

Joint
Council 7



TEAMSTER

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Serving members in Northern California, the Central Valley, and Northern Nevada

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Glitches and all, Affordable Care Act goes on-line

New health reform law will insure more Americans

Reforming America's health care system has long been a goal of unions, whose negotiated plans cover their own members, but bear the additional burden of covering the uninsured as well. When President Obama took on health care reform as one of his key policy priorities, unions cheered and fully supported the effort. The resulting Affordable Care Act (ACA), also dubbed Obamacare by its detractors, is far from a perfect solution, but it does provide sliding-scale financial help so almost all Americans can get high-quality health coverage at a fair price.

Unfortunately, the government's publicity, and its disastrous website roll-out, did little to advance understanding of what the ACA offers. Across the internet, you'll see interviews with people who like the ACA but hate Obamacare for all sorts of reasons, not even realizing that the programs are one and the same. Here's a primer to let you know what the ACA is, and some of its pros and cons.

Understanding the law

First and foremost, the ACA is about getting insurance to those who don't already have insurance. Every citizen and legal resident must have health insurance in 2014 or pay a penalty. If you already have Teamster-negotiated health insurance through your job, or you're on Medicare or Medicaid, nothing about that will change.

If your employer already provides "minimum value" "affordable" health insurance for you, as all Teamster-negotiated health plans do, you don't have to worry about any of this—you're covered. "Minimum value" means the insurance pays at least 60 percent of the cost of benefits (what's called a "60/40," or a "bronze," policy). "Affordable" means it

costs you no more than 9.5 percent of your income for your own coverage.

If you are one of the two percent of Americans who had a substandard policy, and therefore received a letter canceling your insurance policy, you may be eligible for the ACA's subsidies and credits; or you can purchase a new, legal policy from the insurance agent/broker/company of your choice. But these cancellation letters only affected people who had purchased insurance that did not meet the standards for "minimum value" insurance (with no annual limits, no lifetime limits, etc.).

***If you already have
Teamster-negotiated
health insurance through
your job, nothing about
that will change under
the ACA.***

While some states opted to have the federal government run their program, called an "exchange"—and these are the states dealing with the troubled healthcare.gov website, Californians will buy their insurance from a state-operated exchange called Covered California (www.coveredcalifornia.org or 1-800-300-1506). Nevada's exchange is called Nevada Health Link (nevadahealthlink.com or 1-855-768-5465). Both state's plans went on the market on October 1. People have until December 15 to sign up, and the plans go into affect on January 1, 2014.

The ACA mandates that all health plans now must cover the 10 Essential Health Benefits. These are: ambulatory patient services; emergency services; hospitalization; maternity and newborn care; mental health and substance use disorder services, including behavioral health treatment; prescription drugs; rehabilitative and rehabilitative services and devices; laboratory services; preventive and wellness services and chronic disease management; pediatric services, including dental and vision care.

Most important, no one can be refused the opportunity to buy health coverage based on a pre-existing condition, such as diabetes or asthma. And, insurance carriers may not drop coverage if someone becomes sick.

Even before the major roll-out of the program on October 1, starting last year, the ACA required health plans that offer dependent coverage for children to make it available up to age 26; created a temporary reinsurance program to help companies that provide early retiree health benefits for people ages 55-64; and eliminated lifetime and annual coverage limits.

"Health care in America has been a disaster for decades," says Joint Council 7 President Rome Aloise, who also serves as a trustee on numerous health and welfare trust funds. "For too long, our members have paid higher rates to subsidize the costs of millions of uninsured Californians."

While many people and unions preferred a "single-payer" plan that took insurance companies out of the equation, President Obama and Congress opted instead for a "health insurance for all" program, modeled on the program Mitt Romney had instituted in Massachusetts.

Making the program workable for insurance companies, however, requires that many more people—including younger and healthier people—buy insurance coverage. (The mandate—to buy insurance or be charged a penalty fee—was the source of numerous lawsuits. Ultimately the Supreme Court ruled that the ACA and the mandate are constitutional.)

Concerns for union plans

While unions support the ACA, they see a few critical areas that must be fixed. Currently, the union-negotiated multi-employer plans (known as Taft-Hartley plans) are not eligible for subsidies, which will make them less competitive than the plans available on the exchanges. Also, unions are particularly concerned that employers may reduce employee hours as a way to make people ineligible for employer-sponsored health care.

"We've been in discussion with the Obama administration to seek preservation of our high-quality plans," says Aloise. "We did not fight this hard for health care reform only to have it undermine the benefits we've gained for our members over the last six decades."

Important Notice

TO: Participants and Beneficiaries of the Teamsters Life With Dues Benefit Plan (Trust Fund)

Important information about your rights under the Plan, and under the Employee Retirement Income Security Act, is included in this newspaper. This information should be read by you and retained for future reference.





The officers &
staff of
Teamsters
Joint Council 7
wish you & your
family a
very happy
holiday season
and the best in
the New Year.



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Joint Council 7 is on the move across Northern California and Nevada

Joint Council 7's Executive Board has entered into an historic agreement with a number of our Locals in the Central Valley and the International Union to begin the process of re-organizing both the food processing and dairy industries.

The Teamsters Union represents more food processing and dairy industry workers than any other union. At one time, our Teamsters Cannery Council represented more than 80,000 workers during peak season. But, for many reasons, those numbers have dwindled down to about 20,000. While many of the companies that we have contracts with have branched off into new non-union facilities, we intend to bring more workers from those industries into our union.

Frankly, these workers, who provide our families with fruits, vegetables and dairy products are amongst the most abused, coerced and exploited in the country. Their employers regularly flout health and safety laws. The workers suffer chronic wage theft, denial of workers' compensation coverage, discrimination for disabilities and pregnancy, retaliatory practices, supervisor abuse and basically a total culture of disrespect.

In our two current campaigns, Marquez Brothers and Taylor Farms, we have witnessed hundreds of workers who are desperate for fair and equitable treatment. They realize that the only way to gain this is through union representation. I am impressed and inspired by their commitment to gaining a better life for themselves and their children in spite of their employer's constant threats and harassment. We will stand behind these workers because that is what we do. We are stronger by recognizing those less fortunate than us and helping them gain what we have.

If you are interested in helping, especially if you speak Spanish, please contact the Joint Council office. We can use every member who can volunteer on these campaigns.

On the legislative front, we have accomplished many milestones in our efforts to support and maintain our members' jobs. Our most important victory this

year was revising how Enterprise Zone funds are to be used in the future. Over the years, some of our employers played fast and loose with the ability to get our tax money for "creating" new jobs, when all they were doing is running away from our members and their contracts and opening someplace else, lowering wages, eliminat-

ing benefits and calling them "new" jobs. These employers would get upwards of \$38,000 for each "new" job they claimed to create. For the last three years we had pursued legislation to stop this horrible misuse of our tax money. Finally, this year we were able to get legislation passed that will prevent this practice, and gives our members the right to transfer, to maintain their jobs at protected rates, and benefit by, rather than being abused by our

tax dollars.

The press has been overflowing with stories and articles about the Affordable Health Care Act, also dubbed Obamacare, and that's our cover story, too. I just want to be sure you know that if your contract includes a negotiated health plan, you do not have to worry about the State Exchanges. Your coverage will remain in tact, and as always, will be subject to collective bargaining and negotiations as it always has been. The trustees have made sure that all Trust Fund plans comply with the new provisions of the law—such as lifting life-time maximums and covering children until age 26.

No major social change or benefit, such as Social Security or Medicare, has begun without having significant implementation problems. This change in how health care is delivered to the millions who previously were uninsured is no different. There will be bumps in the road and missteps. The benefits, and how it will affect us in the long run, remains to be seen. For now, we should keep an open mind.

In closing, this year has mostly offered positive benefits for our members and the families. I can assure you that I, and our Executive Board, will continue to work hard for the members and the Locals that we represent. I wish you and your family a happy and healthy holiday season.

We are stronger by recognizing those less fortunate than us and helping them gain what we have.

Joint Council members at Teamsters Women's Conference



Teamster women and men from around Joint Council 7 had an opportunity to learn skills and network at the Teamsters Women's Conference held in New Orleans in September. Here, members from Locals 601, 853, 856 and 2010 gathered for a picture with General President James P. Hoffa.



We're fighting for food chain workers—on the job and in the community

California's Central Valley produces nearly one quarter of the food Americans eat. More fruits, vegetables, and dairy products come from California than anywhere else in the U.S. Yet workers in the food chain struggle to feed their own families, often working long hours for low wages and little benefits.

California food production also hurts workers and their communities in other ways. Runoff from farms and dairies has polluted the well water that people drink, and recent studies show that families are paying 2-4% of their income for bottled drinking water. The overwhelmingly Latino workforce has little political representation at city councils, county boards, the state legislature, or congress. In short, if you work in the food chain you have no voice at work or in local government.

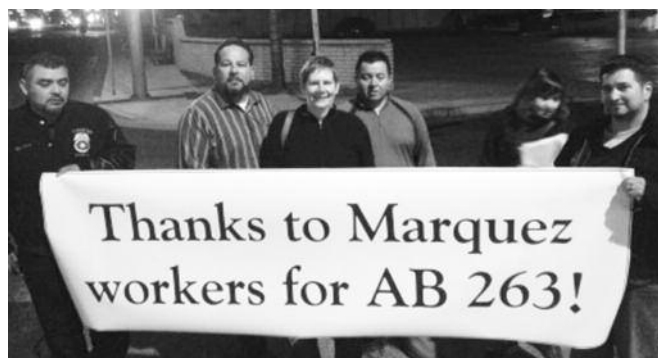
But the Teamsters are fighting to change that. With more than 30,000 members in California food processing and dairies, we are organizing to build power at the work place and in the community.

Since the last newsletter, Teamsters have experienced ups and downs in our organizing efforts. In August, we kicked off a campaign to organize nearly 900 workers at Taylor Farms in Tracy. Taylor Farms workers bag vegetables that are shipped to our union grocery stores, such as Costco, Raley's and Safeway. They also supply fast food restaurants like McDonald's and KFC. Most importantly, Teamsters Local 890 represents roughly 2,500 Taylor Farms employees in Salinas. They make, on average, about \$3 more per hour than the Tracy workers who do the same work for the same employer. And they have respect.

The Tracy workers are hungry for change and have jumped into our organizing drive. Taylor Farms' response has been to bring in union-busting consultants. Rumors are flying around the plant that workers will be retaliated against for their immigration status. Union activists have been suspended and terminated. This is the climate of fear that has killed so many organizing drives in the past, but so far, the workers are holding strong.

The good news is, the sort of retaliatory activities Taylor Farms appears to be engaged in will be illegal come January 1 under legislation we took a lead role in getting passed and that Governor Jerry Brown signed

into law. Three bills – AB 263, AB 524, and SB 666 – are the strongest labor laws in any state protecting immigrant workers from retaliation. Under these laws, immigrant workers who speak up will now have new legal protections. That's because these laws put civil and criminal penalties in place for employers who threaten workers with immigration enforcement.



Along with Enterprise Zone reform—a battle that many said could never be won—Joint Council 7 won on every significant piece of legislation we worked on this year. The lobby days and work that many Locals did with their legislators on the ground made a huge difference, along with the

high visibility of the Teamsters in the Prop. 32 fight last year and the DRIVE contributions we make. This is a real testament to all of our JC7 Locals and members who have stepped up in politics. When we do it, we can win big.

Finally, we owe a debt to the more than 20 workers at Marquez Brothers who were fired since they organized with Local 517 last fall, along with over 100 members of Local 853 who watched VWR and Blue Linx move their jobs to the Central Valley with help of the Enterprise Zone program. Their sacrifices were not in vain. Through trips to Sacramento, telling their stories to the press, and other actions, they became the poster children of why these legal reforms were so desperately needed.

Unfortunately, in a frustrating blow, the Marquez Brothers workers lost their second election by a slim vote of 85-83. This campaign demonstrates perfectly the complete ineffectiveness of federal labor law to protect the rights of workers. Despite all of the fired union activists and rulings against Marquez Brothers for similar behavior in Southern California, we lost just about every case at the National Labor Relations Board. And to cap it off, the Republican-led government shutdown delayed the election for weeks, giving the company total leeway to hold daily meetings with workers to discourage them from joining the union.

While we can go back for another election in one year, we continue to go after Marquez Brothers. And workers from the plant in Hanford are joining the campaign, along with Taylor Farms and thousands of Teamsters in the Valley, to raise standards up and down the food chain.

LOCAL 137

Celebrating 100 Years!

Some 400 active and retired members celebrated Local 137's 100 year anniversary at the Shasta District Fairgrounds in Anderson on October 5, 2013. Officers, staff, and volunteers hosted the event by barbecuing and serving tri-tip and chicken with all the fixings.

We were fortunate to have Joint Council 7 President and IBT Vice President Rome Aloise make the long trip, helping in the meal line, talking with the members, and giving an inspirational keynote speech. IBT Historian Karin Jones came out from Washington, D.C. with a great program educating us on the history of Local 137.

Members won thousands of dollars in raffle prizes, including Giants tickets, BBQs, gift certificates, and 2 big screen TVs as the grand prizes.

Members, active and retired, friends, and family enjoyed celebrating this landmark anniversary for Local 137.



Members enjoying their meal



BBQ crew: Pete Delevati, Rod Besser, Recording Secretary Ken Malcomson, Secretary-Treasurer Dave Hawley.



*Left: JC7 President Rome Aloise serves the members
Right: Yreka UPS member Brandon Davis wins a Kindle*



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

Joint Council 7: www.teamstersjc7.org

International Teamsters: www.teamster.org

AROUND THE LOCALS



Irene Mani, (second from right) along with fellow Summer Institute on Union Women Attendees, UPS Member Michelle Hall (center) and St. Rose Hospital Shop Steward Judy Rodrigues (second from left) receive certificates of appreciation from Local 856 Secretary-Treasurer Peter Finn (far left) and Staff Attorney Susanna Farber (far right) for their participation in the event and their dedication to advancing the labor movement.

LOCAL 2010

Majority of UC employees join Teamsters

In October, Teamsters Local 2010 officially crossed a major hurdle. For the first time in history, the Local reached majority status of UC employees.

At the start of the year, only 29 percent of UC employees were full-voting members of the Teamsters, and even fewer were informed and involved in union activity. This low membership and involvement was a significant obstacle to the Local's goal of being a strong and effective union that can win fair wages and benefits.

As a result, the Local launched an ambitious campaign to build its membership's size and strength in 2013. "Our goal was to reach majority status—more than 50 percent membership—by the end of the year," says Executive Director Jason Rabinowitz. "It was ambitious, because it required us to sign up more than 2,500 members in a single year."

Not only did the Local reach that goal, but they did it in just 10 months!

Local 2010 staff and a committee of members spoke with more than 6,000 employees of our unit. That outreach succeeded in adding 2,800 new members to the rolls, signing up 304 new union Recruitment and Organizing Coordinators (ROCs) and appointing more than 60 new stewards!

UC is an "open shop," which means that the people who work there are not automatically union members, as they are at most Teamster worksites. By increasing union member density at UC, and especially by representing a majority of the workers, Local 2010 gains significant clout in bargaining.

"Thanks and congratulations to all of our hard-working members who made our union-building campaign a success," says Rabinowitz. "This important work makes our union stronger."

LOCAL 2785

Stewards hone their skills at training



More than 30 stewards from Local 2785 met on October 26 for a day-long review of labor law and other issues impacting their fellow members on the job. Attorneys David Rosenfeld and Bert Arnold were the guest speakers.

LOCAL 856

Unjust firing creates dedicated union member

Perseverance pays off. Local 856 member Irene Mani learned this firsthand when her year-and-half fight to win her job back culminated in a stunning victory: an arbitrator ruled that Mani be reinstated to her job at Avis Car Rental and be made whole for loss of wages and benefits, including interest.

In June of 2012, Mani was forging a promising new career as a rental sales associate at Avis, when she was suddenly terminated for allegedly violating an unwritten rule. She had been receiving accolades from management and co-workers alike on her professionalism and was even routinely ranked among the top sales earners, so when management requested a meeting with her, she had no idea she was about to be disciplined.

"I even jokingly asked if I was getting an award when I was called in," Mani said. It was quite the opposite. Mani was informed that she was the subject of an investigation. Because Mani had previously had a good rapport with her managers, and was a relatively new union member, she did not think to assert her Weingarten Rights and ask for a union representative to be present in the meeting.

Mani now realizes that was a mistake. "I now know, no matter how much you think they're your friend, don't ever go into a conversation with management without a union representative." Mani said that having a union representative present would have leveled the playing field. "They had three people on their side, and I only had one: me. I was shaking in my boots."

Until September of 2011, Mani had never been a union member and didn't know much about unions. But her interest level changed with her ter-

mination. "I wanted to know more about my union and how unions help people," she said.

While waiting for the outcome of her case, Mani stepped up to support her fellow members: she walked the DBI picket line and represented Local 856 at the Summer Institute on Union Women in Seattle in June. At the Institute, Mani joined other Local 856 members and women from across North America to take classes to learn more about the labor movement and how to empower fellow members. "It was invigorating, it got that fire burning — that we can stand up and make a difference," she said.

"The great thing about Irene is that she decided that if her union was going to support her, she was going to support her union," said Local 856 Representative and Trustee Rudy Gonzalez, who represented Mani in her termination case.

"From the beginning, I knew that I didn't do anything wrong," said Mani. The arbitrator agreed, stating in the decision that an alleged violation of an unwritten rule cannot be the basis of disciplinary action.

Gonzalez believes this case is a win on multiple levels. "Not only is a member who was unjustly terminated returned to work, but she is going back an impassioned union member," he said.

"Irene exemplifies the tenets of a true unionist: courage, conviction and solidarity. We are proud that she is a Local 856 member," said Local 856 Secretary-Treasurer Peter Finn.

"If you believe in the course, you have to stick it through," Mani said. "Deep down I had complete faith that justice would prevail."

LOCAL 948

Members make the holidays

From the desk of Secretary-Treasurer Adam Ochoa

When you sit down at your holiday dinner table, you can give a little bit of thanks to the members of Local 948, so many of whom work in the food processing industry. Your holiday dinner wouldn't be the same without the great food products made by your brothers and sisters who work at the Del Monte, Seneca, Con Agra and Stanislaus canneries, or who deliver breads and cakes from Bimbo, Sara Lee and Svenhard's. And all those Christmas gifts delivered by our brothers and sisters at UPS are always a trademark of the holiday season.

Negotiations have started with the newly organized CT&T, a company that manufactures liners and covers for pools and boats in Visalia. Local 948 is proud of the hard work that Business Agent/Organizer Chris Zent did to bring union representation to the hard working people at this company.

On behalf of the Local 948 Executive Board, I want to remind our members that we will hold our Turkey Raffle at the December membership meetings in Modesto and Visalia. Please bring your families and join us this holiday season.

LOCAL 533

New members give thanks

Local 533 welcomes two of our newest members, Maria Knutson and Louis Alcala, of Waste Management in Carson City, who were thrilled to attend the Joint Council 7 Annual Seminar. They got to meet other Teamsters, as well as Joint Council 7 President Rome Aloise and thank them, in person, for supporting the workers who voted to become members of Local 533.

Local 533 is also greatly indebted to Joint Council 28 President Rick Hicks and Local 70 Business Agent Felix Martinez, for writing letters of support to let our group know they were not alone as their Company had repeatedly told the 38-person group in captive-audience meetings. These letters showed our group that they had support from Teamsters in other areas and that they would have strong support going forward.

This group stood tough and overwhelmingly voted "Yes" to being represented by Local 533.



Joining together at the Joint Council 7 Seminar in Lake Tahoe—from left: Business Agent/Organizer Michael Sealy; Local 70 Secretary-Treasurer Marty Frates; Recording Secretary Bobby Zamora; Secretary-Treasurer Debbie Calkins; Joint Council 7 President Rome Aloise; Trustee Angela Berry; President Gary Watson; new Local 533 member Maria Knutson; Joint Council 28 President Rick Hicks; Organizer Michael Alvarez; and new member Louis Alcala. (Local 533 members unless otherwise noted.)

LOCAL 601

Organizing at Taylor farms



Local 601's organizing committee is building support for the organizing drive at Taylor Farms in Tracy, as the company runs a full-blown anti-union campaign. On October 29, union members and workers joined together for a visibility day. Thanks to Locals 853, 386, 439 and Joint Council 7 for their support of the event. Organizer Manuel Rodriguez invites all Teamsters and supporters to go to "Justice at Taylor Farms" on Facebook.

LOCAL 853

Western Eagle goes union

On October 28, the 55 processors, packers, machinists and lead people who work at Western Eagle, a plastics company in Livermore, voted to be Teamsters.

"The workers haven't had a raise in the last two years and they wanted to better themselves," says Organizer Frank Harms. "They also wanted to make the company better and stronger."

Harms says that the company fought hard to keep the union from coming in, but the workers stood up for themselves and stood strong.

Harms credits Jose Lopez, a worker at the facility, for standing up with everybody and leading them to victory. He also credits lead organizer Rodney Smith, who put in long hours on the campaign and really saw it through to successful completion. Finally, he acknowledged Secretary-Treasurer Rome Aloise for offering his strategic know-how and expertise.

"As always, union campaigns are about rights, dignity, respect, seniority and a strong contract," says Rodney Smith. "The workers stood up for themselves and said 'we need a contract' Well, we look forward to negotiating that contract with them."

LOCAL 665

Airport members ratify agreements

Following the Great Recession, airport workers around the country struggled to maintain wages and conditions they had worked hard for, and Local 665 members at San Francisco International Airport (SFO) and San Jose International Airport (SJC) were no exceptions. With an improved economy, improvements are on the horizon for Local 665 rent-a-car, bus drivers and parking garage workers at both facilities.

During the summer Local 665 signed off on the IBT's letter of understanding which will bring 70 new members, currently employed at Dollar/Thrifty RAC, into the union as part of the purchase of that company by Hertz RAC.

"We look forward to welcoming these new members," said Local 665 Secretary-Treasurer Mark Gleason.

In October, SFO Avis/Budget RAC members ratified a new five-year agreement that includes long-awaited wage improvements, Western Conference of Teamsters Pension increases during three of the agreement years, and premiums for dispatchers, lube and tire techs.

While negotiations were in process, one member of the Avis bargaining unit, En Cheng Li, won an arbitration decision resulting in eight months of back pay.

"These talks with this employer were difficult, and I think the members recognized this fact as they ratified the agreement," said Local 665 Vice President Chuck Andrew.

At another area of SFO, members at Standard Parking/New South ratified a three-year deal which continued their status as the highest-paid airport parking facility employees in the U.S. The agreement they ratified includes annual salary improvements and a pension increase, while maintaining the rest of their economic package.

"The members at Standard worked with the Local leadership to make sure that they maintained long-fought conditions, and together I believe we accomplished that goal," said Business Agent Phil Ybarrolaza.

With this trend, SFO bus drivers opened negotiations on November 1 with expectations of maintaining and improving their contract at the conclusion of scheduled talks.

In Silicon Valley, Avis/Budget RAC members at SJC prepared for negotiations for a new contract, and bus drivers employed at Veolia at the San Jose Airport also awaited for the start of talks.

At press time, members employed by ABM as auditors and bus drivers at SJC were reviewing an offer by the company that includes wage improvements during each of three years.

Other pending negotiations include new agreements for taxi dispatchers and van coordinators employed by ABM at SFO and contract talks for Local 665 members employed at Enterprise/National/Alamo at SFO and SJC.



25 tips to reduce holiday stress

If the thought of the upcoming holidays brings with it some dread, you are not alone. Many people get stretched a bit thin this time of year by money and social obligations. Here are 25 ways to keep your sleigh on track this season.

1 Set realistic expectations. Things are not going to go perfectly and that's ok. You cannot control every outcome, but you can prepare yourself mentally by visualizing your calm, positive response to negative events.

2 Get moving. It is not the chores, shopping or family visits that stress you out – it is your anticipation of them! Act now by creating a to-do list, and tackle one or two items per week through the holidays.

3 Avoid the shotgun approach. You will accomplish more by tackling one thing at a time and giving it your full attention.

4 Budget your holiday expenditures. Set per person limits on gift giving and stick to them. Do not overlook special costs for travel, decorations, food and entertainment.

5 Pay as you go. Charging your purchases may delay your bills, but knowing they are lurking around the corner in the New Year increases stress, whether you think about it or not.

6 Play to your strengths. Use what you have the most of – time, money, or creativity.

7 Pare down on gift giving. For extended family and social groups, suggest each person give just one gift by drawing names out of a hat.

8 Cut your costs. Give inexpensive but thoughtful gifts like home-baked goods or hand-made photo albums. Bundling several small items around a theme provides a low cost, personal touch.

9 Don't lose the meaning. If consumerism has you down, check out for a while with inspirational thoughts and reconnect with what makes the holidays special and important.

10 Participate in reaffirming activities. Spend time in a place of worship and in your community with like-minded people.

11 Take some time off work if possible. Don't cram all errands and shopping trips into the precious little time you have outside work hours. Avoiding the weekend crowds will allow you to get more done.

12 Do a solo power shopping event. Turbo charge your efficiency by avoiding distractions and competing agendas. Pick a time when there is less of a crowd.

13 Take advantage of the internet. Most sites offer free shipping for the holidays. If you see something at a store but cannot find the right size or model, finding it on the internet and having it shipped to you saves lots of time and may cost less.

14 Ask for help. If you are playing host, assign chores and duties to anyone else living with you. Ask for people to bring a dish.

15 Cheer loves company. Combine household holiday prep with socializing. Ask some friends over for a baking and gift wrapping party.

16 Lighten your cooking duties. It is perfectly acceptable to cook a main course and ask dinner guests to bring a side dish.

17 Get on the same page with family. Come to an agreement on what activities are most important and cut out the extras that add work and scheduling pressure.

18 Recruit a child care volunteer. Kids underfoot can add to the stress of big events. Designate one adult to organize games and fun activities in a confined space.

19 Avoid isolation. The holidays can be a depressing time for those who have lost a loved one. Get out of the house whenever possible and reconnect with old friends.

20 Help someone who needs you. Nothing melts away personal troubles like helping someone else overcome theirs.

21 Pass down some wisdom and tradition. Instead of mourning the passing of better times, keep those memories alive by sharing them with the next generation.

22 Review your life priorities. Combat your hectic schedule by reassessing what matters to you the most.

23 Forgive someone. Let go of past resentments and make room for future happiness.

24 Make a gratitude list. Review it whenever you are feeling depressed, anxious, or stressed.

25 Take a "time out." Indulge in things you stopped doing because you "just don't have time for anyone" like a long lunch or a night out with friends.

If the holidays do wind up getting the better of you or one of your family members, please remember that the counselors at TAP are available and ready to assist you. TAP services are confidential and there is no cost for a face to face meeting with a TAP counselor. Our phone number is (510) 562-3600.

Wal-Mart		Costco
		
Colby Harris		Cesar Martinez
\$9.40	Pay/hour	\$22.80
35-40	Hours/week	40
Qualifies but can't afford	Benefits	Health Care, 401K PLUS
No	Promoted	If Cesar works in a California union store, he also gets a defined-benefit pension plan
		Yes

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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	510-693-7947
GCIU, Dist Cncl 2	800-333-4388

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

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Timid legislature, tough governor

The 2013 legislative session ended with Jerry Brown proving that he is tough and wily and not afraid to wield his veto pen. When he is on your side, there is no better ally, as he proved this year when together we fought successfully to eliminate “Enterprise Zones,” those tax havens for business that had destroyed our members’ jobs. When he is your adversary, he is tough and persistent, as was exemplified by his year-long battle to force bad pension reform down the throats of our members in the public transit industry. With the help of the Obama administration, we beat him back on that one—for now.

In the Legislature, we found that the supermajority of Democrats, which enables major reform legislation to pass, was something of an illusion, as it appeared that they felt that the best way to defend their newfound power was not to use it. Business Democrats—the so-called “mods”—who are lukewarm, at best, to Labor, were not afraid to kill bills we support-

ed. On the whole, the new class of California legislators, who will enjoy much longer terms thanks to a voter-approved initiative, seemed somewhat timid and politically afraid for reasons that are hard to fathom.

Next year is a gubernatorial election year and Governor Brown has yet to draw a credible opponent. The only Republican who has thrown his hat in the ring is an obscure Tea Party Assembly Member named Tim Donnelly, whose claim to fame is getting arrested by the TSA for trying to bring a gun onto an airplane. This is to say that Jerry Brown, who remains popular with voters, is looking at this point like a shoe-in for reelection. Expect him to maintain his tough-love persona. He can be a pain—but he’s our pain.

For a detailed rundown on the Teamster-sponsored or supported legislation that Governor Brown signed or vetoed, go to: cateamsters.com.



2013 California Legislative Round-Up

Governor Brown recently approved many new laws that affect workers’ rights beginning in 2014. We summarize some of the new state laws below. For a detailed summary of these and other new laws, please refer to our expanded article at our website: <http://www.beeson-tayer.com/2013/11/2013-california-legislative-round-up/>

Wages and Hours

Increased Minimum Wage (AB 10)

California’s minimum wage will increase from \$8.00 to \$9.00 per hour beginning July 1, 2014, and again to \$10.00 on January 1, 2016. Under AB-10, California remains a leader in setting minimum wage standards; only Washington State, which has an inflation-adjusted minimum wage scale, is currently higher.

Enforcement of Employee’s Right to “Recovery” or “Cool Down” Periods (SB 435)

Employers are required to provide a shaded area, and to allow employees to take at least a five minute break, as needed, for employees who work outside in temperatures exceeding 85 degrees. Labor Code section 226.7 provides that employees denied a meal period or rest break are entitled to an additional hour of pay. This provision has now been expanded to include employees who have been denied a “recovery” or “cool down” period in order to prevent heat stress or illness.

Public Sector Employees

Expansion of Union Representative’s Right to Paid Time (AB 1181)

Existing law under the Meyers-Milias-Brown Act requires employers to pay their employees who serve as union bargaining rep-

resentatives for time spent formally meeting and conferring with the employer during working hours. This new law extends the right to paid time for union representatives who serve as the Union’s designated representative at conferences, hearings or other proceedings before PERB or at hearings before personnel or merit commissions.

Prohibition on Public Employer Access to Employees’ Social Media Accounts (AB 25)

Last year, the legislature passed AB 1844 prohibiting employers from requiring or requesting their current employees or applicants to disclose usernames and/or passwords used for accessing personal social media, requiring a user to access personal social media in the employer’s presence (also called “shoulder surfing”), or divulging any personal social media content. This bill expands these protections to all public sector employees.

Employment Discrimination and Leave

Expanded Definition of “Family” for Paid Family Leave (SB 770)

State law currently extends SDI benefits for up to six weeks for employees who take FMLA (or the California version of FMLA) for baby bonding or to care for a family member (spouse, domestic partner, child or parent) with a serious health condition. This new law now allows workers who are given time off to care for seriously ill siblings, grandparents, grandchildren, and/or parents-in-law to receive the same SDI benefits. The new law does not, however, create a right to take leave for this purpose.

Assemblymember Rob Bonta meets the Teamsters

On October 29, Assemblymember Rob Bonta, who represents California’s 18th District, covering Oakland, Alameda and San Leandro, paid a visit to Teamsters Local 70, where he got a chance to share some pizza and chat with staff and activists from Locals 70, 853, 856, and 2010.

Bonta, who was raised in a Farmworkers Union activist family, chairs the Public Employees, Retirement and Social Security Committee. He’s committed to ensuring that all workers have a decent retirement and that public workers, in particular, maintain the benefits they were promised when they were hired.



Joint Council 7 President Rome Aloise (L) introduces Assemblymember Rob Bonta to the crowd.



Teamsters from several Local unions packed Local 70’s conference room for pizza and conversation.



Assm. Bonta (L) standing near Local 2010 Executive Director Jason Rabinowitz, addresses the group.

The labor movement gave my family a ‘ticket to the middle class’

By Lisa Maldonado

Teamster daughter and Executive Director of the North Bay Labor Council

I can’t remember how old I was before I knew my father was undocumented. By the time I was 5 or 6, my father’s long and arduous journey from Michoacán, Mexico, to our small American town of Redwood City, Calif., had already become part of our family lore. I heard how hard and exhausting it was for him, as a young boy and then a teen, to have to work every day picking cotton, strawberries and grapes in 100-degree heat. His stories captured my imagination when I considered how hard he worked and how far he had come to make a better life for himself.

As part of the U.S. Bracero Program in the 1950s and ’60s, my father’s story is similar to that of those who still come to the U.S. for a better life: a life of working in the fields of California, of sleeping outside or in a rundown shack that passed for “migrant housing,” of always being afraid of being hunted down and captured, and of never being certain of getting enough work to live on or of getting paid. He told me stories of the kind of exploitation an undocumented workforce faces: use of the dreaded short-handled hoe, which damages your back and shoulders; being sprayed with chemicals and pesticides in the fields without any protection; bosses who called immigration enforcement on their own farm workers after the job was finished and before the workers were paid. My father always spoke about one particular Immigration and Naturalization Service officer who marched him and his co-workers up to the boss’s house before deporting them and told the farmer, “I’m taking these guys but not until you pay them the wages they worked for.” My father said the

farmer hemmed and hawed, but finally paid up. Exploitation is the daily reality of an undocumented workforce.

It wasn’t until my father met my mother, became a citizen and joined the Laborers Union Local 339 and then Teamsters Local 216, that his life—and the lives of everyone in our family—really improved. Because of the union, we got health care for the first time, and my brother and I got our first physicals.

My father worked construction and made decent wages with benefits. With his union job and my mom’s union salary as a kindergarten teacher, our family moved into the middle class. My parents bought a house, paid their taxes, voted in every election, and sent my brother and me to college. They also saved enough money to have a dignified but modest retirement. We were raised with blue-collar values that included strong support of unions, of which my dad was a stalwart member. On car trips, he loved pointing out the jobs he had worked on: San

Francisco Airport, the 280 Freeway, the BART Tunnel, telling us, “Kids, I helped build that.”

My father never missed picket-line duty, and he never missed a chance to urge family and friends to join a union and learn a skilled trade. He told them their labor would be rewarded, and most importantly, they would have rights on the job and would not be afraid to speak up like he was as an undocumented worker. I suppose that’s why I’m so proud and happy to work for the AFL-CIO today. I saw how the labor movement gave my family a ticket to the middle class, and I believe that every family deserves the same opportunity. Immigrants have been the backbone of the labor movement and the American way of life, and they are the future of the labor movement.

I keep a picture of my father when he was a farm worker in my office at the labor council, right next to my law school diploma and my admission to the California State Bar, to remind me of how far my parents’ hard work and union membership brought our family—and to remind me of all those hard workers waiting to improve their lives and the lives of their children, the way my dad did.

This is why we need to come together and support a common-sense immigration process with a road map to citizenship. Immigrant rights are workers’ rights. We cannot allow an entire workforce to live in the shadows and be cut off from the right to form a union and have a voice on the job. I know my dad is with me on this one.



Efren Maldonado, Lisa’s dad, (C) was a bracero in Arizona in about 1956.

Summary Annual Report for Teamsters Life With Dues Benefit Plan

This is a summary of the annual report for the Teamsters Life With Dues Benefit Plan

(EIN 91-1691238, Plan No. 501) for the period ended December 31, 2012. The annual report has been filed with the Department of Labor, as required under the Employee Retirement Income Security Act of 1974 (ERISA).

The Board of Trustees of Teamsters Life With Dues Benefit Plan has committed itself to pay certain death benefit claims incurred under the terms of the plan.

Insurance Information

The plan has a contract with LifeWise Assurance Company to pay life insurance and accidental death and dismemberment benefit claims incurred under the terms of the plan. The total premiums paid for the plan year ending December 31, 2012, was \$103,044.

Basic Financial Statement

The value of plan assets, after subtracting liabilities of the plan, was \$11,496,766 as of

December 31, 2012, compared to \$10,900,127 as of January 1, 2012.

During the plan year, the plan experienced an increase in its net assets of \$596,639. This increase includes unrealized appreciation or depreciation in the value of plan assets; that is, the difference between the value of the plan’s assets at the end of the year and the value of the assets at the beginning of the year or the cost of assets acquired during the year. During the plan year, the plan had total income of \$2,586,629. This income included employer contributions of \$1,428,411 and earnings from investments of \$1,158,218. Plan expenses were \$1,989,990. These expenses included \$263,006 in administrative expenses and \$1,726,984 in benefits paid to participants and beneficiaries.

Your Rights to Additional Information

You have the right to receive a copy of the full annual report, or any part thereof, on request.

The items listed below are included in that report:

1. An accountant’s report;
2. Financial information and information on payments to service providers;

3. Assets held for investment;
4. Transactions in excess of 5% of plan assets;
5. Insurance information, including sales commissions paid by insurance carriers; and
6. Information regarding any common or collective trusts in which the plan participates.

To obtain a copy of the full annual report, or any part thereof, write or call the administration office at 14675 Interurban Avenue South, Suite 107, Tukwila, Washington 98168, (206) 441-3151. The charge to cover copying costs will be \$11.25 for the full annual report or \$0.25 per page for any part thereof.

You also have the right to receive from the plan administrator, on request and at no charge, a statement of the assets and liabilities of the plan and accompanying notes, or a statement of income and expenses of the plan and accompanying notes, or both. If you request a copy of the full annual report from the plan administrator, these two statements and accompanying notes will be included as part of that report. The charge to cover copying costs given above does not include a charge for the

copying of these portions of the report because these portions are furnished without charge.

You also have the legally protected right to examine the annual report at the main office of the plan, 14675 Interurban Avenue South, Suite 107, Tukwila, Washington 98168, and at the U.S. Department of Labor in Washington, DC, or to obtain a copy from the U.S. Department of Labor upon payment of copying costs. Requests to the Department should be addressed to: Public Disclosure Room, N-1513, Employee Benefits Security Administration, U.S. Department of Labor, 200 Constitution Avenue, N.W., Washington, DC 20210.

NOTICIA IMPORTANTE PARA HISPANOPARLANTES

Usted puede obtener informacion la cual expilca los beneficios y las reglas de el Plan en Espanol, si usted no entiende el Ingles. Favor de esrbir a la oficina y pedir que le ayuden, Board of trustees for Teamsters Life With Dues Trust fund, 14675 Interurban Avenue south, Suite 107, Tukwila, WA 98168.