



Members have opportunity to determine the future of the union

Time to vote for Teamster leadership

You hear it every time there's an election — “this one is the most important in your lifetime.” In this case, the election for the leadership of the Teamsters Union may be the most important in your Teamster career.

After two decades in power, IBT President James P. Hoffa, Jr. will not be running for reelection and there is a real contest for who will succeed him. The two candidate slates offer very different visions for the future of the union. Our union is one of the few major unions that enable the rank and file to directly elect their top officers, so it is up to the members—that means it's up to YOU—to decide.

This paper can't tell you who to vote for, but we can refer you to the IBTvote.org website and the Teamster magazine to look up the promo materials of the two candidate slates.

Here are some details to ensure that your ballot is completed correctly:

- To be eligible to vote, member dues must be paid through October, 2021.
- Ballots will be mailed from the east coast on October 4. They must be received by 9 a.m. on November 15 to be counted. You will be given a stamped envelope to return your ballot for free.
- You will vote for no more than one General President, General Secretary-Treasurer, seven At-Large Vice Presidents, three

International Trustees, and four Western Regional Vice Presidents.

- You may vote for a full slate or for individual candidates.
- Use a black or blue pen to completely fill in the oval to the left of the slate or candidate of your choice.
- If you make a mistake, do not cross out; instead, request a new ballot.

If you have any questions about this election process, if you have recently moved, if you need a replacement ballot or if you need any ballot materials, request assistance immediately by calling 1-844-428-8683.

Voting in the International officer election tells anti-labor politicians and employers that our membership is active and involved in our union. Voter participation in this election makes our union stronger.

The only thing voting will cost you is the time it takes to learn about the issues and the ink it takes to mark the ballot. Not voting will cost so much more. When we don't vote, we send a message to employers, politicians and the public that Teamster members don't value democracy. Let's show our strength. Vote in the election of international union officers. It's your right and your responsibility.

INTERNATIONAL BROTHERHOOD OF TEAMSTERS

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www.teamster.org

VOTE!

**In the Election for
International Union Officers**

YOUR RIGHT • YOUR RESPONSIBILITY

Ballots for the election of International Union Officers were mailed to members on October 4. We must demonstrate to employers, politicians and the media that Teamsters care about their union and are active participants in democracy.

Take part in the democratic process. VOTE in the Teamster election. It's your right and your responsibility.

**Ballots Mailed October 4
Ballots Counted November 15**

Go to www.ibtvote.org or www.teamster.org to see the two candidate debates that took place in August and September. If you have not received your ballot by October 12, please call the Election Supervisor at 844-428-8683 to request a replacement ballot.



IBT Women's conference celebrates "High Stakes and Standards"



IBT President James P. Hoffa speaks at 2021 conference, the last in his presidency.

Coming together for the 20th IBT Women's Conference from September 12-15, Teamsters paid homage to the Las Vegas location with the theme "High Stakes and Standards." As Conference Chair Nina Bugbee said as she opened the event, "if you bet on a Teamster woman to get the job done, it's the smartest bet you'll make."

In the last major event of his 22-year administration, IBT President James Hoffa spoke about some of the many accomplishments his administration has achieved over the previous 18 months—from electing the most pro-union president ever, to fixing our pensions with the Butch Lewis Act, and continuing to organize thousands of members from new industries—with a special focus on organizing Amazon.

Speaker of the House Nancy Pelosi gave a video greeting. Her message: "We don't agorize; we organize and we unionize."

More than 1,200 women joined together this year after COVID forced the cancellation of the 2020 event. In addition to the speeches, they attended workshops on being an effective shop steward, combating stress, bargaining, organizing, workplace equity, and much more.

Of course, a major theme throughout the event was participation in the upcoming Teamster leadership elections. All Teamsters are strongly encouraged to vote when they receive their ballots.



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Building from strength and supporting members in need

Labor defeats recall

As you know by now, the Gubernatorial Recall election has been defeated. Labor's influence, through the efforts of our members and those of all California unions, played a big part in defeating this Republican-based attempt to steal the Governorship. Had they succeeded with the recall, an anti-worker, right-wing nutcase would have become the Governor of the largest state in the nation by a mere plurality of the vote.

This election cost the taxpayers almost \$300 million and could have cost our members the gains we have made in worker's compensation and other state-generated benefits. In the end, union members overwhelmingly stepped up and were part of an overwhelming victory in defeating the recall. Thank you all for following the advice of your leadership.

Confronting the COVID crisis

As we go into the last quarter of the year, we are facing a lot of the same issues we started the year with. COVID continues to be a problem that has cost far too many members their lives.

We are now dealing with our employers and the mandates that are coming for vaccinations. Let me be clear, Teamsters Joint Council strongly encourages vaccinations for all of our members, as we want everyone to be safe and healthy. However, we also realize that a minority of our members have strong feelings against being vaccinated. As of now, the choice that seems to be coming is either to get vaccinated, get tested one or more times a week, or lose your employment. How company policies get implemented is a mandatory subject of bargaining, which means your employer must bargain the policy with your Local Union. This may involve who pays for testing, if there is paid time for vaccination or testing, and what the consequences are if one decides that they will do neither.

Obviously, this is a crucially important issue. Hopefully, with diligent work on everyone's part, we

can overcome the pandemic, and start to get back to normal.

Wildfires impact members

On a sad note, after the devastating fires of the last few years, a number of our members have lost their homes to wildfires during this fire season. For those of us who have not had to live through this type of devastating loss, it is impossible to imagine the hardships it causes. Joint Council 7 again joined with the Locals whose members were affected to provide emergency funds to assist our members in the first few days after they were displaced. Over the last two years, Joint Council 7 has contributed more than \$650,000 from our All-Charities Fund to members who were in some type of need, and to organizations that help working people. I am very proud that we are able to help our members when help is needed.

Pension plan thrives

I am happy to report, as a trustee of the Western Conference of Teamsters Pension Trust Fund, that the plan is in great shape and getting better. We have increased the accrual rate by 40% for this year and for the next two. This means that plan members will receive more benefits for the contributions made in these years. For those of you who are in negotiations, or have the right to divert money to pension, now would be a good time. As of the last reports, the plan has well over \$50 billion dollars!

Thank you

In closing, I perhaps have not said this enough over the years, but I want you all to know what an honor it is to be the President of Joint Council 7. We are the most progressive, active, and respected Joint Council in the Teamsters Union, and I thank you for the opportunity you have given me to lead all of you.

What was useful and exciting about attending the Teamster Women's Conference?



Jeanette Benitez
Mt. Diablo School District Local 856
7-year Teamster

"I've met different people from all over the country and learn how their unions work. I particularly like the workshops – to learn how I can go back and be a better shop steward."



Maia Bailey
UCSF Local 2010
1-year Teamster

"It's my first conference and I wasn't sure what to expect. I appreciate the variety of workshop offerings and the diversity of people from all over the nation. I'm excited to see so many Black women here and to hear about the movements in other parts of the country and other industries."



Victoria Sinclair
Butte County Social Services Local 137
5-year Teamster

"I got the most info from a course on stress and the shop steward training. The best thing was the camaraderie with so many other Teamster women who were there. It makes you feel like a powerful woman to see all these empowered women!"



Fighting our biggest target yet – Amazon

The COVID-19 pandemic led to an explosion in online shopping. Teamsters in many industries are working harder than ever. UPS, our largest employer, hired 50,000 Teamsters since the pandemic began. And with the holidays coming up, UPS just announced plans to hire 100,000 more seasonal workers.

Amazon is UPS' largest customer. Amazon has also rapidly become the second largest employer in the U.S. The company hired 500,000 people last year and just announced plans to hire another 125,000 warehouse workers and 50,000 delivery drivers by the end of the year.

So UPS and Amazon are moving more packages than ever before, right? And both companies are hiring like crazy, right?

The big differences between UPS & Amazon

That's where the similarities end. Amazon's starting pay is \$15-18/hour. Amazon workers have no pension. Their medical, dental, and vision plans carry deductibles. And for some Amazon workers, it's even worse than that.

We all see the drivers in Amazon cargo vans with Amazon uniforms. Guess what? Those drivers are not Amazon employees. Instead, those 150,000 drivers work for 2,500 different "Delivery Service Provider" ("DSP") companies that Amazon contracts with to move their packages.

Although the DSP drivers don't work directly for Amazon, Amazon controls everything they do, from the length of their hair and nails to the pace of their deliveries. Inward and outward drive cams and multiple software programs monitor and surveil every movement the drivers make. If they fail to meet the standards, they get fired. What can you do when you are fired by a computer algorithm? Unlike Teamsters, the drivers have no grievance procedure or union representation; it's their word against the computer.

And what if those drivers wanted to join the Teamsters? Amazon does not allow a DSP to hire more than 100 workers. Imagine how hard it would be for small groups of workers to organize at thousands of small companies across the U.S.! And what do you think would happen if the workers at one of those companies

organized? Amazon would probably cancel their contract.

Behind the DSP drivers is a huge workforce of Amazon Flex drivers, delivering packages from their own cars. They are the Uber for package delivery. They are hired as "independent contractors" and get paid by "block of time," not by the hour. They have no benefits and no legal right to join together in a union because they are classified as small businesses under the law. Many report making less than minimum wage after adding up their gas, insurance, and other car expenses.

In Amazon warehouses, workers are subject to the same sort of computer-based surveillance and production standards that drivers face. During COVID 19, Amazon warehouses became poster children for the dangers of warehouse work in the U.S. Reports of injuries, accidents, and COVID outbreaks are all over the news.

The bottom line is Amazon warehouse workers and drivers describe long hours, low pay, skipped meals and bathroom breaks, grueling work speeds and standards, and the constant fear of being fired.

Why should Teamsters care about that? After all, UPS has more Amazon work than we can handle, right?

Teamsters should care because Amazon is working to build its own logistics empire. Amazon not only intends to stop working with UPS, it plans to compete with UPS for other customers' business. How can we compete with \$15 or even \$20/hr with nowhere near the same benefits package? And what if we have to keep pace with Amazon's work speed rules just to keep up?

And for Teamsters who don't work at UPS, what happens to our union's resources and power when we start losing members and jobs at our largest employer? What do we do the next time someone comes after our jobs, our pensions, and our healthcare? Will we have the people-power and money to fight?

So what are we doing about it?

The Teamster organizing plan

First, Joint Council 7 is holding its first training for UPS members from the Bay Area locals in September, starting to build the army we'll need to fight Amazon.

Second, we are putting together a program of

action at the local, state, and federal levels. We will be knocking on doors from local neighborhoods to the halls of Congress.

At the local level, we are fighting to stop Amazon from opening in San Francisco, Hayward, Gilroy, and Richmond. More of these fights are coming, and Teamster members will be at the front. We are working with other labor unions, community, environmental, and faith-based organizations. And we are getting strong support from city council members and county supervisors everywhere we go.

At the state level, we just passed AB 701, the first bill in the nation to address Amazon's ruthless warehouse work speed quotas. This bill ensures that workers can take needed breaks and beefs up safety compliance.

On the federal level, we are working with politicians to strengthen anti-trust and labor laws that were designed to stop corporations from having too much power. What happens when a corporation gets so big that it can drive down the wages and working conditions for an entire industry? It's time to update the laws to fix that problem, and Amazon is a prime example of why we need to do that.

Finally, you've read here about the PRO Act, known by its full name as the Protecting the Right To Organize Act. This legislation would strengthen workers' hands against corporations like Amazon, outlawing misclassification of drivers as "independent contractors" instead of employees, guaranteeing contracts through mandatory first contract arbitration, and banning the permanent replacement of striking workers. This law passed in the House but will be a tough sell in the Senate.

All of these are good reminders about why it's important for Teamsters to be involved in politics. That means voting, of course. Our union endorses politicians who stand with us on key issues like Amazon, and they need our votes. It also means making voluntary DRIVE contributions through our paychecks, because right now the politicians we support need our money to get elected, too.

Expect to read more about Amazon in future newspapers. Reach out to your shop steward and business agent if you want to get involved!



Michelle Jones
MTM Transit
Local 533
24-year Teamster

"I came because I learn how to be a better shop steward and find out how to deal with management more effectively. I get something out of it every year."



Maria Perales
Costco-Sunnyvale
Local 853
19-year Teamster

"Each conference is different. Each has awesome information. There's a lot about coping with COVID—how to get me and my members through it. Lots of education. That's why I love coming!"



Angie Matthews
AAA
Local 665
Newly organized

"I've never been to a women's conference. This is an amazing group of workers fighting for the same common goal. We work for fair wages and treatment. Unionization is the future!"



Darlene Bradley
Local 896
21-year Teamster

"I enjoy the coming together of women. The turnout was great, especially with the pandemic."

AROUND THE LOCALS



LOCAL 150

Member takes quick action



Driver Jim Stenson stops a carjacking in progress on I-80.

Local 150 member Jim Stenson is a Driver for American Metals in West Sacramento. On August 30, 2021, he was driving down Interstate 80 in Richmond and witnessed a carjacking in progress. A fugitive on the run from law enforcement was attempting to pull a woman out of her vehicle by her hair just 2 vehicles ahead of his tractor.

Jim, an active shop steward with Local 150 and an 18-year veteran Class A driver with American Metals, jumped into action. He was able to subdue the subject and detain him until law enforcement arrived on the scene.

Local 150 is proud to honor Jim for his selfless actions that day. He is a true example of a Teamster helping in a time of need. Thank you, Jim!

Big payoff at UPS

Local 150 has been working hard for its members to hold UPS accountable for whenever the company breaches the union contract. Agents from Local 150 recently participated in a national panel to hear grievances about supervisors doing the work of members.

Local 150 was victorious in these cases and was able to get their members over \$200,000 to settle these grievances.

LOCAL 533

Ten-day strike for health care

The fixed-route transit members of Teamsters Local 533 stood strong for ten days on an unfair labor practices strike that lasted from August 3-12, in Reno, Nevada. The members were on strike for the right to maintain their healthcare that is ever so valuable during a global pandemic.

The Regional Transportation Commission of Washoe County (RTC Washoe), and its contractor Keolis Transit, the 70% French government-owned company that operates the bus services in Reno/Sparks and Washoe County, have levied anti-union attacks on the Local 533 membership since taking over the bus contract from MV Transportation in July 2019. Local 533 represents roughly 200 coach operators, dispatchers, technicians, road supervisors, and utility workers in a contract that's been in effect for roughly 40 years.

"We have 45 pending arbitrations against this company, most of which the company either refuses to arbitrate, threatens arbitrators, or refuses to comply with an arbitrator's decision," says Local 533 President Gary Watson. Two favorable decisions were awarded in September with full back pay and benefits to both the members who had been off of work for around 20 months. More than 40 pending ULP charges remain, 17 of which have been consolidated and will be heard at a trial slated to begin at the end of September. Keolis also has three pending lawsuits, two filed by Local 533 and one filed by the Northern California General Teamsters Security Trust (NCGTSF Delta Health) pending in federal courts.

"The fight for a new collective bargaining agreement is far from over," Watson adds. "The strike successfully ended when the company tentatively agreed



Members at Keolis Transit in Reno went on strike for 10 days to ensure decent health care.

to our healthcare proposal, but they have many more poison pill proposals still on the table. Our membership showed courage and dedication on the picket line, while educating the public and transit passengers about their struggle to maintain their healthcare. We have much more work to do; our membership is alert and ready to mobilize another strike if Keolis continues to provoke them by bargaining in bad faith."

"On behalf of the Local 533 membership, I would like to personally thank the Locals in Joint Council 7 and around the country who provided financial support to the membership through the ULAN assistance fund," said Local 533 Secretary-Treasurer Debbie Calkins.

LOCAL 853

Local hosts job fairs to fill employer needs and increase Teamster membership

On July 10 and August 28, Local 853 sponsored job fairs in the parking lots of the Local's San Jose and Oakland offices, respectively. In all, 18 Teamster employers showed up to fill more than 350 jobs—from drivers (truck, paratransit, school bus, tech bus, and more), to warehouse workers, merchandisers, and manufacturing workers. Hundreds of job seekers came to check out those positions.

We thank the employers for joining us and making their positions available. These include Bimbo Bakeries, CertainTeed, First Student, First Transit, Genesis Logistics, GSC Logistics, Hallcon, Kelloggs, Mondelez International, Mosaic Global Transportation, MV Transportation,

Pepsi, Reddaway/Yellow, Reyes Coca Cola, RNDC, Second Harvest Food Bank, Storer Transit Systems, Sysco Foods, T. Marzetti, TransDev/SF Paratransit, and WeDriveU.

We also thank the community agencies that helped with outreach: Work2Future and Trades Orientation Program (TOP) in San Jose, and West Oakland Job Resources Center, Oakland PIC—both in Oakland; and Alameda County Workforce Board in Hayward.

"It's always a win-win to get more people hired into great Teamster jobs—for our current members, for potential new members, and for our employers," said Local 853 Secretary-Treasurer Rome Aloise. "We'll do more job fairs as the need arises."



San Jose Job Fair drew a crowd of job-seekers

LOCAL 350

Members at South SF Scavenger ratify historic, lucrative contract

The 92 members at the South San Francisco Scavengers/Blue Line Transfer Station voted overwhelmingly in favor of a historic new collective bargaining agreement at Local 350's first in-person ratification meeting since the start of the pandemic. These members service the cities of Millbrae, Brisbane, South San Francisco, and the San Francisco International Airport.

"This is by far the most lucrative financial contract that this unit has ever had," says Business Representative Robert M. Sandoval. "Several years ago, Local 350 had the vision to significantly raise area standards in wages and pension. Systematically, with the backing of these strong units, solid negotiating committees, and allies, we've been able to do just that."

Depending on their classification, members will see a wage increase of \$4.25-\$5.56/hour and an unprecedented \$1.15 in the pension in the first year. "We don't say this often, but we commend the company for recognizing the disparity in wages and making a considerable effort to ensure that these essential workers did not get left behind," Sandoval says, adding that every language modification was an improvement, and the contract didn't contain one concession or take-back.



Members at South SF Scavengers are pleased to ratify a lucrative contract.

Other highlights include GPS/Camera Technology Language, maintenance of benefits (including the lifetime retiree healthcare), stronger worker protection language, and codifying current practices in writing. "The goal going into these negotiations was to achieve parity with the other North San Mateo County companies. We knew it would take a unified effort. Ultimately, we achieved our goal and then some," said Secretary-Treasurer John Bouchard, adding his thanks to bargaining committee members Jack Ross, Jorge Ramirez, and Craig Fornesi. "They really stepped up and led the charge that ultimately resulted in the best contract this unit has ever had,"

"Being included in the bargaining committee was eye-opening for me," said Craig Fornesi, who has worked as a roll-off driver since 1992. "I'm grateful to work for a company that still offers full medical benefits to all employees and a Local Union that's willing to fight for us."

"Working with the leadership of the Local Union on our negotiations gives me continued confidence that our careers and representation are in good hands!" added Jorge Ramirez, a bargaining committee member and utility/equipment operator since 2013.

LOCAL 665

Members at Auto Return in SF ratify new contract



Teamsters at Auto Return got raises and other benefit improvements in their new 5-year agreement.

Teamsters at Auto Return are responsible for receiving, inventory, and releasing thousands of vehicles that are towed by the City of San Francisco each month. In July, they unanimously ratified a new 5-year agreement that gives each employee wage increases every year of the contract and improvements in the 401k plan. Auto Return members will also enjoy full maintenance of their medical benefits package throughout the agreement.

"I thank the members at Auto Return for their solidarity throughout these negotiations," said Local 665 Secretary-Treasurer Tony Delorio. "And a special thank you to Recording Secretary Juan Gallo for conveying the concerns of the membership at the negotiating table."

Stanford Hospital workers ratify new 3-year deal

Business agents Michael Thompson and Joe Matekel met with members working in parking and transportation at Stanford Hospital to ratify their new 3-year contract.

"Members were excited that we were able to get them 3.5% annual pay increases, additional sick days, and a new retirement plan, all while maintaining their current medical benefits," says Delorio, who led the negotiating team that powered through difficult bargaining during the pandemic. The enthusiastic group of 60-plus members ratified their new deal with 100% "yes" votes.



Some of the Stanford workers who gave an enthusiastic thumbs up to their new 3-year contract.

LOCAL 315

Helping a member displaced by fire



On May 31, a fire started near an Antioch apartment building and quickly spread to a second building where Teamster Juan "JC" Jaugui lives with his wife and two kids. JC is a Local 315 member who works at Mt. Diablo Resource Recovery as a solid waste driver.

According to NBC News, aggressive fire response stopped further spread of the fire, caused by fireworks, but 40 residents in eight apartment units were displaced. A suspect was quickly arrested.

JC's co-workers quickly set up a Go Fund Me site; to date, they've raised about \$2,400 of the \$3,000 goal. In addition, Teamsters Local 315 and Joint Council 7 gave financial support.

"It's great when the Teamsters can help one of our own. Juan was very appreciative of the assistance from Teamsters Local 315 and Joint Council 7," said Business Agent David Rodriguez.

If you can give, go to: <https://www.gofundme.com/f/help-jc-family-rebuild-as-their-home-burns-down>.

LOCAL 890

Seed workers vote union-YES!



Incotec workers vote to join Local 890.

Incotec workers in the Salinas Valley voted to become Teamsters in June. Incotec is a seed enhancement specialist that improves the quality of seed technology. The work performed by the new members contributes significantly to the development of sustainable agriculture.

The employees at Incotec were inspired to seek union representation because they wanted to be treated with respect on the job. The union election was held by mail. Even though the company held several anti-union meetings, when the NLRB tallied the votes, a strong majority had voted in favor of representation by Teamsters Local 890.

"We have a strong committee and are currently in the process of negotiations," says Business Agent Jesus Rangel. "We look forward to representing these workers as Teamster members."



LOCAL 2785

UPS loses start time language grievance



In September, Teamsters Local 2785 won an arbitration case involving the proper interpretation and application of the start time language for UPS Package Car Drivers.

The company ordered Package Car Drivers to report to work later than their scheduled starting times. Per the NorCal Supplemental Agreement, the company was required to pay the drivers 1.5X for the delayed start penalty and 1.5X overtime wages beginning at their regular quitting time on the same day.

It was clear to the Arbitrator that the company was violating the contract by not paying overtime wages to package Car Drivers who have been ordered to report after their regular starting time for the hours worked after their regular quitting time.

"This fight was truly a team effort," explained Secretary-Treasurer Joseph Cilia. "I can't express enough how important it is that we fight to protect contractual language that was negotiated over the years and decades by the union. If we don't fight for important language like start time language, it could be stolen." Cilia thanked everyone who participated in the fight.

The Arbitrator has ordered the parties to determine the appropriate remedy and has retained jurisdiction of the matter of resolution.

LOCAL 856

Members ratify excellent contract early

Local 856 Delta Dental members have overwhelmingly ratified a new four-year contract that provides for fully employer-paid health and welfare benefits for members and all dependents, protects jobs, and secures wage increases.

The new agreement covers more than 500 Local 856 Delta Dental Teamsters administering important dental benefits throughout Northern California.

Although the previous contract did not expire until this November, Local 856 and Delta Dental management agreed to begin negotiations earlier this year in light of the global pandemic.

"Our members at Delta Dental have been working tirelessly throughout the COVID-19 crisis to ensure there were no disruptions to service. We decided to take a proactive approach and reach an agreement that recognized their hard work and secured benefits and working



Delta Dental Stewards

conditions as soon as we were able," said Local 856 Staff Attorney Susanna Farber, who led the negotiations.

The early conclusion of negotiations enabled members to receive an immediate raise in July, rather than having to wait for the contract's expiration.

"Through the efforts of our negotiation team, which included our rank-and-file leaders, we were proud to bring an agreement to the membership that included the continuance of quality, affordable healthcare through the Local 856 Health and Welfare Trust Fund, wage increases, and strong language protections," said Local 856

Principal Officer Peter Finn.

"With health care costs constantly on the rise, knowing that we have fully-paid coverage for the next four years is of great comfort for our members and their families, especially during the pandemic," said Shop Steward and Negotiating Committee Member Lynette Adams.

The new agreement also bolsters discrimination protection, includes aggressive language protecting union work, gives members an additional holiday, and increases the educational reimbursement, among other enhancements.

LOCAL 2010

Starting strong in CSU negotiations, Teamsters demand raises for essential workers

Local 2010's Skilled Trades Bargaining Team met with California State University (CSU) management in mid-August about reopening contract negotiations on wages and benefits, in accordance with our 2020 agreement that allowed such a reopening.

At the start of the pandemic, our Union worked to extend the current contract and focus on protecting jobs and pay during the tremendous challenges and uncertainties of the COVID-19 crisis. But our Bargaining Team also had the foresight to include language in our contract extension providing for the reopening of negotiations on wages and benefits as soon as CSU state funding returned to or exceeded pre-pandemic levels. State funding for the CSU hit that benchmark in July and our team will now return to bargaining raises for CSU Skilled Trades workers!

Teamsters lead negotiator Secretary-Treasurer Jason Rabinowitz made clear in this first meeting that we expect CSU to recognize our members' essential work throughout the pandemic. Skilled Trades workers must receive the raises they have earned through their hard work and commitment over the past 18 months, despite the risks of COVID-19. The CSU has now received significantly more state funding than it did pre-pandemic, which is in addi-



Planning the negotiations over zoom

tion to more than \$1 billion in federal stimulus money.

"Skilled Trades Teamsters risked their own health and safety to keep essential facilities running and campuses maintained," says Local 2010 Secretary-Treasurer Jason Rabinowitz. "With the increased budget, federal stimulus funds, and billions in reserves, CSU can well

afford to fund fair raises for essential workers. The time for raises and equitable salary steps is now."

This reopener is just the beginning. Our union is mobilizing to return to bargaining for a fair successor contract and to bring back the annual salary steps that are far overdue for our members. Achieving these goals will require the power of active and involved Local 2010 members. The CSU is a powerful institution, but our work makes the CSU work, and together in our union, we can ensure they bargain fairly and recognize our critical work.

"Our union will fight hard to make sure this additional CSU funding goes to provide fair pay for Teamsters members' essential work," adds Drew Scott, Skilled Trades Director, Local 2010. "Some of us have suffered from lagging salaries our entire careers. Newer workers make more than some dedicated, long-time employees who have cared for their campuses as if their own kids will be attending them."

Duane B. Beeson

Sept 9, 1922 - July 3, 2021

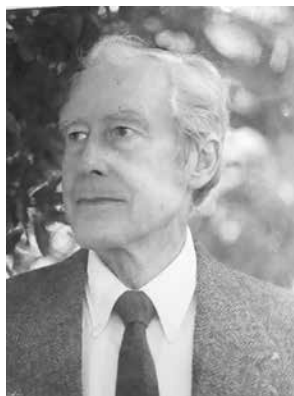
Duane B. Beeson, San Francisco labor lawyer and long-time lawyer and adviser to Teamsters Joint Council 7 died in July. He was 98 years old.

Born in Berkeley, Duane grew up during the Great Depression, graduating from Berkeley High School where he was on the track team and met his wife of 54 years, Coni. After attending Lafayette College in Pennsylvania, Duane saw combat as a sergeant in the 13th Armored (“the Black Cats”) Division in the final push through Germany during WWII. After the war, Duane went to Harvard Law School on the GI Bill and in 1948 returned to California to clerk for Judge William E. Orr of the U.S. 9th Circuit Court of Appeal.

He then headed to Washington, D.C., and joined the National Labor Relations Board’s Division of Enforcement representing the

Board in the federal courts of appeal and the U.S. Supreme Court. It was here that he argued many of the foundational cases of federal labor law. In 1961, he and his wife moved back to the Bay Area for good and Duane joined the San Francisco labor law firm Neyhart & Grodin, which eventually became Beeson, Tayer & Bodine, where he represented unions for 60 years.

Duane represented many unions, but his work on behalf of the Teamsters Union was the core of his legal career. Duane litigated cases and labor arbitrations in all of the many industries organized by the Teamsters, from freight to UPS, dairy, bakery, beverage, food processing, solid waste, warehousing, newspapers, construction and ready-mix. If you ever received a package, drank a beer or a glass of milk, picked up a newspaper from



Attorney Duane B. Beeson

your front door, or stood on a concrete floor in Northern California, the workers responsible for getting you that package, beverage or newspaper, or pouring that concrete, owed much of their wages and benefits to Duane’s work as a union lawyer.

In 1964, as opposition to the Vietnam War was growing, Duane represented a member of the San Francisco Painters Union who sought conscientious objector status but was denied because the law recognized conscientious objectors only if they had “a specific religious training or belief that is related to a Supreme Being.” Duane’s client was on record as not believing in God and Duane argued that the requirement that you must believe in a “Supreme Being” to qualify as a conscientious objector was

unconstitutional. Arguing the other side of the case was Duane’s former labor law professor Archibald Cox. A unanimous Supreme Court agreed with Duane (*US v. Seeger 1965*). Some years later, Duane’s oldest son became a conscientious objector as well.

Joint Council 7 President Rome Aloise said, “Duane Beeson and the firm were synonymous with respect, honor, honesty, and great lawyering. Duane was almost a father figure to all of us, and for my part, I always wanted his approval. Not sure I got it until his later years, but it was important to me. We lost a lot when he retired, and now that he is gone, the labor legal community has lost one of the best ever.”

Donations in Duane’s memory can be made to the Peggy Browning Fund <https://www.peggybrowningfund.org/make-a-donation>, whose mission is to educate and inspire the next generation of advocates for workplace justice.

Local 70

Beffa, Gary
Drew, Willie
Gonzales, Robert F.
Heiser, III, Harold
Higgins, George
Moody Hall, Nancy
Lemos, Jr., William
Marroquin, Celestino
Riehle, Salvador
Rivera, Bernard
Walker, Rodney

Local 87

Echenique, Frank
Honea, Rodney
Mesa, Pete
Thomas, Earl

Local 137

Gould-Smith, Westin
White, John

Local 315

Golston, Richard
Jimenez, Pete
Paterson, Thomas

Local 350

Gonzalez, Jose G.
Lopez, Pedro
Ramirez, Hector

Local 386

Perales, Jess
Rice, William

Local 431

Ayala, Gabriella
Crisp, Alan
Howell, Thomas
Keaber, Rodney
Moreno, Ramon
Villa, Martin

Local 439

Carrasco, Rafael
Olivas, Jr., Roger J.
Local 517
Huizar, Abraham
Zimmerman, Gary

Local 665

Castaneda, Ramon
Cedillo, Oswaldo
Garcia, David
Lemma, Mengiste
Marte, Jesus
Jiang, Peixin
Leung, Cam
Melegrito, Arnel

Local 853

Garcia, Rodrigo
Mills, Bruce
Vasquez, Sinforoso
Virelas, Sergio

Local 853/GCC 583

Allen, Alfred
Alonzo, Guillermo
Anderson, Ray
Bertino, Donald
Courtois, Lawrence
Douglas, Edward
Driscoll, Agnes
Kramer, Everett
Lee, George
Lee, Joe
Liddicoat, Dennis
McConnell, Wayne
Mathews, Ruth Lynn
Millar, Clara
Peck, Carl
Robinson, Willard
Silverton, Leon
Smith, Robert V.
Urban Spediacci
Vanosten, Rich

Local 856

Angel, Miguel
Brunner, Kenneth E.
Lawson, Doris
Lawson, Virginia
Mori, Annie
Nishida, Elizabeth
O’Connell, Virginia F.
Tamayo, Luis
Vanlaningh, Michael

Local 890

Aldana, Jorge
Alvarez, Maria de la luz
Banuelos, Helen
Blanco, Denise
Gomez, Samuel
Guzman Ramos, Cesistiana
Hernandez, Daniel
Hernandez Alvarez, Daniel
McGee, Layura
Mallobox, Danny
Mendez, Arturo
Oropeza, Margarito
Perez, Esther
Placencio, Feliciano H.
Rivera, Manuel
Sanchez, Judith
Sanchez, Margarita
Soto, Hector
Vega Delgado, Juan
Viveros, Salvador
Zane, Jaime

Local 896

Brizuela, Gilbert
Dubon, Zachary
Jimenez, Michael
Martinez, Juan
Williams, James L.

Local 948

Barrera. Audon
Brown, Dennis
Rios, Yolanda

Local 2010

Anderson, George
Ferreira, Robin

Local 2785

Andersen, Helge
Gallon, Leonard
Mamea, Tanu
Reposar, Dominic



TAP & TARP: Treatment & Anonymous Meetings

TAP and TARP provide assessment, referral, and case management services as well as aftercare planning and meetings to many who suffer from alcohol and drug-related problems. Teamster members and their covered dependents whose medical benefits are provided through Trust Funds contracted with TAP or TARP are eligible for services.

Once someone admits to having a substance use disorder, many treatment options are available. TAP and TARP counselors can help to determine the best care depending on the level of severity.

TAP and TARP most often refer clients who contact our programs to what is commonly called “primary treatment,” which either consists of structured outpatient (3-5 days per week for 2-3 hours per week), partial hospitalization (5-7 days per week for 4-8 hours), or inpatient treatment or detoxification (both entail 24 hours per day in a residential or hospital-based facility).

Upon completion of primary treatment, TAP and TARP counselors strongly encourage participation in support groups as a way to maximize the likelihood of continued sobriety and relapse prevention.

Among the most effective of these are support groups such as Alcoholics Anonymous (AA) and Narcotics Anonymous (NA), which involve a 12-step recovery approach that can help comprehend, manage, and eventually overcome addiction. Other support meetings such as LifeRing, Smart Recovery, and Recovery Dharma, Chrystal Meth Anonymous, Marijuana Anonymous, and Cocaine Anonymous are also available in some cities.

Anonymous meetings are fellowships of people interested in addressing a problem with alcohol or a drug and have been extended to problems such as gambling and sex addiction.



Many people attend these meetings after completing an inpatient or outpatient treatment program. There are no education or age requirements to join any Anonymous meeting.

Anonymous meetings are centered around a 12-step program designed to aid in recovery. The first of these steps involves admitting to one’s powerlessness over the substance of abuse and that life has become unmanageable.

By learning more about this group of principles and by practicing each step, alcoholics and addicts may be able to manage cravings and lead a healthy and happy life that’s free from the mind-altering substance. As the name Anonymous indicates, everyone who attends these meetings is anonymous. When one

takes part in the type of group therapy administered in Anonymous meetings, their path to recovery will be based on accountability and mutual support with the people who are alongside them in the program.

Anonymous Meetings are based on the 12-step program created in the 1940s that provides a foundation for gaining and continuing sobriety, reducing relapse, and serving as a framework for returning to sobriety in the event of relapse.

Anonymous meetings may be either open or closed. Good reasons to attend an open Anonymous meeting include:

- To learn more about the recovery process and what it entails;
- Wondering if you or someone close to you may be suffering from a substance use disorder;
- Wanting to determine if Anonymous meetings serve your recovery needs before becoming a member.

Recovering from a substance use disorder is a long-term process. Recovery will require managing cravings and handling inevitable challenges that arise. Attending meetings makes it more likely that relapse can be avoided.

Meetings are free and easy to locate—in person or on zoom. There are no membership dues.

TAP and TARP are available to Teamsters members and their covered dependents who are insured through participating Teamster Health and Welfare Trust Funds. Call TAP at 800-253-8326 or TARP at 800-522-8277.



YOUR LOCAL UNION PHONE NUMBERS

70	510-569-9317
87	661-327-8594
137	530-243-0232
150	916-392-7070
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
665	415-728-0811
853	510-895-8853
856	650-635-0111
890	831-424-5743
896	707-644-8896
948	559-625-1061
2010	510-845-2221
2785	415-467-0450
GCIU, DC2	800-333-4388



YOUR LEGAL RIGHTS

BEESON, TAYER & BODINE

It’s back to school but you have to stay home with your kid because of COVID: What you can and cannot do

By KENA CADOR

As if parenting and holding down a job weren’t already hard enough, the coronavirus pandemic has forced working parents to juggle competing demands from their employers and their children, many of whom were in ‘virtual’ school or had to stay home because their child-care was closed due to health and safety concerns.

A federal law was passed to address this problem, but most of that has expired. However, California law still provides some protection for parents. The California Labor Code allows employees of employers (of 25 or more employees at a single location) to take up to 40 hours off work each year to:

- Find, enroll, or re-enroll children in school or with a licensed child-care provider (no more than 8 hours in a month);
- Participate in your children’s school or licensed child-care provider’s activities (no more than 8 hours in a month); or
- “Address a child-care provider or school emergency”

In all cases, prior to taking the time off, you need to give “reasonable notice” to the employer of your absence but, as any parent knows, school or childcare

emergencies rarely allow much notice. Employers can ask for written proof supporting the need for school or childcare leave time.

What’s an “emergency”?

Any situation where the child cannot stay at school or with the child-care provider because of school/childcare policy, a behavior or discipline problem, unexpected unavailability or closure, or a natural disaster.

What are school activities?

Parent volunteer activities like a field trip, or a school play, as well as meetings with a child’s teacher or counselor.

While the law allows for time off, is it paid time?

The law creates no new obligation on employers to pay for this parental leave, so parents are left with choosing to take unpaid time or use the sick leave, vacation or other paid time off under your collective bargaining agreement.

In summary, California law allows parents some relief, but to take it as paid time, you will have to dip into your sick or vacation time.