



## Teamsters' work gains passage of Enterprise Zone Reform

Local 853 knew that something was fishy with a program that enabled VWR, a company that's been under Teamster contract for 40 years, to close its warehouse in Brisbane and reopen in Visalia, leaving behind its long-time well-paid Teamster employees, hiring non-union employees at less than half the wage rate, and collecting state support for every "new job" they created. The Local used numerous tactics to fight this scheme, but quickly realized that the only solution was long-term—to reform the Enterprise Zone program, a state-sponsored corporate boondoggle that rewarded companies for doing just what VWR did.

In order to make such a major policy change, the Local enlisted the help of Joint Council 7, all its affiliated locals, and the California Federation of Labor. After nearly three years of intense lobbying, on July 11, Governor Brown signed the Economic Development Initiative, ending the \$750 million Enterprise Zones program and using those funds to launch a job creation program instead.

"We thank Governor Brown and the Legislature—particularly Senator Jerry Hill—for their leadership to make changes to Enterprise Zones," said Rome Aloise, Teamsters Joint Council 7 President and Teamsters International Union Vice President At-Large, "And we are happy to see that our employers in food processing, dairies, breweries, and other industries that invest in good California jobs will be rewarded under the new program."

"This legislation will help grow our economy and create good manufacturing jobs," Brown said at the bill signing. "Through our great university sys-

tem and through the companies we have, California can build on the strength of intellectual capacity."

### What's in the new bill

Under the legislation (AB 93 and SB 90), a statewide sales tax exemption will apply to manufacturing equipment or research and development equipment purchases for biotech and manufacturing companies, according to the governor's office.

Hiring credits will be offered for businesses in areas with the highest unemployment rate and poverty, and California businesses will be able to compete for available tax credits based on the number of jobs to be created and retained, wages paid for those jobs, and other factors.

"With the signing of today's bills, California now has real economic development programs in place that create new jobs," said California Labor Federation Executive Secretary-Treasurer Art Pulaski. "And not just any jobs. Good jobs, middle class jobs, jobs that build communities and rev up our engine of economic growth."

The law eliminates the eligibility of retail, restaurants, and temporary agencies to collect tax credits, instead focusing them toward manufacturing and bioresearch companies. The law also sets a wage floor of \$12 per hour or above. And companies that relocate need to demonstrate they are creating net new jobs and offer the right of transfer to all current employees at their same rate of compensation.

"For too long, companies have gamed the program to deliver one-sided benefits to them with little benefit to the public," said Doug Bloch, Political Director with Teamsters Joint Council 7. "Through our collective effort, we just reshaped a \$750 million dollar corporate welfare program whose biggest beneficiaries were Walmart and FedEx. We actually turned it into something that will reward employers who create good jobs for California."

### The long campaign

No union in California felt a bigger sting from this program than the Teamsters, and no union did more work to get the program fixed. The campaign started with a Valentines Day action, where Local 853 members passed out chocolates to the Legislature, asking them to "have a heart" and save Teamster jobs.



Teamsters from across Joint Council 7 blitzed the Capitol on the day of the vote

After more lobbying, a public hearing, and several news stories, Senator Jerry Hill (who represented the VWR members at that time in the Assembly), sponsored legislation requiring employers to both give the right to transfer and to demonstrate they were creating new jobs in order to receive the tax credits.

While that initial bill died in committee, Teamsters did not give up the fight. Teamster members blitzed the Capitol to describe how they have been hurt by enterprise zones used for business relocations.

Senator Hill reintroduced more sweeping legislation this year and Governor Brown sponsored a major reform effort. Joint Council 7 led two more lobby days in 2013, bringing 70 Teamsters to the Capitol from Locals 70, 315, 386, 439, 517, 601, 853, 856, 890, 2010, and 2785.

On the day of the vote, principal officers made phone calls to legislators in their districts to ask for their vote. "We pressed our case to the elected officials, and despite opposition from every corner of the state, finally, we slayed the dragon!" says Bloch.

Senate President Pro Tem Darrell Steinberg and the Governor's staff credited Teamster efforts in helping to turn the tide in this critical fight. "We should all be proud of ourselves for eliminating this giant "entitlement program" for corporations," added Aloise.

## Election Notices Elección Avisos

**Attention: Members of Locals 70, 137, 315, 431, 517, 533, 665, 853, 890**

**Atención : Los miembros de Locales 70, 137, 315, 431, 517, 533, 665, 853, 890**

See pages 8-12 for info about upcoming Local elections

Vea las páginas 8-12 para obtener información acerca de las próximas elecciones Locales





On May 27, Joint Council 7 sponsored a tailgate party before the "Battle of the Bay" game between the Giants and the A's. More than 1,750 Teamsters attended with their families and friends.

We asked members what they thought of the event and whether this is a good thing for the Joint Council to do again in the future.



Manuel Rodriguez (L)  
Local 601 - Pacific Coast Producers

Teamsters are good—the union brings better jobs and a better living!

Albert Zamora (R)  
Local 601

It's great for the members, the shop stewards. Just keep doing games like this!



Regina Naterman (with son Brenden & friend Paul) – Local 2010

Hell yes! This is my first event. I'm meeting so many new people and learning about what's going on. And my son will be a Teamster some day.



## Joint Council 7 TEAMSTER

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## Enterprise Zone victory shows need for member involvement in politics

After a three year fight, I am proud to say that the Enterprise Zone bill—also called the Anti-VWR bill—finally passed and was signed by the governor. This legislative effort will, in the future, prevent any employer from running away from the union and getting paid for it through our tax dollars.

This was a major victory for Joint Council 7. Not only did we get a strong and comprehensive bill that will protect Teamsters and all California workers, but the Joint Council has gained the respect of the Governor's office as well as legislators and staffers throughout Sacramento.

As with any huge fight, it could only have been achieved with the help of a lot of people on many levels. First and foremost, I have to thank you, our members.

Your participation in DRIVE, our political action committee, has enabled us to contribute to electoral campaigns. When we come back to the people we helped elect and tell them about an issue that's important to our members, they listen.

Additionally, our voter registration drive this past year resulted in almost 25,000 new voters in our state. The fact that more than 70% of our members actually voted made a big impression on our political leaders.

And I can't overstate the importance of our members who went to Sacramento on numerous "lobby days" to meet directly with our elected representatives and tell them what is important to us and our families. This face-to-face contact had a large and decisive impact on getting our bills passed.

And we all owe a big debt of gratitude to our members who had worked at VWR in Brisbane. While they knew that the passage of this legislation would not get them their jobs back, they still attended numerous lobby days and testified about how it felt to know that their tax dollars were paying VWR to relocate their jobs. They took up the fight, not for themselves, but for California's future.

Underscoring our commitment to political action, the Executive Board of Joint Council 7 has made a

major commitment to developing a strong and effective presence in local, state and national politics by hiring two full-time people to work in our political department. Doug Bloch has been our Political Director for the past two years. He has the responsibility of overseeing our political and electoral work throughout our jurisdiction. We recently hired Veronica Diaz to coordinate our political work in the Central Valley. We have huge potential to grow our membership, create good paying jobs, and change the political landscape in the Central Valley for our members and their families. Doug has done a tremendous job and I am sure the Veronica will, as well.

**Underscoring our commitment to political action, Joint Council 7 has made a major commitment to developing a strong and effective presence in local, state and national politics.**

I realize that many of you are skeptical about politics and politicians, as am I. However, in order to make the system work for us, we all have to be involved. The members of Joint Council 7 have shown that you understand this, and have stepped up in a big way. I want to thank you for your dedication and perseverance.

Our Executive Board is also committed to making sure that Joint Council 7 Locals, and their officials are the best in our entire international union. Last month, we conducted another successful educational seminar for our officers, officials, and business representatives. We brought in educators from the international union along with our Joint Council lawyers, to review the latest in labor law, workers' compensation law, and tactics to handle various situations that face our hard working members on a daily basis. I believe we have some of the hardest working representatives in the nation working for our locals and this seminar showed us yet again that they understand the importance of continuing education to keep our high standards and represent our members in the fashion that they deserve.

Finally, the Joint Council was pleased to sponsor a tailgate party preceding the Giants vs. A's game in May. We brought together 1,750 of our brothers and sisters from across the Council for union solidarity and a great party. We hope to make it even bigger next year!

## Teamsters take on Battle of the Bay



More than 1,750 Teamsters came to the Oakland Coliseum on May 27 for the Battle of the Bay between the Oakland A's and the San Francisco Giants. Before the game, the Joint Council hosted a tailgate party. It was a perfect Teamster day—great food, lots of fun, and tremendous solidarity. (Oh yeah—the A's won!)



## Joint Council hosts educational seminar for union reps and leaders

On June 24-26, Joint Council 7 sponsored an educational seminar for more than 200 Teamster leaders, business agents and key active members from every Local in the Council. The purpose was to keep the union leadership updated on the latest in labor and workers' compensation law changes, to learn about other legal issues that might impact Teamster members, and find out what the Joint Council is planning in terms of organizing and political action.

Several lawyers from the Beeson, Tayer and Bodine law firm took on training the group about all of the legal issues. Political Director Doug Bloch made a pres-

entation on "Organizing Central California," and talked about how organizing for electoral victories will open up new opportunities for Teamster victories. Professor William Gould IV, former chair of the National Labor Relations Board, talked about the current status of the Board and the impact that has on union organizing efforts.

Workshop and presentation topics included NLRB essentials, Public Sector Labor Law, Bargaining Strategies for Recalcitrant Employers; Obamacare and Collective Bargaining, Dealing with the New Generation of Human Resource Managers, and many more.

"Thanks to everyone who made this impactful seminar possible," said Joaquin Ramirez, Shop Steward, Teamsters Local 601. "This training keeps those of us who aim to fight for Teamsters' rights knowledgeable about the issues, laws and current events affecting all Teamster members. And knowledge is power!"



More than 200 Teamster officers, officials, business agents and active members spent two days at an educational seminar, getting updated on important union issues. At left, former NLRB Chair William Gould autographs his book.  
(Photos by Pablo Barrera, Local 601)

## Report on UPS negotiations and next steps

By Marty Frates  
UPS Nor Cal Chairman and  
Secretary-Treasurer of Local 70

After months of negotiations, the National UPS contract has been ratified and the Nor Cal Supplement and Sort Rider have been passed by a 2-1 margin. However, at press time, approximately 15 supplements have not been ratified and the National Agreement cannot be finalized until all the supplements are ratified.

The major sticking point is the health and welfare program for those UPS members who had been covered by the UPS Health and Welfare Plan being moved to the Central States Health and Welfare Plan. Negotiations are continuing. The IBT and UPS have entered into a contract extension until negotiations are finalized with a 30-day written notice by either party to terminate the contract extension if necessary.

The Nor Cal Committee is leading the way for the future. Anyone can point out the good and bad about any contract, but reality has to set in.



A group of Local 315 UPS Teamsters after their vote to ratify the UPS contract and Nor Cal Supplement.

That reality is the non-union competition—specifically Fed-X and On Trac Trucking. Fed-X's shipping rates are close to UPS, however the wage and benefit packages are lower by a large margin. On Trac Trucking is a real problem; their shipping rates are about half of UPS and Fed-X and the wage and benefit packages are way below Fed-X. This creates a problem in keeping customers.

The Nor Cal Committee has proposed a supplemental dues increase of \$.10 per hour on a one time basis, which will create about \$1.5 million dollars per year. This money will be administered by the Nor Cal Committee and spent by Joint Council 7 to organize the non-union companies that are attempting to take our jobs. The plan is to hire an organizer who will develop and oversee an organizing program utilizing active shop stewards and members from UPS. The program has to be approved by the members. We look forward to meeting with you to discuss how to make this program successful and fully transparent.



Crystal Lloyd/Ida Burge/John Silva  
Local 665 - First Student

This gets all of us together. I've never been to anything this big. To see all the different locals is good for morale .... We're going to a ballgame with the Teamsters—that's just really cool!



Miguel Gallegos/John Quicho/Gerald Avila  
Local 439 - CNS Wholesale

Yes definitely – for unity. It brings the brotherhood together and we can bring our families out. We're glad to be here with all our Teamster brothers and sisters.



Gerald Richardson & Lourdes Center  
Local 386 - UPS

Always. This just brings us all together. It gets the locals together to share stories and build unity.



Herbert R. Patterson (L)  
Local 70 - Quality Terminal Services

It brings all the Locals together so we're united. United we stand! This is my first event and my last one too, because I'm retiring and moving!

Linda Clevenger  
Local 853 - First Student

Absolutely. There's so much solidarity. It's great to see everybody together and having fun.



# AROUND THE LOCALS



## LOCAL 533

### Arbitration victory for Waste Management member



*Victor Flores (L) stands with Local 533 Business Agent Gary Watson as he proudly displays the arbitrator's ruling to get his job back.*

It had been a long process for Teamsters Local 533 member Victor Flores, but “the outcome of winning my job back was outstanding,” he says.

Victor has been a Waste Management Teamster member since March 12, 2001. He has also served as shop steward and Local Executive Board Trustee. The Company terminated Victor on March 12, 2012, for an alleged second violation of life critical rules (double siding).

Teamsters Local 533 Business Agents Lori Pittard and Gary Watson attempted to resolve Victor's termination through the grievance process, but the company was unwilling to settle. The company stated “the only way Victor Flores will work for Waste Management again will be if an arbitrator puts him back to work.”

So the union decided to take this case to arbitration, convinced that Flores had a good case based on the company's interpretation of the “double siding” rule and their lack of evidence.

On March 27, 2013 after more than a year off of work, the arbitrator ruled that Flores should be put back to work immediately, with all lost wages and benefits as outlined in the Collective Bargaining Agreement, minus a 30-day suspension.

“I would like to thank Local 533 for all their hard work and getting me back to work” Victor said. “I am proud to have the Teamsters in my corner.”

## LOCAL 665

### Strike at Lake County Transit



*Joint Council 7 supports Local 665 strikers at Lake County Transit*

Local 665 members employed by the operator of the Lake County Transit Authority staged a two-day strike on July 1-2 to call attention to low wages and benefits.

“Negotiations have been stalled, it was time for our members to send a message that we need meaningful improvements for the vital work they perform,” said Ralph Miranda, Local 665 president.

The strike by 35 Teamsters at Paratransit Services/Lake Transit effectively suspended public transit in and around Lake County. Even in the face of this inconvenience, public sentiment was in favor of the drivers.

“Throughout the two-day strike, horns and high signs were a constant. Even though Lake County citizens were directly affected by this strike, their support was evident to our members as well as management,”

said Secretary-Treasurer Mark Gleason. Local county media gave extensive coverage to the striking workers.

Outstanding issues include a demand for restoration of “Step Increases” in the contract, which have been frozen for more than three years. Local 665 is also seeking caps in the co-pay for health care.

“The wages and health plan for these drivers are currently bare-bones,” Miranda said. “It's time these members earned fair wages and benefits”.

After the strike the company agreed to new talks and a Federal Mediator has been called in to assist in upcoming sessions. However, if talks break down, Local 665 has made in clear that another strike could again inconvenience the residents of Lake County.

“We don't want to strike again, but we will if we have to,” said Miranda. “This company needs to get serious at the bargaining table.”

### Members ratify new agreement with Manzana Products

Approximately 130 Teamsters Local Union 665 members unanimously ratified a two year agreement with Manzana Products located in Graton.

The members accepted a \$1 wage increase with full MOB on the medical insurance provided by the company. The company also provides an excellent vacation and sick leave benefits package.

“This is a very fair offer and we recommended acceptance,” said Ralph Miranda, President and North Bay Director, who negotiated this package.

Manzana Products has been in contract with the Teamsters for 40-plus years and is the last union food processing operation remaining in Sonoma County. The operation specializes in processing and packaging organic apple sauce, juice and vinegar from apples grown in Sonoma County.



*37-year Teamster Anna Smith*

One long-term employee is Anna Smith, who has been a Teamster since she started working at Manzana Products in 1976. She continues her job as a Leadperson/Supervisor in the Juice/Bottling Department.

## LOCAL 386

### Quick action saves a life

Just like most Fridays, Greg Amador was working at the Snelson warehouse in Ceres. Greg has been a Teamster since 2001 and has worked for Snelson since 2012.



*Greg Amador acts quickly*

Shortly before noon on June 7, 2013, Greg was in the warehouse talking to co-worker Viola Straume. Viola went into the break room for lunch. As she was eating her salad, it became lodged in her throat. Within moments she realized she needed help. Viola quickly walked out of the break room and headed towards Greg. Recognizing her obvious signs of distress, Greg hurried towards her and administered the Heimlich maneuver, dislodging the object from Viola's throat and allowing her to breathe normally again.

Greg's quick response played a very important role in saving a choking victim. Viola is thankful that Greg was there, willing and able to help her. Snelson thanked Greg for going beyond his scope of work, and recognized him in the company newsletter.



## LOCAL 315

### Pepsi Drivers vote for union representation



*Pepsi drivers in Benicia are pleased with the union election results*

After a several-month long organizing drive, the 20 drivers at the Pepsi facility in Benicia voted to be represented by Local 315.

The Local had attempted to organize this group once before. “We stayed in touch with them and when they indicated they were serious and ready to join the union, we moved in quickly,” says Secretary-Treasurer Dale Robbins. “Pepsi had recently reduced some of their benefits, so they really wanted the protections and job security of a Teamster contract.” A solid majority signed cards for union representation and the campaign began.

This organizing campaign was a real team effort by the drivers and Local

315 Organizer Jim Sveum, with help from President Carlos Borba and Business Agent Don E. Garcia. Local 315 arranged for the JC 7 Truck to show up the day before the election for a support rally with many of the 315 Business Agents and supporters from Local 853 in attendance and lending a hand.

Pepsi mounted an aggressive anti-union campaign, but on June 6, the drivers stuck to their guns. Their determination paid off as they voted 14-6 in favor of the union. “We are committed to negotiating a good first contract for these new members. I congratulate them on their organizing victory and welcome them to Local 315,” Robbins said.

## LOCAL 2010

### Local blitzes UC Davis for members



*Executive Director Jason Rabinowitz (L) with Local 2010 activists at UC Davis*

Teamsters Local 2010 led another successful union-building campaign in June, talking to UC Davis workers about the contract and their rights at work, signing up new members and activists and promoting the union’s presence on the campus.

In just two short weeks, activists and staff spoke with almost 600 bargaining unit members from the UC Davis Campus and Medical Center and increased Teamster membership by 10%. More than 150 people joined the union and 21 of them signed up to be union activists.

“Meeting members and addressing their concerns is the best way to

strengthen the union.” says Local 2010 Executive Director Jason Rabinowitz. “UC Davis has a strong group of members. They keep UC running for students, patients, doctors, and all Californians.”

“It’s wonderful to have union representatives looking out for our best interests,” said member Letia Groening.

“I am very excited to have Teamsters representing us here at UCDHS. Thank you. You guys rock,” said Carolina Medeiros from the Patient Transplant Department.

The Local thanks all of the members who participated in this important campaign.

## LOCAL 431

### Local wins back Teamster pipeline work



*For many years, Local 431 has performed pipeline work for PG&E within their jurisdiction. In June of 2012, ARB was awarded a pipeline job in Fresno, but the company contended that they were not going to use Teamsters on the job as they had already employed Laborers to perform Teamster work. After two weeks of pushing, the Local finally got a pre-job with ARB and dispatched four Teamsters out to the job. Local 431 filed a grievance for the work that Teamsters had missed out on and after one year of pursuing the grievance, two Local 431 members received checks totaling \$11,338.20 for back wages and benefits. “Protecting Teamster jobs is Job One for me,” says Local 431 President Darrell Pratt. “We’re proud to get the work back for our members.” (Left) Pipeline Steward Larry Bennett with Pratt. (Right) Jerry Ray with Pratt. Both are showing off their back pay checks!*

## LOCAL 890

### Union engages seasonal workers at San Benito Foods



Since November, 2012, Local 890 leadership has been meeting with full-time and seasonal workers at San Benito Foods in Hollister to discuss issues they face at work and plan strategies to improve their work environment and benefits. This tomato cannery employs about 400 people, of which 300 or more are seasonal.

“The response has been great,” says Business Agent Oscar Rios. More than 120 workers, including many seasonals, have attended the six meetings held so far.

“I like coming to the meetings because we learn about our rights, the company, and the rules,” said Graciela Medina, San Benito seasonal worker. For the members, meeting during their seasonal break allows them to focus on educating themselves, something rarely achieved during the high intensity, fast-paced working season.

As a result of these meetings, a group of year-round and seasonal workers have met with the company to address several issues they face at work. “These management-worker

meetings have been very successful,” says Rios. “The most important part of these meetings is that workers have been empowered to speak up.”

The workers’ first victory was that the company sponsored cultural sensitivity training for the human resources staff in order to improve their relationship with the overwhelmingly Latino, Spanish-speaking workers.

The plant manager has voiced his willingness to listen to the workers’ recommendations and suggestions.

“Whether they’re full-time or seasonal, the employees have worked for this plant for a lot of years,” says Local 890 President Crescencio Diaz. “They deserve to be listened to, and for their recommendations to become a reality.” A former cannery worker himself, Diaz has known and worked with some of these members for more than 35 years.

The union contract at San Benito Foods expires in December and the employees will be seeking improvements in wages and benefits.



## LOCAL 150

### Report of the Local

After several difficult years, better times are starting to reappear. Many of our members who have been on layoff are now starting to return to work. Most of the employers that we have labor contracts with have been hiring and aggressively going after new business.

One of Local 150's hardest-hit work groups has been the construction industry. As money for new home loans became harder to get, everything associated with building a new neighborhood stopped. Shopping centers, schools, roads and everything in those homes and businesses are staffed by, maintained by, delivered to or built by Teamsters Local 150 members.

Here is the good news: some major construction projects are underway in the Sacramento area. PG&E is retrofitting several of their pipelines in and around our area. The \$500 million Capitol Southeast Connector, which will connect Interstate 5 in the Elk Grove area to Hwy. 50 in the El Dorado Hills area, has begun. And the \$82.5 million Interstate 5 Interchange project at Cosumnes has also begun. In general, Sacramento real estate and general construction is recovering more quickly than anywhere else in the country, which is good for all Teamsters Local 150 members.

Perhaps one project that everyone has heard about has to do with the Sacramento Kings remaining in Sacramento. Hundreds of union members, many of them represented by Teamsters Local 150, work at the Sleep Train Arena. The Teamsters, as well as several other unions, met with Sacramento Mayor Kevin Johnson and the new owners of the Kings. We received their commitment that the current employees would keep their union jobs at the new arena. We also received their commitment to build the new arena and surrounding major support businesses with union labor. These new projects will create hundreds of new union jobs.

While things are looking up, we still have some industries that are not yet in recovery mode. With these employers, negotiations are difficult and protecting what our members have becomes the challenge.

For this year only, there will not be a Teamsters Local 150 Picnic at Elk Grove Park. Instead we invite you to join members from several other unions at the annual Central Labor Council Labor Day Picnic at William Land Park. The event is free to union members and their families. The picnic starts at 3:00pm and ends at 7:00pm.

*Jim Tobin*  
Secretary Treasurer

## LOCAL 856

### A good union contract promotes higher-quality health care

Local 856 Member Josh Greene doesn't rely on chance to protect his rights on the job. The Marin General Hospital Emergency Department Technician can focus on giving quality patient care knowing that he has a strong union to support him and his colleagues at work.

"Sometimes you're lucky to have good managers, but then there are bad managers too. Union contracts keep employers accountable," the 11-year Teamster said.

Greene and his fellow ED Techs perform critical functions for patients who are in need of urgent medical care at the Greenbrae facility.

Greene says the advantages of having a union contract extend beyond the membership and to the patients.

"Patients benefit from union employees because when we're not overtaxed, when we're getting our breaks, and not in fear of losing our jobs, we can do our job better," said Greene, who's been a shop steward for the past six years.

The necessity of having a union contract and aggressive enforcement of it was highlighted for Marin General Teamsters when a fellow member was wrongfully terminated last year. The hospital alleged that the member had not followed guidelines, even though there was clear evidence to the contrary.

Local 856 brought the case to arbitration and won—resulting in full reinstatement, with backpay.

"The whole department was overjoyed when the member was brought back to work," Greene said. "Everyone thought the termination was a huge injustice."

Local 856 Staff Attorney and Representative Susanna Farber said the win is important because it clarified the members' scope of work.

"Union members want to serve patients the best they can," Farber said. "The hospital needs to understand that they have to back up discipline with evidence," she said.

This latest victory culminates a string of arbitration wins for Local 856 healthcare members over the past three years, one of which resulted in \$39,000 in backpay for phlebotomists over a certification pay issue at Eden Medical Center in Castro Valley.

"When we see something wrong, we will not hesitate to fight it, whether it's a unfair termination or an employer attempting to circumvent the intent



*Members believe a good union contract makes them better at their jobs. (From Left) Josh Greene at work; Judy Rodrigues walking precincts; and Will Ward at the Teamster hall*

of the contract," said Matthew Mullany, Local 856 representative.

More than 1,200 Local 856 members help patients and their families navigate the healthcare system at hospitals and healthcare facilities all over the Bay Area, working in classifications from mammography technicians, mental health counselors, and nursing assistants to cooks and cashiers.

St. Rose Hospital Shop Steward Judy Rodrigues appreciates the reassurance that being a Teamster affords her and her co-workers. Rodrigues, who works in customer service and helps patients with billing questions at the Hayward facility, admits that she wasn't sure that she needed a union after the Teamsters were first voted in.

She quickly changed her mind after attending a union meeting where she learned how far behind in wages she and her colleagues were compared to neighboring hospitals.

She soon joined the negotiating committee. "We got people big raises."

Her employer has faced some financial difficulties of late, further reinforcing her belief in the importance of a union in the workplace.

"If you have a union behind you, companies can't pull high jinks, like lowering wages or cutting back hours," she said. "It's protection for us, the workers."

Marin General Shop Steward Will Ward believes that solidarity is crucial. "When members are facing discipline, I tell them that they have support and the union is behind them, the 17-year Teamster said. "An injury to one, is an injury to all."

"We're in the business of saving lives and we are very passionate," Rodrigues said. "We are important to the community and to the world."

## LOCAL 490/315

### Picnic reunites Local 490 retirees



*On June 13, Local 490 retirees came back to the Teamster hall for a picnic. They enjoyed BBQ hot dogs and hamburgers, donated by Carlos Borba and Don E. Garcia and grilled by Manny Garcia. Congrats to John and Celia Hansen for winning the raffle grand prize—a night at the Holiday Inn at Fisherman's Wharf.*



## TAP's 16th Annual Family Picnic

### Picnic at Oakland Zoo

Join the TAP Staff, Alumni, Family & Friends at the Oakland Zoo

Date: Saturday August 17, 2013

Time: 11:00 am to 3:00 pm

Location: Knowland Park–Oakland Zoo

Tiger Timbers Picnic Site

(Group picnic area—top of the hill)

Barbecue Lunch & Fellowship

Kids 12 & under: FREE zoo admission

(Sponsored by the TAP Board of Directors)

\* Parking is limited and there is a \$8.00 per car fee

\* Located off Highway 580 at the Golf Links Drive exit

Everyone is welcome!

## Local 948

### Day of Action Against VWR

Friday, August 16, 2013

8:00 am to 2:00 pm

Rally on Riggan Ave., Visalia for

Accountability, Respect, and Equality.

First, this company closed its Brisbane warehouse and put Teamsters out of work. They hired a new staff in Visalia who immediately voted to be Teamsters. Join our brothers and sisters for a Day of Action and send a message to VWR – UNITED WE STAND!

For more information contact Teamsters Local 948

559-625-1061

## Local 386

### Third Annual Membership Appreciation Day

Barbecue and picnic

August 10, 2013, 11 a.m.-3 p.m.

The event is free to our members and their immediate family. Besides great food prepared by our "Pit Crew," there will be games, a 50/50 raffle to benefit our scholarship fund, and plenty of fun for the kids.

## Safeway retirees

### Safeway Drivers & Mechanics

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

Saturday, August 10, 2013

Napa Elks Lodge: 2840 Soscol Avenue, Napa, CA 94558

\$38. BBQ steak, chicken and trimmings. No-host bar.

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

## Good year for Teamsters at the Capitol

This has been a great year at the Capitol for the Teamsters and it's far from over. As we've reached the legislative summer recess, we have already had two important pieces of legislation signed by the Governor and we continue to have success on the other bills we are working on.

On July 11, the Governor signed two companion bills on an issue that the Teamsters have championed for years. AB 93 by the Assembly Budget Committee and SB 90 by Senator Cathleen Galgiani, (D-Stockton), finally do away with the dreaded Enterprise Zone tax break giveaway program and replace it with real economic incentives to create good jobs. Prior to the enactment of these bills, the Enterprise Zone program cost our state roughly \$750 million and most of that money went to companies like Walmart and FedEx, where it was used to incentivize low-wage, high-turnover jobs. The program was a giant boondoggle that cost our members jobs, both directly and indirectly. In at least two instances recently, Teamster employers shut down and relocated to different parts of the state to take advantage of these tax giveaways and our members lost their jobs.

The new program will provide tax incentives only for those companies that truly create good jobs. It is designed to drive economic development in many key sectors of our union and our organizing efforts.

That same morning the Governor also signed a smaller bill sponsored by the Teamsters, but nonetheless very important to the members it affects. SB 527 by Senator Marty Block, (D-San Diego), provides our lifeguard members with the same benefits that other public safety officers get when injured on the job. These individuals put their lives on the line to keep us safe in our coastal areas but unfortunately before this measure, got very little in the way of benefits com-

pared to police and firefighters performing many of the same functions. There have been several horror stories over the years where our members lost everything financially when they were severely injured rescuing someone, fighting a fire, or arresting a criminal. This bill will fix this inequity.

We are supporting many other measures to improve the working conditions and lives of workers around the state. Two important bills of note are AB 263 and AB 729, both by Assembly Member Roger Hernandez, (D-Baldwin Park). AB 263 would prohibit an employer or any other person from engaging in unfair immigration-related practices in order to retaliate against anyone who exercises his or her rights under the Labor Code. This bill comes in direct response to employers who retaliate against immigrant workers who are trying to improve their workplaces by joining a union or simply complaining about working conditions. Some employers have threatened to call ICE and have workers deported if they stick up for themselves. We have seen this in many of the places we are trying to organize in the Central Valley and elsewhere. Hopefully this bill will help put an end to this deplorable tactic. The bill will be heard in the Senate Appropriations Committee in August.

AB 729 would finally put some protections in the law for communications between a member and a union representative. Specifically, the bill provides that a union agent and a represented employee or represented former employee have a privilege to refuse to disclose any confidential communication that transpired between them in the course of union representation. If this bill is enacted it will be a huge step forward in the union's ability to represent our members effectively, especially in disciplinary matters. The bill is awaiting consideration on the Senate floor.

## YOUR LEGAL RIGHTS

### Employer healthcare mandate—a one year delay

Although it's a complicated law, the two central planks of the Affordable Care Act (popularly known as "Obamacare") provide that effective January 1, 2014,

- individual taxpayers must have health coverage or pay a penalty; and
- employers (of 50 or more employees) must provide health coverage to their full-time employees or pay a penalty.

On July 2 the IRS abruptly announced that it was delaying Obamacare's employer penalties until 2015.

Why? The stated reason was the concern that employers would not have time to begin reporting information necessary to determine which employees are eligible for the Obamacare subsidies, and if that was delayed, it made sense to also delay the employer penalties. Perhaps that is the case, but as the January 1, 2014 deadline has approached many (non-union) employers who were at or near the 50 employee threshold have been saying that they will cut jobs or cut full-time workers to part-time to avoid the obligation to provide health benefits or pay penalties.

Regardless of size, employers generally have groused about Obamacare's record keeping require-

ments and asserted that they need more time to comply.

What does this mean for Teamsters? For union households (and taxpayers generally), the individual mandate to have coverage or pay a penalty remains in place for 2014. Employers remain legally obligated to advise all employees—even employees in Union plans who are ineligible for subsidies—that as of January, 2014, they may be entitled to subsidized health care through the Obamacare state health exchanges (now called "marketplaces"). California's Marketplace announced its 2014 rates last month and they were so low that they surprised almost everyone. However, given that the marketplace subsidies are largely funded through employer penalties, how Obamacare can deliver on its subsidized healthcare in 2014 without employer penalties is yet to be determined.

The bottom line: This relief for employers means that many non-union employers planning to cut jobs or reduce full-time work to part-time will be delayed for at least a year. Employers may also offer standard or no coverage for another year without the threat of penalties.



# Local Union Election Notices

## Local 70 Oakland

Notice is hereby given of the nomination and election of Officers and Business Agents of Local 70. The terms of office for these officers will commence on January 1, 2014 and conclude on December 31, 2016.

Nominations of candidates for the offices of Secretary-Treasurer, President, Vice-President, Recording Secretary, three (3) Trustees and Business Agents (number of Business Agents to be determined at the Regular Membership Meeting of September 21, 2013) will be conducted at a special membership meeting as follows:

Date: November 2, 2013  
Time: 10:00 a.m.

Location: Local70, 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 2013. 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 2, 2013.

Candidates must accept nominations at the time made, either in person or if absent in writing. The elected officers and Business Agents of this Local Union shall be delegates to other subordinate bodies and Conventions thereof, by virtue of their office or elected position, in the priority order listed above, with Trustees in order of number of votes received in the most recent election, and elected Business Agents in order of number of votes received in the most recent election, or by Executive Board decision. 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 18, 2013, 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 5, 2013. Ballots will be counted at the Union Hall starting at 1:00 p.m. on December 5, 2013.

Members who have not received a ballot by November 25, 2013, should call the UniLect Election Services Toll Free Bilingual Line at 1 (855) 240-0363 to request a Duplicate Ballot Duplicate ballots may be requested through December 2, 2013.

Eligibility to vote in this election requires members of Local 70 to be in good standing with initiation fees and dues paid through November, 2013. Members have until 3:45 p.m. on December 4, 2013 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.

Pursuant to a voluntary agreement the nominations and election are being conducted under the supervision of the DOL's Office of Labor Management Standards and in accordance with Title IV of the Labor-Management Reporting and Disclosure Act of 1959 (LMRDA). For any protests related to the conduct of the supervised election of Local 70 officers, any member may protest the supervised election. Such protest should be made directly to Election Supervisor Regina Diaz, Office of Labor-Management Standards, 90 71h Street, Suite 2-825, San Francisco, CA 94103, Tel: 415-625-2674, Fax415-625-2662 in writing by 4:00 p.m. on December 16, 2013.

*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, 2014, will take place as follows:

DATE: Friday, November 1, 2013  
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,

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### 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).





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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 11, 2013, 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 Monday, December 2, 2013. The counting will begin promptly at 10:00 A.M. on Tuesday, December 3, 2013.

Fraternally,  
Local 137 Executive Board

## Local 315 Martinez

### Notice of Nominations and Election for Officers and Business Agents

The Nominations for Officers and Business Agents will be take place at a Special Called Meeting on Tuesday, October 1, 2013 at 8 p.m. at the Martinez Union Hall, located at 2727 Alhambra Avenue, Martinez California.

Positions to be nominated for a three (3) year term commencing January 1, 2014 are as follows: Secretary-Treasurer, President, Vice President, Recording Secretary, Three (3) Trustees and (6) Business Agents.

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 22, 2013 to the members' last known address on file with Local 315. Members who have not received a ballot by October 30, 2013 should call the Election Service provider at 888 864-5328 (1888-UNILECT) and request a ballot. A Duplicate ballot must be requested on or before 5:00 PM November 7, 2013.

All Ballots must be received by 9:30 a.m. on November 14, 2013 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 14, 2013.

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, 2011 – September, 2013).

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, 2013.

NOTE: Prospective candidates, their nominators and second's are advised that detailed information and verification of eligibility for candidates, their nominators and second's 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 Of Nomination And Election Of Officers Of Local Union 431

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 (3) Trustees. The terms of office for these officers will commence on January 1, 2014 and conclude on December 31, 2016.

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

Date: Thursday, November 7, 2013  
Time: 7:30 p.m.  
Place: Teamsters Union Local 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 2013. Any back dues or fees may be paid at the Local Union office through 5:00 p.m. on Wednesday November 6, 2013. 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 18, 2013. All ballots must be received at the designated Post Office Box by 8:00 am on Monday, December 9, 2013 to be counted.

Counting will begin promptly at 9:00 a.m. at the Union Hall on December 9, 2013. Members who have not received a ballot by November 25, 2013 should call the Local Union Office at (559) 486-5410 to request a ballot. Duplicate ballots may be requested through December 2, 2013.

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 2013. Members have until 5:00 p.m. on Friday, December 6, 2013 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, 2014 and conclude on December 31, 2016.

Nominations: Nominations will be accepted at two Special Membership Meetings of Local Union 517, both to be held on September 10, 2013, 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, CA 93291.

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

Nominations must be made and seconded from the floor by members of Local Union 517, in good standing with dues paid through August, 2013. Any back dues or fees may be paid at the Local Union office no later than 4:30 p.m. on September 9, 2013. Nominees must accept nomination in person, or if absent, in writing for only one office. Written acceptances must be submitted to the Local Union Secretary-Treasurer.

#### Eligibility to run for office:

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

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

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

Potential candidates are encouraged to check their eligibility, and the eligibility of their nominators and seconders,

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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, 2013. All ballots must be received at the designated Post Office Box by 12:00 p.m. on October 22, 2013 to be counted. Counting will begin promptly at 5:00 p.m. at the Union Hall on October 22, 2013. Members who have not received a ballot by October 4, 2013, should call the Election Officer at (877) 324-7655 to request a ballot. Duplicate ballots may be requested through October 18, 2013.

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, 2013. Members have until 4:30 p.m. on October 21, 2013 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 533 Reno

Official Notice is hereby given of the nomination and election of the following officers of Local Union 533: Secretary-Treasurer (Principal Officer), President,

Vice-President, Recording Secretary, and three Trustees. The terms of office for these officers will commence on January 1, 2014 and conclude on December 31, 2016.

### Nominations

Nominations will be accepted at a Special Membership Meeting of Local Union 533 to be held on:

Date: Tuesday, September 24, 2013

Time: 6:00 p.m.

Place: Teamsters Local No. 533

240 Gentry Way

Reno, NV 89502

Nominations must be made and seconded from the floor by members of Local Union 533, in good standing with dues paid through August 2013. Any back dues or fees may be paid at the Local Union office through 5:00 p.m. on Monday September 23, 2013. 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 by 6:00 PM on September 24, 2013, before the start of the Nomination Meeting.

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 533 and actively employed in the craft within the jurisdiction of the Local for twenty-four consecutive 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.

This election shall be held in accordance with the Local 533 Bylaws and the IBT International Constitution. Elected officers of Local 533 shall, by virtue of such election, be delegates to the Joint Council.

### Election of Officers

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 533 on or about October 7, 2013. All ballots must be received at the designated Post Office Box by 9:00 a.m. on Thursday, October 24, 2013 to be counted. Counting will take place at the Union Hall on October 24, 2013 immediately following the pick-up of mail at the designated Post Office. Members who have not received a ballot

by October 14, 2013 should call the Local Union Office at (775) 348-6060 to request a duplicate ballot. Duplicate ballots may be requested through October 21, 2013.

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 533 must be in good standing with initiation fees and dues paid through September 2013. Members have until 5:00 p.m. on Wednesday, October 23, 2013 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 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.

Copies of the Articles of the International Constitution, the Local Union 533 Bylaws and the Rules governing the conduct of this election are available, upon request, from the Local Union.

Please make sure that your current address is on file with Local 533.

*Fraternally,*

*Local Union 533 Executive Board*

## Local 665 San Francisco

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 22, 2013, 6 p.m., at 1371 Neotomas Avenue, Santa Rosa, California 95405

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 6, 2013 and all ballots must be received by 12 Noon on November 21, 2013. The ballots will be counted on November 21, 2013 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 2013. In order to vote, a member must have his/her dues paid through the month of October 2013.

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.

*Mark Gleason, Secretary-Treasurer*

## Local 853 San Leandro

Membership meetings are held the second Thursday of the month, 7:00 p.m.

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 4, 2013

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 12, 2013

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 12, 2013.

If an election is held, the regular order of business for the December, 2013 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, 2013.

To be eligible to nominate, a mem-

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ber must have his/her dues paid through the month of October, 2013. 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, 2013.

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 Nomination And Election Of Officers Of Local 890

Notice is hereby given of the nomination and election of the following officers of Local 890: President (Principal Officer), Secretary-Treasurer, Vice-President, Recording Secretary, and three Trustees for a two (2) year term.

#### Nominations

Nominations will be accepted at a Special Membership Meeting of Teamsters Local Union No. 890 to be held on Thursday, August 8, 2013 at 8:00 p.m. at the Teamsters Union Hall located at 207 N Sanborn Rd., Salinas, California 93905.

Nominations must be made and seconded from the floor by members of Local Union No. 890, in good standing with dues paid through July 2013. Any back dues or fees may be paid at the Local Union office through 5:00 p.m. on August 7, 2013. Nominees must accept nomination in person, or if absent, in writing for only one office. Written acceptances must be submitted to the Local Union President.

#### Eligibility to Nominate or Run for Office

To be eligible to be nominated for Local Union office, a member must satisfy the requirements of Article II, Section 4 of the International Constitution. An eligible candidate must be a member in continuous good standing of Local Union 890 and actively employed in the craft within the jurisdiction of the Local, for twenty-four (24) 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 checkoff will not lose good standing as a result of a delay or default by the employer in sending dues to the Local or because of an

employer's failure to make the proper deductions from the member's pay in any month in which the member had any earnings from which deductions could have been made.

The eligibility of seasonal workers in the seasonal food industry to nominate candidates is governed by Article XXII, Section 4 (c) of the IBT Constitution. Such persons shall be eligible to nominate candidates 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 meeting by submitting a written request to the Local Union President.

#### Election

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 No. 890 on or about August 19, 2013. All ballots must be received at the designated return address by 10:00 a.m. on Wednesday, September 18, 2013. Members who have not received a ballot by Monday, August 26, 2013, may call UniLect Election Services at this toll free number: (855) 240-0363 to request a ballot. Duplicate ballots may be requested through September 11, 2013.

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 14, 2013.

#### 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 2013. Members have until 3:00 p.m. on Tuesday, September 17, 2013 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 through 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 protests 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) on 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,*

*Crescencio Diaz, President*

### Aviso De Nominaciones Y Eleccion De Oficiales Del Local 890

Por la presente se da aviso respecto al nombramiento y la elección de los siguientes oficiales del Local 890 de la Unión: Presidente (Oficial Principal), Secretario-Tesorero, Vice-Presidente, Secretario de Actas y tres Fiduciarios por un término de dos (2) años.

#### Nominaciones

Se aceptarán nominaciones en la Reunión Especial de Miembros de Teamsters Local 890 el día Jueves 8 de Agosto, 2013 a las 8:00 p.m. en el Salón de la Unión Teamsters Local 890 con dirección en el 207 N Sanborn Rd., Salinas, California 93905.

Las nominaciones se tienen que proponer y secundar desde el piso de la asamblea por miembros del Local 890, acreditados con sus cuotas pagadas hasta el mes de Julio de 2013. Cualquier cuota o deuda atrasada se puede pagar en la oficina del Local 890 hasta las 5:00 p.m. el Miercoles 7 de Agosto de 2013. Los nombrados tienen que aceptar su nombramiento en persona o si están ausentes, por escrito para solo un puesto. Las aceptaciones escritas tienen que someterse al Presidente del Local de la Unión.

#### Elegibilidad para Nominar o Correr para Oficina

Para ser elegible para ser nominado para un puesto del Local de la Unión, el miembro tiene que satisfacer los requisitos

del Artículo II, Sección 4 de la Constitución Internacional. Un candidato elegible tiene que estar al corriente y acreditado continuamente con el Local 890 de la Unión y estar empleado activamente en el oficio bajo la jurisdicción del Local por 24 meses previos al mes de la nominación. "La acreditación continua" se define como cumplimiento con los requisitos respecto al pago puntual de las cuotas, y ninguna interrupción de la membresía activa debido a suspensiones, expulsiones, retiros, traspasos o incumplimiento de pago de multas o cuotas.

Un 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 haga las deducciones apropiadas en cualquier mes cuando el miembro tuvo las ganancias para que dichas deducciones se pudieran haber hecho.

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

Los candidatos potenciales deben de revisar su elegibilidad, y la elegibilidad de sus nominadores y secundadores, antes de la junta de nominaciones sometiendo una petición por escrito al Presidente del Local de la Unión.

#### Elección

La elección será conducida por balota por correo. Las balotas se enviarán por correo a todos los miembros activos y nuevos solicitantes elegibles para membresía en el Local 890 el día Lunes 19 de Agosto de 2013. Todas las balotas deben ser recibidas en el remitente designado para las 10:00 a.m. el Miércoles 18 de Septiembre de 2013. Miembros quienes no hayan recibido una balota para el Lunes 26 de Agosto de 2013, pueden llamar gratis a UniLect Election Services al siguiente número: (855) 240-0363 para pedir una balota. Balotas duplicadas pueden pedirse hasta el 11 de Septiembre, 2013.

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

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## UNION SECURITY NOTICE

The following notice is printed to make sure you understand your financial obligation to the local union that represents you in collective bargaining

If your job is covered by a union security clause in your collective bargaining agreement, the law provides three different methods for you to comply with its obligations:

1. You may become a full member of the union by paying the initiation fee and monthly dues required pursuant to the Local's Bylaws.
2. You can pay the initiation fee and monthly dues without becoming a member.
3. You can become a "service fee payer," that is, you can pay the percentage of the initiation fee and monthly dues that represents your pro rata share of the collective bargaining expenditures of the union.

The amount of the service fee is calculated each year by determining the percentage that the Union's collective bargaining expenditures bears to its total expenditures, and applying that percentage to the regular initiation fee and monthly dues. You can obtain this dollar amount upon request to the Local. Under the law, you have the right to challenge the correctness of the Local's calculation of the service fee payment. Procedures for doing this will be explained to you by your Local if you decide to satisfy your union security obligation by paying a service fee.

A service fee payer is not a member of the union, and is not entitled to participate in union affairs.



### YOUR LOCAL UNION PHONE NUMBERS

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



## NEWS FROM TAP

### Prescription painkiller overdose epidemic among women

Prescription pain medicine overdoses have become a serious and growing problem in the United States, especially among women. More than 5 times as many women died from prescription painkiller overdoses in 2010 than in 1999.

According to the Centers for Disease Control (CDC), almost 48,000 women died from painkiller overdose between 1999 and 2010. In 2010 alone, more than 6,600 women died from painkiller overdose.

Men's painkiller overdose deaths outnumber women's annually, (more than 10,000 men died in 2010), but the increase among women is growing more quickly with a 400% increase among women versus 165% for men. There was a 300% increase in the number of infants born with problems associated with prescription painkiller use by pregnant mothers from 2000-2009.

The increased availability of prescriptions from medical practitioners and especially via the internet for painkilling drugs such as oxycontin (oxycodone), vicodin (hydrocodone), dilaudid (hydromorphone), opana (oxymorphone), fentanyl and morphine has been cited as the main cause of the problem.

For every female death from painkiller overdose there are 30 who are seen in emergency rooms for abuse or misuse of these drugs. Women 45 to 54 years old have the greatest risk of death from prescription painkiller

abuse or misuse, while those between 25 and 54 are more likely than other age groups to be seen in emergency rooms for attempted suicides.

Prescription painkillers are the cause of death in 10% of female suicides which leads researchers to believe that a large majority of these deaths are accidental overdoses. The highest risk of death due to prescription painkiller overdose is among non-Hispanic Caucasian, American Indian or Alaska Native women.

Women may become dependent upon these drugs more easily than men and are more likely to suffer from chronic pain, be prescribed painkillers, be given higher dosages and use them for longer periods of time than men. Women are also more likely to be prescribed "sleeping pills" or anti-anxiety medications which can have harmful and sometimes fatal interactions with painkilling drugs. Alcohol consumption with any of these drugs can also cause unintended health problems.

TAP has been aware of the growing prescription painkiller problem for almost ten years and has seen an increase in the number of union workers and family members seeking help. If you or a family member is having a problem controlling the use of prescription painkiller medications and is considering the idea of quitting, please call the TAP office at 800-253-8326 for assistance.

**TAP has seen an increase in the number of union workers and family members seeking help for overuse of prescription painkillers.**



## NOTICES OF NOMINATIONS AND ELECTIONS

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Local. Usted tiene que notificar al Local de su cambio de dirección para el día Miércoles 14 de Agosto de 2013.

### 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 2013. Los miembros tienen hasta las 3:00 p.m. el día Martes 17 de Septiembre 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 los empleados temporales de la industria de alimentos esta 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 elec-

ción y 2) producir evidencia satisfactoria de 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-elec-

ción 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,  
Crescencio Díaz, Presidente*

**Put your feet in the hands of a UNION PODIATRIST**

Podiatric Physicians and Surgeons are THE foot and ankle specialists who keep California workers on their FEET! To find a CPMA Union foot and ankle specialist near you go to [www.CalPMA.org](http://www.CalPMA.org)

The California Podiatric Medical Association is a proud member of the International Brotherhood of Teamsters.

2430 K Street, Ste. 200 • Sacramento, CA 95816  
(916) 448-0248 / (800) 794-8988 • [CalPMA.org](http://CalPMA.org)