re-Run Election of the following officers of Local 890: President (Principal Officer), Secretary-Treasurer, Vice-President, Recording Secretary, and three Trustees for a three (3) year term. Since this is a re-run of the Election of 2009 that was set aside by the International Union, there will be no new nominations.

The Election will be conducted by mail ballot. Ballots will be mailed to all active members and new applicants eligible for membership in Local Union 890 on or about August 17, 2010. All ballots must be received at the designated return address by 10:00 a.m. on Tuesday, September 7, 2010. Members who have not received a ballot by August 23, 2010, may call the Local Union Office at this toll free number: 800-300-5743 to request a ballot. Duplicate Ballots may be requested through September 1, 2010.

Instructions for the completion of the mail 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 under any circumstances.

To assure that the maximum number of members receive a ballot, the Local Union will make all efforts to correct incorrect addresses. You may also call the Local Union at this toll free number: (800) 300-5743, properly identify yourself, and provide the Local Union with the correct address. You can also leave a message on the Local's voice mail. You must properly notify the Local Union of any address change by August 12, 2010.

Eligibility To Vote: To be eligible to vote in this election a member of Local 890 must be in good standing with their initiation fees and dues paid through August 2010. Members have until 5:00 p.m. on Friday, September 3, 2010 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 failure by an employer to send deducted dues to the Local or to make proper deduction from the

member's pay in any month in which a member has any earnings from which dues could have been deducted.

The eligibility of seasonal workers in the seasonal food industry to vote is governed by Article XXII, Section 4(c) of the IBT Constitution. Such persons shall be eligible to vote 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 the last month of employment.

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 or priority set forth in the Local Union Bylaws.

Protests: Any pre-election protest must be filed with the Local Union 890 Secretary-Treasurer in accordance with the provisions of Article XXII Section 5(a) of the International Constitution. Any post election protest must be filed with Joint Council 7 in accordance with Article XXII, Section 5(b) of the International Constitution.

Copies of the Articles of the International Constitution, the Local Union 890 Bylaws and the rules governing the conduct of this election are available, upon request from the Local Union.

*Fraternally,
Tony F Gonzalez, President*

Local 890 Salinas

Aviso de Re-Elección de oficiales del Local 890

Por la presente se da aviso respecto a al Re-Elección de los siguientes oficiales del Local 890: Presidente (Oficial Principal), Secretario-Tesorero, Vice-Presidente, Secretario de Actas y tres Fiduciarios por un término de tres (3) años. Ya que esta es una repetición de la Elección de 2009 que la Unión Internacional hizo a un lado, por esta razón no habrá nuevas nominaciones.

La elección será conducida por balota por correo. Las balotas se enviaran por correo a todos los miembros activos y nuevos solicitantes elegibles para membrecía en el Local 890 para el día 17 de Agosto de 2010. Todas las balotas deben ser recibidas en el remitente designado para las 10:00 a.m. el Martes, 7 de Septiembre, 2010. Miembros quienes no hayan recibido una balota para el 23 de Agosto de 2010, pueden llamar a la oficina del Local 890 al número gratis (800) 300-5743 para pedir una balota. Balotas duplicadas pueden pedirse hasta el 1ro. de Septiembre, 2010.

Instrucciones para llenar las balotas irán juntas con el paquete de la balota. Esto es un voto secreto. Usted debe marcar su balota en privado y enviarla por correo, en un sobre sellado y secreto, a la caja postal del correo en el sobre con franqueo pagado proveído en el paquete. No le dé su balota a nadie bajo ninguna circunstancia.

Para asegurar que el máximo número de miembros reciban su balota, el Local de la Unión hará todo lo posible por corregir direcciones incorrectas. Usted también puede llamar al Local de la Unión a su número gratuito (800)300-5743, e identificarse apropiadamente, y proveer al Local su dirección correcta. También puede dejar un mensaje en la contestadora de

recados del Local. Usted tiene que notificar al Local de su cambio de dirección para el día 12 de Agosto de 2010.

Elegibilidad para Votar: Para ser elegible para votar en esta elección un miembro del Local 890 tiene que estar en buen estado con respecto a sus cuotas y cuotas de iniciación tienen que estar pagadas hasta el mes de Agosto 2010. Los miembros tienen hasta las 5:00 p.m. el día Viernes 3 de Septiembre, 2010 para pagar sus cuotas y cuotas de iniciación en la oficina del Local de la Unión para que sus votos sean contados. Bajo la Constitución Internacional, cualquier miembro que trabaje en una compañía donde le rebajan las cuotas de su cheque no perderá su buen estado con la Unión como resultado de la tardanza o falta de pago por parte de la compañía o debido a que la compañía no haga las deducciones apropiadas en cualquier mes cuando el miembro tuvo las ganancias para que dichas deducciones se pudieran haber hecho.

La elegibilidad para votar de empleados temporales de la industria de alimentos está gobernada por el Artículo XXII, Sección 4 (c) de la Constitución de IBT. Dichas personas serán elegibles para votar si ellos: 1) están empleados durante algún periodo de los doce (12) meses antes de la elección y 2) producir evidencia satisfactoria que sus cuotas fueron pagadas hasta el último mes de empleo.

Oficiales electos del Local 890 deberán por virtud de haber sido electos, actuar como delegados a cualquier concilio con el cual el Local este afiliado, como también a cualquier convención o cualquier otra organización la cual puede tomar lugar durante su termino de oficina. Los oficiales electos del Local serán delegados en dichas organizaciones en el orden de prioridad que indiquen los estatutos del Local de la Unión.

Protestas: Cualquier protestas de pre-elección tiene que ser archivada con el Secretario Tesorero del Local 890 de acuerdo con las provisiones del Artículo XXII Sección 5(a) de la Constitución Internacional. Cualquier protesta post elección tiene que ser archivada con el Concilio Unido 7 de acuerdo con el Artículo XXII, Sección 5(b) de la Constitución Internacional.

Hay copias disponibles de los Artículos de la Constitución Internacional, de los Estatutos del Local 890 y las Reglas que gobiernan la manera como se conducen las elecciones y estas se pueden solicitar al Local de la Unión.

*Fraternalmente,
Tony F González, Presidente*





DRIVE

Democrat,
Republican,
Independent
Voter Education

Contribute to DRIVE—the Teamsters’ political action committee. DRIVE enables the union to help elect political candidates who care about working people. Give \$1, \$2, \$5 or \$10 per week through a paycheck deduction. Ask your steward or business agent for a DRIVE form—and give generously.



NEWS FROM TAP & TARP

TARP provides services across the Central Valley

In Sacramento in 1970, a Teamster recovering from alcohol abuse realized there were no services available for himself or for fellow employees facing problems at work or home involving alcohol or drug use. This Teamster envisioned a program that could address this void—a program anyone could call for help with alcohol or drug problems, a program that could help Teamsters and their family members. This Teamster’s efforts lead to the development of the TARP program that is based in Modesto, California. The services offered are:

- ▶ Assessment and referrals
- ▶ Conduct site visits while members are in treatment
- ▶ Participate in back-to-work agreements
- ▶ Contact clients quarterly by telephone for two years after completing treatment
- ▶ Conduct supervisory trainings for reasonable suspicion
- ▶ Conduct DOT trainings for supervisors
- ▶ Conduct commercial critical incident debriefing for employees
- ▶ Conduct alcohol and drug trainings for employees
- ▶ Conduct facilitator training for family alumni support groups

Staffing changes

Don McClure retires from TARP on July 31, 2011. Don has been with TARP for 21 years and his experience and expertise will be greatly missed.

In order to ensure a smooth transition so that TARP continues to serve our clients with the best possible care and service, we are announcing the following organizational changes:

- Scott Roberts was hired on July 1, 2010; he brings extensive experience in the field of alcohol and drug assessment, education and treatment. A graduate of Omega College, Scott earned a B.A. in Religious Studies and an M.A. in Clinical Counseling. Scott is a Certified Drug/Alcohol Counselor II (CADC II), and is DOT/SAP certified.
- Don McClure and Suzanne Pereira will work closely with Scott during the transition. Scott will be responsible for Locals 87, 386, 431, 439, 517, 601 and 948. Suzanne will continue to be responsible for Locals 137, 150, 533 and 601-North.
- Don will work with Suzanne to transfer the responsibilities of TARP Program Coordinator to her upon his retirement.

These changes should ensure a smooth transition and preserve continuity of care for our clients. As usual, TARP’s employees are all available to help you regardless of their primary territorial assignments. Call the toll-free number: 800-522-8277. Scott’s direct number is 209-572-6962; Suzanne’s direct number is 209-572-6961.



YOUR LEGAL RIGHTS

By the law firm of Beeson, Tayer & Bodine

Employee privacy rights in the workplace

Two recent court decisions have clarified the limited right to privacy employees have in the workplace. Both decisions confirm that while both public and private sector California employees retain certain privacy rights on the job, employers may lawfully intrude into a protected area of on-the-job privacy for legitimate business reasons.

In June, the U.S. Supreme Court addressed a city employer’s warrantless search of city-issued pager employees used for text messaging. Generally, the U.S. Constitution’s Fourth Amendment prohibits warrantless searches by the government, but the U.S. Supreme Court long ago created an exception for searches in the government workplace. However, government searches in the workplace will not pass muster under the Fourth Amendment unless they are “reasonable.”

Applying this test, the Court easily dismissed the plaintiff’s claim. The search was justified at its inception, because the city had a legitimate, work-related rationale for the search; namely, to determine if the character limit on the city contract for text messages was too low. Nor was the search excessively intrusive, since the city audited only two months of messages and the employees could not reasonably assume that their pagers were in all circumstances immune from inspection. And, reversing the 9th Circuit Court of Appeals on this point, the Court noted the employer was under no obligation to use only the “least intrusive” search.

While the Fourth Amendment does not apply to private-sector employers, in California, both public and private-sector employees enjoy a workplace privacy right under the California Constitution. In a case involving the installation of a hidden surveillance camera in the office of a residential treatment program for abused children decided last summer, the California Supreme Court clarified the limited nature of private sector employees’ privacy rights. *Hernandez v. Hillside, Inc.*

For a search to be reasonable, it must be “justified at its inception,” and not “excessively intrusive”

First, the employee must have a reasonable expectation of privacy; and if so, then the “offensiveness or seriousness of the intrusion, including any justification and other relevant interests” is evaluated. Because the office in which the surveillance camera was installed had blinds on the windows and could be locked, the Court concluded that the two employees who shared the office had some right of privacy in the office, at least a reasonable expectation that a hidden surveillance camera

would not be installed there without their knowledge. But the Court unanimously dismissed the plaintiffs’ privacy claims because the place, time and scope of the employer’s video surveillance efforts were only minimally intrusive – the camera was only operated on three occasions, all during hours when the employees were off work – and the employer had a legitimate business reason for the surveillance – to determine who was viewing pornography on the office computer during off hours. And, as in *Quon*, the Court noted that the employer need not prove that there were no less intrusive means of conducting the search.

These decisions highlight the very limited privacy rights California employees have on the job. Most employers have policies which specifically deprive employees of an expectation of privacy in employer-issued devices such as cell-phones or computers. Such policies may give employers the right to search a device. Even employer-issued devices—like cell phones or pagers—used outside of the office may be subject to search.

While surveillance devices are prohibited in restrooms and designated changing rooms, California employers have the right to install a hidden surveillance camera under certain circumstances. In short, video surveillance is more likely to be permissible when it is conducted in a public area.