



*Results of 2020 Election will impact your family, your union, and the future of work*

## Voting: The most important thing you can do as a Teamster!

By DOUG BLOCH  
Joint Council 7 Political Director

Most of you are registered to vote and you vote in every election. Thank you.

Unfortunately, far too many Teamsters just don't vote. What will it take to get everyone registered and voting this year, which may be the most important election of our lifetime?

As a union, we do most of our work directly with our employers, negotiating and enforcing contracts. But I can't emphasize enough the importance of the electoral process to our long-term survival and effectiveness.

Nationally, the President, Congress, and the courts broadly oversee workers and unions. This includes whether the National Labor Relations Board is pro-worker or anti-union, which directly affects our ability to organize swift and fair union elections and determines rules for union certification and bargaining. Pensions are overseen on the federal level. Will there be support for hard-hit pensions that helps ensure that workers can enjoy the retirement they worked for or will those programs continue to languish in distress? Will Social Security and Medicare be supported or gutted? Are there funds for jobs programs to help those laid off due to COVID-19?

Locally and on a statewide basis, jobs are also a key issue. What kind of policies are in place to keep public workers on the payroll? Will safety and health laws be enforced, particularly during the pandemic?

### What Teamsters need to know about

# PROP 22 so that you vote NO!!!



- Billion-dollar corporations like Uber and Lyft wrote Prop 22 and are putting in \$180 million to get it passed. It's all about boosting profits rather than paying workers fairly.
- Prop 22 strips workers of basic protections like minimum wage, overtime, paid sick leave, workers compensation, unemployment insurance and the right to join together in unions.
- Prop 22 sets up Teamster employers to compete with a low pay, no-protection business model. If Prop 22 passes, there's nothing to stop our good union employers from turning our jobs into dead end "gig jobs."
- Don't be fooled by the slick ads! There's nothing stopping these companies from paying their part-time workers as employees—except for greed.

**PROP 22: Bad for workers. Bad for California. Just vote NO!**

Nevada is already a "right to work" state; can we ensure that doesn't happen in California?

These, and so many more issues that impact our rights at work and our rights as union members, will be decided this November. As a voter, you have a voice and a say on each of these issues.

### Teamster Endorsements

Every election, your local union takes the time to interview politicians who are running for office—from school boards to city councils to state offices. We study ballot measures, weigh our choices, and come up with recommendations on who and what to vote for. We don't care what political party people are with when we sit down with them. We just want to hear how they are going to protect our paychecks, our health care, our pensions, and our communities. And remember, those who are school board members today might be running for Congress in a few years; we need pro-worker friends at all levels.

If you share our concerns, take a look at our endorsements when you sit down to fill out your ballot. They are here in the newsletter and the complete and updated list is available at:

[teamstersjc7.org/endorsements](http://teamstersjc7.org/endorsements)

While the presidential election is key to the future of labor and democracy, a California initiative—**Prop 22**—would be devastating to the future of work. This proposition was put on the ballot by Uber and Lyft to protect their ability to misclassify

workers as "independent contractors." If it passes, it will undermine our good union jobs as well as the social safety net that we rely on. It's bad for public and private workers alike, as new "gig" companies are already seeking to get work subcontracted to their app-based model.

Elections are important. They impact our lives. We have a say in what happens when we vote, but only IF we vote.

So far, the only positive thing I can say about COVID-19 is that it has turned the 2020 election into a vote-by-mail election. On October 5, California will mail a ballot to every registered voter in California that they can return in a pre-stamped envelope. If you prefer to vote in person, that option is open as well.

At the risk of sounding dramatic, the future of the Teamsters is up for election this year with Prop. 22. We can't beat Prop. 22 unless we vote. Please take the time to fill out your ballot and stick it back in the mail—and be sure to sign the envelope.

If you are not registered to vote, you have until October 19 to do it. Like voting, this is easy. Go to:

[registertovote.ca.gov](http://registertovote.ca.gov)

Men and women fought and died for the right to vote in this country. In other states, Teamsters are fighting voter ID and other laws designed to silence their voices. Let's honor their sacrifices and cast our ballots!



## Joint Council 7 Endorsements

### STATEWIDE BALLOT INITIATIVES

Proposition 15	YES
Proposition 16	YES
Proposition 22	NO

**U.S. PRESIDENT** Joe Biden

**U.S. VICE PRESIDENT** Kamala Harris

### U.S. CONGRESS (By District)

1 Audrey Denny	13 *Barbara Lee
2 *Jared Huffman	14 *Jackie Spier
3 *John Garamendi	15 *Eric Swalwell
4 Brynne Kennedy	16 No Endorsement
5 *Mike Thompson	17 *Ro Khanna
6 Doris Matsui	18 *Anna Eshoo
7 No Endorsement	19 *Zoe Lofgren
9 *Jerry McNerney	20 *Jimmy Panetta
10 *Josh Harder	21 *TJ Cox
11 *Mark Desaulnier	22 Phil Arballo
12 *Nancy Pelosi	23 Kim Mangone

### CALIFORNIA SENATE (By District)

1 No Endorsement	11 No Endorsement
3 *Bill Dodd	13 *Josh Becker
5 *Susan Eggman	15 *Dave Cortese
7 No Endorsement	17 John Laird
9 *Nancy Skinner	

### CALIFORNIA ASSEMBLY (By District)

1 Eliz. Betancourt	17 *David Chiu
2 *Jim Wood	18 *Rob Bonta
3 No Endorsement	19 *Phil Ting
4 *C. Aguiar-Curry	20 *Bill Quirk
5 No Endorsement	21 No Endorsement
6 Jackie Smith	22 *Kevin Mullin
7 *Kevin McCarty	23 No Endorsement
8 *Ken Cooley	24 *Marc Berman
9 *Jim Cooper	25 Alex Lee
10 *Marc Levine	26 Drew Phelps
11 *Jim Frazier	27 *Ash Kalra
12 No Endorsement	28 *Evan Low
13 Kathy Miller	29 *Mark Stone
14 *Tim Grayson	30 *Robert Rivas
15 *Buffy Wicks	31 *Joaquin Arambula
16 *R. Bauer-Kahan	32 *Rudy Salas

\* Denotes Incumbent



## Joint Council 7 TEAMSTER

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## PRESIDENT'S REPORT

BY ROME ALOISE



# Teamsters – essential workers and essential voters

We are nine months into a year so bizarre that no fiction writer in the world could have dreamed up the unprecedented scenario we are all going through. The COVID-19 pandemic has changed life for everyone and perhaps has changed life for workers for the future.

### Economic effects of the pandemic

Of course, Teamsters have been essential workers from the very beginning—making sure that life-sustaining products were in the stores and hospitals so that the rest of society could survive and function.

Our UPS drivers, pre-sort workers, and loaders are working phenomenally long hours, under horrific conditions, making sure the public gets items delivered to their homes that they otherwise might have to do without. UPS package cars are filled to the brim; drivers have hundreds of stops; and still, the work is not getting done. All this is before the “busy season” starts next month.

Our grocery members are still busier than ever. Since the beginning of the shutdown, they carried essential goods all over the Joint Council 7 area. Our members are the heroes of this crisis, plain and simple.

Also, we cannot forget the members who have been laid off, many without pay, dependent on an unemployment system that is overwhelmed and, now, underfunded because of the Republican’s insistence on both lessening the dollars provided by the federal government and placing restrictions and hurdles on qualifying. Hopefully, Congress will move on this and continue payments to our many members who are suffering right now.

### Devastation from fires

If all of this weren’t enough, the devastating fires are back, and yet again, we have a number of members who have lost their homes, had to be evacuated, and are displaced. For some of them, this is the second time around. Our Joint Council 7 All Charities Fund, along with help from the International Union, is stepping up to assist our members who have been impacted by another calamity. As we all choke due to the ash

and smoke in the air, I don’t even want to ask, “What’s next?” as I know I won’t like the answer!

### 2020 elections

Our front page signals every Union’s position in California on the dangerous and treacherous Proposition 22. This proposition, fueled by almost \$200 million dollars from Uber and Lyft, will undercut the very foundation of what Teamster jobs are about. These companies operate **outside the law**, and refuse to pay into Social Security, Medicare, unemployment insurance, state disability, workers compensation, and other employee benefits, are, in effect, using your tax dollars to fund their campaign to continue to undermine the social safety net we all depend upon at one time or another. That’s the same as stealing right out of your pocket.

Don’t believe their slickly-produced commercials that the drivers for Uber/Lyft

would lose their jobs if Prop 22 doesn’t pass. There is nothing about their jobs that prevents them from being classified as employees or from getting the benefits to which they are entitled. There’s nothing to stop the companies from paying into the funds that benefit all of us. NOTHING! Their slick, \$200 million dollar campaign is about **GREED** and nothing else.

If Prop 22 passes, don’t think that your job is safe. Any job can be turned into an “app-based” job, and then employers—even good union employers—could change their employment model and stop paying your benefits. The competition would be too stiff, otherwise.

If you are not yet registered, please register to vote. You can do it easily by going on-line to: [registertovote.ca.gov](http://registertovote.ca.gov). When your ballot comes in the mail, mark it and mail it back immediately. Our endorsements are in this edition and on our website.

Our endorsements are a result of extensive interviews with the candidates and discussions over propositions. Our evaluation is based on what and who will be good or bad for Teamsters.

Vote to preserve your livelihood, your income, and your job—that is what protects you and your family.



## Registering & Voting is Easy

**Check your voter registration info** at [VoterStatus.sos.ca.gov](http://VoterStatus.sos.ca.gov)

**Register to vote** or make updates to your registration:

[RegisterToVote.ca.gov](http://RegisterToVote.ca.gov)

**Sign-up for ballot tracking:** [WheresMyBallot.sos.ca.gov](http://WheresMyBallot.sos.ca.gov)

**Last day to register: October 19.** Register NOW to get a Vote-by-Mail Ballot – a better option than standing in line.

**‘Vote by mail’ mailing period:** October 5-27

**In-person Election:** Tuesday, November 3





# TEAMSTERS JOINT COUNCIL 7 - LOCAL ENDORSEMENTS

## Alameda County

County BOS Dist 1 Dual: David Haubert  
Vinnie Bacon

### City of Alameda

City Council Malia Vella (*Teamster*)  
City Council Jim Oddie

### City of Hayward

City Council Elisa Marquez  
City Council Francisco Zermeño

### City of Oakland

District 1 Dan Kalb (1)  
Stephanie Walton (2)  
District 3 No Endorsement  
District 5 Noel Gallo (1)  
Richard Raya (2)  
District 7 Treva Reid (1)  
Marchon Tatmon (2)  
At Large Rebecca Kaplan (1)  
Derreck Johnson (2)  
**Eden Health Dist.** Pam Russo

## Contra Costa County

County BOS, Dist 5 Federal Glover  
Board of Educ. Consuela Lara

### City of Antioch

City Council, District 1 Joy Motts  
City Council, District 2 Tony Tiscareno  
City Council, District 3 Lori Ogorchock  
City Council, District 4 Monica Wilson

### City of Brentwood

Mayor Karen Rarey  
City Council, District 1 Claudette Staton

### City of Concord

City Council Carlyn Olbrienger  
City Council Edi Birsan

### City of Hercules

City Council Tiffany Grimsley  
City Council Alexander Walker-Griffin

### City of Martinez

City Council, District 3 Noralea Gipner

### City of Orinda

City Council Latika Malkani

### City of Pittsburg

City Council Juan Banales

### City of San Pablo

Mayor Arturo Cruz  
City Council Abel Pineda

### City of San Ramon

Mayor Sabrina Zafur  
City Council, District 3 Sridhar Verose  
City Council Luz Gomez  
**AC Transit Ward 1** Jovancka Beckles  
(*Teamster*)

### West Co Co Unified School District

Dist 1 Jamela Smith-Folds  
District 2 Otheree Christian (*Teamster*)  
District 3 Mister Phillips  
District 4 Demeterio Gonzalez Hoy  
**Mt. Diablo Unified School District**  
Trustee 3 Keisha Nzewi  
Trustee 5 Eric McFerrin  
Measure X: Contra Costa County YES  
Measure V: Concord YES

## Fresno County

County Board of Ed. Dist 3 Daren Miller

### City of Selma

Mayor Louis Franco

### City of Sanger

City Council 1 Esmeralda Hurtado  
City Council 3 Daniel Martinez

### City of Fresno

School Board 2 Elizabeth Jonasson-Rosas  
School Board 5 Carol Mills  
School Board 6 Claudia Cazares  
State Center Comm Coll 2 Johnson  
State Center Comm Coll 3 Rezvani  
State Center Comm Coll 6 Sally Fowler

## Kern County

### City of Bakersfield

City Council District 1 Eric Arias

## Madera County

### City of Madera

Mayor Santos Garcia  
City Council 2 DJ Becker  
City Council 4 Anita Evans  
Madera Cannabis Tax YES

## Merced County

County BOS-2 Josh Pedrozo

### City of Merced

Mayor Matt Serratto  
City Council-1 Joel Knox  
City Council-3 Bertha Perez  
City Council-5 Jeremy Martinez

### City of Los Banos

Mayor Paul Llanez  
Los Banos USD-2 Jessica Moran

### City of Gustine

Gustine USD-3 Zachery Ramos

## Monterey County

County BOS-4 Steve McShane  
Hartnell College-2 Schileen Potter  
Hartnell College-4 Dual: Jeanne Hori Garcia  
Grant Hill

Monterey Pen. College-3 Colleen Courtney  
Monterey Pen. College-4 Debelia Anthony  
Monterey Pen. College-5 Marlene Martin  
Salinas Union HSD-2 P. Padilla-Saisberg  
Salinas Union HSD-6 M. Trejo-Lujan  
So Monterey County JUHD David Gaboni  
So Monterey County JUHD Irene G. Garcia

### City of Salinas

Mayor Chris Barrera  
City Council, District 1 Scott Davis  
City Council, District 4 Ray Montemayor  
City Council, District 6 Anthony Rocha  
Alisal Union ESD-4 G. Ruiz Gilpas

## Sacramento County

Sacramento USD Jessie Ryan  
San Juan USD Pam Costa

## San Benito County

County BOS District 2 Wayne Norton

### City of Hollister

Mayor Sal Mora

## San Francisco County

BOS District 1 Connie Chan (1)  
Marjan Philhour (2)

BOS District 3 Aaron Peskin  
BOS District 5 Dean Preston  
BOS District 7 Vilaska Nguyen (1)  
Myrna Melgar (2)

BOS District 9 Hilary Ronen  
BOS District 11 Ahsha Safai  
Comm College Board Alan Wong

Comm College Board Tom Temprano  
Measure A: Health & Homelessness YES  
Measure B: Sanitation & Streets YES

Measure D: Sheriff Oversight YES  
Measure E: Police Staffing YES  
Measure F: Business Tax Overhaul YES  
Measure G: Youth Voting - Local YES  
Measure J: Parcel Tax for SF USD YES  
Measure L: CEO Tax YES

## San Joaquin County

County BOS District 5 Rhodesia Ransom  
SJ Delta Comm Coll-2 Van Ha To-Cowell  
SJ Delta Comm Coll-5 Stephen Castellanos  
SJ Delta Comm Coll-6 Teresa Brown

## City of Lathrop

City Council Minnie "Cotton" Diallo  
City Council Jennifer Torres-O'Callaghan

## City of Lodi

City Council-4 Ramon Yepez  
City Council-5 Mikey Hothi  
Lodi USD-6 Ron Freitas

## City of Manteca

City Council-6 Gary Singh  
Manteca USD-1 Eric Duncan, Sr.  
Manteca USD-3 Melanie Greene  
Manteca USD-7 Mike Morowit  
Manteca USD Measure A YES

## City of Stockton

Mayor Michael Tubbs  
City Council-6 Kimberly Warmsley  
Stockton USD-1 Cecilia Mendez  
Stockton USD-3 Valentino Silva  
Stockton USD-4 Lange Luntao  
Lincoln USD-2 Ashley Jones  
Lincoln USD-4 Sandra Chan

## City of Tracy

Mayor Dan Arriola  
City Council-6 William Muetzenberg  
Tracy USD Ana Blanco  
Tracy USD Zachery Hoffert  
Tracy USD Gerald Jeffs

## San Mateo County

### City of Belmont

City Council Davina Hurt  
City Council Tom McCune

### City of Daly City

City Council Glenn Sylvester  
City Council Juslyn Manalo

### City of Millbrae

City Council Gina Papan  
City Council Ann Schneider  
City Council Anders Fung

### City of Pacifica

City Council, District 1 Sue Vaterlaus  
City Council, District 4 Michael Cohen

### City of Redwood City

City Council, District 4 Michael Smith  
City Council, District 7 Alicia Auguilar

### City of San Bruno

Mayor Rico Medina  
City Council Michael Salazar  
City Council Stephen Marshall

### City of San Carlos

City Council John Dugan

### City of South San Francisco

City Council, District 2 Rich Garbarino  
City Council, District 4 Mark Nagles  
Measure RR: Penin JPB Sales Tax YES  
Measure Q: Daly City Sales Tax YES  
Measure S: San Bruno Cann. Biz YES  
Measure X: San Bruno TOT Tax YES

## Santa Clara County

County BOS District 3 Otto Lee

### City of Gilroy

City Council Zach Hilton  
City Council Rebeca Armendariz

### City of Mountain View

City Council Sally Lieber  
City Council Margaret Abe-Koga

### City of San Jose

City Council, District 4 David Cohen  
City Council, District 6 Jake Tonkel

### City of Santa Clara

City Council, District 1 Kathy Watanabe  
City Council, District 4 Teresa O'Neill  
City Council, District 5 Suds Jain  
City Council, District 6 Anthony Becker

## City of Sunnyvale

Mayor Nancy Smith  
City Council, Dist 2 Dual: Josh Grossman  
Alysa Cisneros  
City Council, District 4 Russ Melton

## Santa Cruz County

San Lorenzo Valley USD-3 Grace Poilak

## Solano County

### City of American Canyon

Mayor Mark Joseph  
City Council Mariam Aboudamos

### City of Benicia

Mayor Christina Strawbridge

### City of Vacaville

City Council, Dist 1 Shawn McMahon  
City Council, Dist 6 Raymond Beaty

### City of Vallejo

Mayor Hakeem Brown  
City Council, Dist 1 Rozzana Verder-Aligna

## Sonoma County

### City of Santa Rosa

City Council-D-1 Chris Rogers  
City Council-D-3 Jack Tibbits  
City Council-D-5 Eddie Alvarez (*Teamster*)  
City Council-D-7 Natalie Rogers

### City of Windsor

Mayor Dominic Foppoli  
City Council, District 3 Debra Fudge

## Stanislaus County

County BOS-1 Buck Condit  
BOS-5 Dual: Channce Condit  
Tom Hallinan

Yosemite Com Col-3 Bryan Rogers'  
Yosemite Com Col-5 Rosalio Rubio  
Yosemite Com Col-6 Lindsey Bird  
County Judge Office 5 John Mayne

### City of Ceres

City Council-3 Juan Vasquez  
City Council-4 Couper Condit

### City of Modesto

City Council-1 Hennifer Hidalgo  
City Council-3 Chris Ricci  
Modesto Irrigation Dist-1 Larry Byrd  
Empire Union School-2 William Russell

### City of Oakdale

City Council Marco Camacho  
Irrigation Dist-1 Duke Cooper  
Irrigation Dist-4 Linda Santos

### City of Patterson

Mayor Dennis McCord  
City Council-A Shivaughn Alves

### City of Riverbank

City Council-2 Rachel Hernandez

### City of Salina

Salida Union School Dis Maria Magana

### City of Turlock

City Council-2 Gil Esquer  
City Council-4 Robert Puffer  
Turlock USD-1 Miranda Chalabi

## Tuolumne County

County BOS-1 David Goldemburg  
County BOS-5 Jaron Brandon

Utility District Barbara Balen  
Utility District David Boatright  
Utility District Lisa Murphy  
Columbia Union School Rebekah Sandlin

## Yolo County

### City of West Sacramento

City Council Quirina Orozco

# AROUND THE LOCALS



## Local 2010

### Local fights CSU layoffs

Throughout the COVID-19 crisis, Local 2010 has been fighting hard to protect members from suffering layoffs or other loss of income. The Local won paid administrative leave and prevented any layoffs of California State University members through the last fiscal year. For the current fiscal year, the Local presented CSU with a comprehensive proposal on alternatives to layoffs and pushed for additional federal and state funding for California higher education in light of economic losses due to stay-at-home orders and distance learning.

CSU refused to bargain on a statewide basis. While most campuses have so far avoided layoffs, a few have initiated them, including CSU San Francisco, Sonoma, Monterey Bay, and Fullerton.

Governor Gavin Newsom instructed CSU and UC to use some of their unrestricted reserves, in addition to the state emergency funding, to avoid laying off workers. With \$2 Billion in reserve, the CSU campuses have the money to keep workers on the job and have plenty of deferred maintenance work to be done.

In addition to the proposal that the Local submitted to CSU Chancellor Timothy White, the local started a petition to both White and CSU Monterey Bay President Eduardo Ochoa expressing “no confidence” in that campus’ Vice President for University Personnel Natalie King, demanding that she be removed from her leadership position. By the time this paper comes out, Teamster members will have spoken to the CSU Board of Trustees on Sept. 22-23 on the effects layoffs will have on workers and the long-term employment capabilities of the CSU and their campuses.

“Teamster members have been working hard through this pandemic to keep our campuses running and our community safe,” says Secretary-Treasurer Jason Rabinowitz. “CSU should be using all of its resources to keep dedicated workers on-the-job, instead of making them bear the brunt of this crisis. Teamsters will keep fighting to protect our jobs from layoff.”

## LOCAL 665

### Local 665 assists with vehicles bound for Haiti



*(From Left) Member Tony Averiette, Business Agent/Recording Secretary Juan Gallo, and member Semisi Tuivailala worked to prepare the vehicles and will drive them to Florida, en route to Haiti.  
(Fourth driver not pictured is member Robert Conklin.)*

Officers and members of Local 665 joined a San Francisco Supervisor in leading a convoy of desperately needed vehicles to be used by school children in the country of Haiti.

Working with Those Angels Inc. and Teamster-endorsed Supervisor Ahsha Safai, Local 665 Secretary-Treasurer Tony Delorio and Recording Secretary Juan Gallo assembled volunteer members to deliver three donated AC Transit buses and one donated ambulance to Florida for shipment to a school in Carrefour,

Haiti.

“Supervisor Safai introduced us to Claude Joseph. He explained his efforts to bring these donated vehicles to Haiti,” said Delorio. “What they needed were trained drivers who could get them from California to Florida, and then to Haiti by boat. I knew the Teamsters could help fill that gap.”

In September, as this paper goes to press, members of Local 665, led by Gallo, will caravan the buses and ambulance to the Florida port for shipment.

When the vehicles arrive in Haiti, they will be used to provide 150 students with the opportunity not only to be transported to and from school but also on field trips and excursions to experience the beautiful side of Haiti they only get to read in books because they can’t afford to travel beyond the boundaries of Port-au-Prince. These 150 students attend ECOFA, a school that Those Angels, Inc. founded and built in 2015 to provide free education to underprivileged children, according to Claude Joseph.

“Our Local is honored to provide our expertise so that these children will benefit,” Gallo said.

The donated vehicles making their way across the country with Teamster drivers behind the wheel won’t be empty. “Those Angels Inc. has been working overtime to fill the buses with school supplies of every kind, and the ambulance will have much-needed medical and health supplies,” Delorio said. “This is the kind of effort that makes all of our training as Teamsters so rewarding.”

## LOCALS 853 and 315

### Ready Mix members ratify lucrative contract extension

On July 18, the Northern California Ready Mix drivers working for Cemex and Central Concrete, who are members of Local 853 and 315, overwhelmingly ratified their contract extension by mail ballot. This contract impacts 600 members at facilities across the Greater Bay Area.

“Given the current circumstances brought on by the COVID-19 pandemic, and the resulting inability to do most things in person, full-blown negotiations would have taken months and would have put areas of our contract at potential risk,” said Local 853 Principal Officer Rome Aloise. “Getting an extension enables us to keep the protections our contracts give us, and provide for improvements, given the unknown future.”

The two-year contract extension provides significant wage and benefit increases, an additional sick day, and language clarifications.

“Many thanks to ACA Chair Bo Morgan, and Local 853 Business Agents Scott Gonsalves and Eddie Venancio and Local 315 Business Agent Mike Hughes for working with me to sort through the details and get to a lucrative deal,” said Aloise.



*Overseen by Business Agent Scott Gonsalves, stewards from Cemex and Central Concrete count the mail-in ballots at Local 853’s office.*

## LOCAL 853

### Ratification at a beer house

Business Agent Efren Alarcon reports that the 120 members at Anheuser Busch, formerly Horizon Beverage, in Oakland overwhelmingly ratified a one-year agreement in August by mail ballot.

“They got a 3% wage increase (about 85 cents/hour) and full retro pay back to April 1. Hopefully, we’ll be back to meeting and voting in person by the time this contract comes due again.”

## LOCAL 890

### Union helps company fight unfair water bill

In July, San Benito Foods suddenly received a bill from the city for \$4.5 million for their use of water because the city claimed that they needed to upgrade their storm drains.

Because this would have crippled and possibly forced the company to shut down, the union sprung into action. In addition to sponsoring a demonstration at City Hall on July 14, they initiated calls to the Mayor and the City Council and sued to get the fine reduced. A judge ruled that the fine was legal, but after meeting with the city, the company has already gotten the fine



Valenzuela leads a short march during the July 14 protest at Hollister City Hall. Photo by Noe Magaña.

reduced by nearly half and is still at the table.

“Our fear is that the Mayor just wants to shut the company down and turn that prime real estate into a tourist destination,” says Business Agent Jorge Valenzuela. “We’ve put up our own candidate—Sal Mora—for Mayor. He came to the protest and we’re confident that, if he wins, he’ll be far more jobs-friendly.”

San Benito Foods, based in Hollister since 1937, employs some 450 Teamster members at the cannery and supports thousands of jobs of truckers and farmworkers throughout the area.

## LOCAL 856

### Workers deemed “essential” during pandemic need hazard pay

Local 856 won hazard pay for more than 3,000 members working in its Food Processing Division during the height of the COVID-19 pandemic—recognizing the workers who have kept the nation’s food supply functioning and the inherent dangers they have faced just by reporting to work each day.



Teamster members processing tomatoes.

Ashley Alvarado, Director of the Local 856 Food Processing Division, said that despite no legal means to require the employer to provide additional compensation, the Local had secured hazard pay for members at Pacific Coast Producers plants in Lodi, Woodland, Oroville, and the Lodi Distribution Center, as well as for Local 856 members working at Kraft Heinz, Diamond, Sunsweet, and Campbell’s.

“We continue to advocate relentlessly for the food processing division membership,” said Alvarado. “We are in constant talks with employers relating to safety and fair pay during the pandemic. Our members are truly on the frontlines — without them, we would not have food on our table to feed ourselves and our families,” she said.

Members in the Local’s Food Processing Division work throughout the Central Valley in nearly all aspects of food processing, including the preparation and canning of fruits, vegetables, and other food items and the maintenance of food processing plants.

“We have not only pushed employers to recognize the important work of Teamsters in the food processing industry but also advocated at state and local levels, including the Governor’s office,” said Peter Finn, Local 856 Secretary-Treasurer and Principal Officer, underscoring the necessity of political action in the advancement of workers’ rights.

“Across all industries, this pandemic has made it

clear that it is the work of Teamsters that keeps our communities running,” Finn continued. “Our members must be compensated for their sacrifices and afforded the safest of working conditions.”

In addition to hazard pay, the Local’s Food Processing Division has been vigilant in instituting

rigorous safety protocols in the plants to inhibit the spread of the virus, including frequent and thorough sanitation of plants and equipment, proper washing facilities, providing hand sanitizer, gloves, and masks, facilitating social distancing in the workplace and breakrooms, and exercising restraint from the usual and customary attendance and production standards.

“I have never been prouder of our members,” Alvarado said. “They are reporting to work every day. Without the food they process, we cannot function.”

## LOCAL 896

### Scholarship winner



Congratulations to Clay Kapele (C) who won the 2020 Teamsters Local 896/Anheuser-Busch Fairfield scholarship. He’s the son of Frank Kapele, a member at Budweiser Fairfield. He’s pictured here with Budweiser plant manager Travis Moore (L) and Local 896 President Brian Indelicato (R).

## LOCAL 533

### Local sues over Washoe Bus System COVID-19 dangers

On September 11, Local 533 took legal action in the federal court system, filing for injunctive relief and fast-track arbitration to compel the Washoe County Regional Transportation bus system to enforce Nevada Gov. Steve Sisolak’s (D) mask mandate.

“This is an extreme measure because this is an extreme emergency and no one has responded all year,” said Teamsters Local 533 President Gary Watson.

“Our patience evaporated when we learned that a passenger was refused boarding because his pants were down but maskless passengers were allowed on the bus,” Watson said.

“An epidemic of barefaced passengers rides every day, some on dangerously overcrowded buses. One rider even spit at a driver. Bus system management has tried to have it both ways, posting some signs saying that masks are ineffective and others stating that masks are mandatory, all the while threatening drivers with firing if they try to enforce the Governor’s legal order,” Watson added.

“Hardworking Teamsters are both stressed by the dangerous conditions and distressed by their employer’s reckless disregard for safety. The same goes for many passengers who have said so to our drivers,” he asserted.

“The federal lawsuit states that the transit system’s foreign-owned management corporation is contractually and legally bound to enforce basic safety practices,” Watson noted. “Instead, the overseas for-profit jobber has perverted the Americans With Disabilities Act in order to proceed under the fictitious and feckless assumption that everyone without a mask is somehow disabled and can’t wear one.”

“Newly-hired Regional Transportation Commission Executive Director Bill Thomas has appeared on paid advertising asserting that the Governor’s mandate is being enforced. But his managers are telling our drivers that anyone without a mask must be allowed to board or they risk disciplinary action,” Watson noted.



## LOCAL 431

### New Teamster phone app



Teamsters Local 431 has built a smart phone app that is now available for IOS or Android phones, in both English and Spanish. Download the "Teamsters 431" app today and stay informed and up to date with your Local union.

Secretary-Treasurer Peter Nuñez reports that many members are facing hardship due to the massive Creek Fire in the Sierra National Forest outside of Fresno. As of mid-September, the fire had burned more than 228,000 acres and was only 18% contained. "Local 431 is ready to assist any of our members who are hard hit by the fires," he says.

## LOCAL 350

### Clerical workers unite

On August 17, 2020, in a mail ballot, the clerical unit at the Republic Services Ox Mountain Landfill in Half Moon Bay had their ballots counted, and by a vote of 2-0, these new members said "YES!" to join their new brothers and sisters at Teamsters Local 350.

"Whether it's organizing two new members or 2,000 members, they are all important, and any organizing victory is a big win for labor," said Business Representative Robert Sandoval.

"Throughout the last couple of years, we have seen the positive trend of clerical workers wanting to organize, to have a collective voice, respect, and basic worker protections at these solid waste and recycling companies. This group is no different," Sandoval adds. "They know their value to the company. Without them, the daily operations would come to a halt. We are proud to have them on board and welcome them to the Teamster family."

## LOCAL 315

### Contracts settled during pandemic

The Local 315 members employed at Mt. Diablo Resource Recovery recently ratified contracts with two of their units—Mt. Diablo Recycling Center and Recycling Center & Transfer Station. "Negotiating during the pandemic had its challenges," says Business Rep David Rodriguez, "but with the perseverance of the Local and its bargaining committee, we were able to secure a five-year contract with the biggest pension increases our members have seen, great wages, and full maintenance of benefits for their health and welfare."

Rodriguez wanted to thank the members for their patience and understanding during the negotiations. "As essential workers, our members played a huge role in obtaining a good contract."

Over in Solano County, Business Agent Dustin Baumbach completed negotiations with Republic Services over the phone, and, in a new pandemic tradition, the 54 drivers and clerical workers who are part of the bargaining unit ratified their new five-year agreement in a mail ballot. "We have all been working diligently to represent the members during these trying times. The agreements include the largest wage increases our members have seen to date. We also moved the vacation scale a bit to



Ignacio Silva is pleased to have a new contract at RCTS.

allow members to acquire additional vacation time sooner based on years of service."

### Member gets job back

The Local took a case to arbitration and helped a member win his job back after eight months. Management at MRC Global in Benicia caught a member "riding a part pick cart like a skateboard" for about 10 feet and sent him home pending investigation. A full year later, he was terminated for what the company classified as horseplay.

"When we got to arbitration in February, the company claimed that our member was an 'unsafe employee,'" said Business Agent Jimmy Thiessen. The union disagreed. "The employee claimed, from the beginning, that he only put one foot on the cart and scooted a few feet to return the cart and to relieve pain that he was feeling from a non-work-related knee injury."

Ultimately, the arbitrator ruled in favor of the member, stating that the company should have used progressive discipline. He was returned to work with seniority and was to be made whole, minus a two-week suspension. "This decision was great for our member as he had been out of work for more than seven months," added Thiessen.



### Pushing ahead on pressing Teamster issues

By SHANE GUSMAN

The 2019-20 legislative session came to an unceremonious end on August 31. Between the difficulties of holding legislative meetings with COVID-19 restrictions and political infighting, the end of the session devolved into bickering between the parties and between the leaders of the Senate and Assembly. The end result was a failure to act on some pretty important issues. Affordable housing bills and legislation on police reform all died because the politicians couldn't be civil with each other. Regardless, some very important measures managed to peek by in the final hours of the session.

Probably the biggest COVID-19 response bill this year is AB 685 (Reyes). It mandates a very specific regimen of reporting on the diagnosis of the disease. It requires employers to notify employees, the union, the department of public health, and CalOSHA if a worker tests positive. It also gives CalOSHA new citation and fine authority and allows the agency to more easily shut a worksite down.

If workers get sick, they may be able to take advantage of SB 1159 (Hill), which creates a presumption and rules around workers' comp claims for COVID-19. Law enforcement, firefighters, and healthcare workers will get a presumption that they got sick on the job if they get diagnosed and all other workers get the presumption if there is an

outbreak in the workplace. An outbreak is defined as four workers in worksites of under 100 employees and four percent of workers in worksites with more than 100 employees. This took much of the session to negotiate and will provide much-needed benefits to sick workers and their families.

Other important bills that went to the Governor's desk include:

- **SB 275** (Pan), which would establish a PPE stockpile for healthcare and other essential workers.
- **AB 3216** (Kalra), which would grant recall and retention rights to industries particularly hard hit by the pandemic.
- **AB 1687** (Assembly Budget Committee), would codify and extend the 80 extra hours of sick leave for food service workers that the Governor's Executive Order granted in the early days of the pandemic. The bill would also extend this sick leave to other essential workers.
- **AB 2017** (Mullin), a Teamster co-sponsored bill, clarifies that it is the employee that chooses whether sick leave taken is personal sick time or "kin care" to take care of a sick relative.

While many important policy changes fell to our current circumstances, many important bills passed, like the ones mentioned above; they are crafted to protect workers and their interests and will hopefully be signed by the Governor. Whatever the outcome, we will be back next year pushing for more.

## Local 439

### AMENDED NOTICE DUE TO COVID 19

A special-called **Nominations Meeting for Election of Officers** will be held on Wednesday, November 4, 2020 at 7:00 p.m. **Due to the Covid-19 Pandemic, Local 439 will conduct the Nomination Meeting virtually, via the Zoom App, rather than an in-person Nomination Meeting.** The Zoom Nomination Meeting will be convened by Unilect, a company that specializes in conducting Union elections.

To insure that only Local 439 members participate in this virtual Nomination Meeting, members must RSVP to [cburkhart@unilect.com](mailto:cburkhart@unilect.com) no later than 5:00 p.m. on November 2, 2020. Any member who RSVPs to participate in Local 439's virtual Nomination Meeting will then be emailed the Zoom link for the Nomination Meeting. **IMPORTANT:** If you intend to remotely attend the Nomination Meeting, you must download and create a free Zoom account. (Use <https://zoom.us/download> if you plan on using a computer, or download the Zoom Cloud Meeting app if you plan on using a smart phone.) This RSVP process is necessary for the Election Chair to confirm that only eligible members of Local 439 participate in this meeting.

At this meeting the Local will conduct nominations for the following Offices: President, Secretary-Treasurer, Vice-President, Recording-Secretary and three (3) Trustees.

Nominations and the Election, including candidacy eligibility, will be conducted in accordance with the provisions of the International Constitution and the Local Union By-Laws. Copies of these documents are available at the Union's office. Note particularly the relevant provisions of the International Constitution that appear at the bottom of this page.

#### Eligibility to Participate:

To be eligible to nominate and otherwise participate in the nominations meeting, a member must have his dues paid through the month which is prior to the month in which the nominations meeting is held (here, through the month of October). To be eligible to vote in the election, a member must have his dues paid up through the month prior to the month in which the election is held (here, through the month of November). No member whose dues have been withheld by his or her employer for payment to the Local Union pursuant to their voluntary authorization provided for in a collective bargaining agreement shall be declared ineligible to nominate, or vote for, a candidate for office in the Local Union by reason of a delay or default in the payment of dues by the employer to the Local Union. However, a member who is on check-off shall be under a duty to pay dues directly to the Local Union if he or she has no monies owing to him or her by the employer subject to the check-off

authorization on the date when the employer deducts the dues of other members.

#### Nomination Procedures

Nominations shall be made at the Nomination Meeting by a member in good standing (see above) other than the nominee by motion seconded by a member in good standing other than the nominee, and accepted by the nominee. Nominations may also be submitted by mail or email petition specifying the name and signature of the nominator and seconder, the position sought, and the signature of the nominee. By mail, the nominations must be addressed to: Ken Guertin, Secretary-Treasurer, Teamsters Local 439, 1531 East Fremont Street, Stockton, CA 95205 and must be received at that address no later than 5:00 p.m. on November 4, 2020. By email, the nominations must be sent to [ken@teamsters439.com](mailto:ken@teamsters439.com) and must be received no later than 5:00 p.m. on November 4, 2020. **Because the Nomination Meeting will be conducted virtually those who wish to nominate and accept nominations, are strongly encouraged to do so by mail or email this year.** Candidates are strongly advised to verify the good standing status of their nominator and seconder prior to submitting their Nomination and/or prior to the Nomination Meeting.

#### Candidacy Eligibility

To be eligible candidates must comply with the relevant provisions of the IBT Constitution and Local Union By-Laws including being in continuous good standing in Local 439 and actively employed at the craft within the jurisdiction of Local 439 for a period of 24 consecutive months prior to the month of nomination, and being eligible to hold office if elected. "Continuous good standing" for such period means compliance with provisions of Article X, Section 5 of the IBT Constitution concerning the payment of dues for a period of 24 consecutive months.

#### Balloting:

The election will be by mail referendum secret balloting with ballots distributed to all members on or about November 23, 2020. Ballots returned to the Election Chair's post office box by December 14, 2020 will be tallied in the meeting hall of Teamsters Local 439 at 1531 E. Fremont Street, Stockton, California, on December 14, 2020. Unless a member is on dues checkoff for November, the member should be sure his/her dues are paid for November 2020; otherwise his/her ballot will not be counted. **Due to the Covid-19 pandemic, members are encouraged to regularly check in with the Local Union's website at [www.teamsters439.com](http://www.teamsters439.com) for further information regarding potential live-streaming and remote member observation of the Ballot Count process.**

If you have any further questions regarding the election procedure, please contact the Local 439 office.

*Ken Guertin, Secretary-Treasurer*

#### LOCAL 70

Chadbourne, William  
De Vencenzi, William  
Fitzgerald, Mike  
Martin, Raymond

#### LOCAL 87

Lopez, Ivan Aguilar

#### LOCAL 315

Solis, Armando  
Wayne, Richard

#### LOCAL 386

Clesson, Robert  
Salazar, Juan  
Stewart, John

#### LOCAL 431

Armstrong, Phil  
Buchanan, John  
Evans, Herb  
Galaviz, Cruz  
Garcia-Moreno, Joseph  
Hall, Robert  
Kuhn, Robert  
Martinez, Lucy  
Morales, Reynaldo  
Moreno, Ester  
Munson, Ronnie  
Salinas, Edwardo  
Shearer, Guy  
Stidham, William  
White, Anthony  
Woodard, Doug  
Yerena, Rodolfo

#### LOCAL 439

Akhlaq, Muhammad  
Barker, David  
Gutierrez, Jose  
Hernandez, Antonio  
Nelson, Charles

#### LOCAL 517

Whittlesey, Doug

#### LOCAL 533

Decoite, Robert  
Happ, Kelly  
Mc Dowell, Cody

#### LOCAL 665

Ouellette, Samuel

#### LOCAL 853

Alexander, Richard  
Brown, Atha  
Fineaso, June  
Griffin, Paul  
Matlock, Melvin  
Pastor, Felix  
Raybon, James  
Richards, Martin L.  
Rodriguez, Gilbert  
Rucker, Darrall  
Serrano, James Hugo  
Shaw, Darrall

#### LOCAL 853 (GCC 583)

Boitano, Florence  
Emery, Dennis  
Fritz, Myron

Harris, Delores  
Healey, William  
Meraz, Rudy S.  
(former Vice Pres.)  
Neely, Jack  
Olea, Gus  
Soria, Daniel  
Vago, Richard  
Walker, Verle  
Wareing, Thomas  
Wilson, Russell S.  
(former Exec. Vice Pres.)  
Wise, Calvin

#### LOCAL 856

Andazola, Manuel (601)  
Aldulaymi, Amer  
Brendt, Randall  
Dahl, John  
Dorsey, Sandra L.  
Fuentes, Tom  
Gelston, Joyce  
Gemmet, Herman  
Gudino, Beatriz  
Hernandez, Michael V.  
Kudo, Michael  
Lett, Ray  
Losada, Annette  
Maree, Donald  
O'Leary, Jime  
Sagrafena, Teri  
White, Gwendolyn

#### LOCAL 896

Castro, Margarita  
De La Torre, Rafael  
Dunn, Billie  
Finley, Alberta  
Ortega, Vicente  
Watson, Linda

#### LOCAL 948

Adame, Ignacio  
Alvarez, Yolanda  
Berber, Patricia C.  
Camacho, Esther  
Campbell, Mary Jane  
Castillo, Maria G.  
Chavarria, Art  
Garcia, Dora  
Garcia, Jessie, Jr.  
Garcia, Joel  
Garcia, Shirley  
Gonzalez, Maria  
Gutierrez, David  
Holley, Lester  
Lozano, Guadalupe  
Mello, Kevin  
Mendoza, Adrian  
Mendoza, Jose Ascencion  
Mendoza, Rafael Castillo  
Ramirez, Fidel  
Quevedo, Bernardo  
Sandoval, Maria Micaela  
Solis, Victor

#### LOCAL 2785

Anderson, James  
Greer, Roger  
Morini, Garry



# Trump NLRB destroys historic protections for workers engaged in union activities

By Andrew Baker

It can be discouraging to keep track of the Trump NLRB's rollback of worker rights, but it's important for unions and their members to stay abreast of the shifting legal landscape. One recent setback alters the decades-old rules for employees voicing support for organizing, for shop steward conduct in the workplace, and for union member conduct on picket lines.

In recognition of the fact that employee discussions with their fellow workers and with management about union-related issues can become heated, the NLRB historically has applied special standards to evaluate employer discipline of employees who have used intemperate or offensive

remarks while engaged in protected union activity. The Board has assumed that such discipline is unlawful unless the employer can prove that, under the circumstances, the employee's conduct was so bad as to lose the protection of federal labor law.

For example, when analyzing whether a shop steward's cursing directed at a manager during the processing of a grievance justified discipline, the Board has evaluated four factors: the place of discussion, the subject matter of the discussion, the nature of the employee's outburst, and whether the outburst was in any way provoked by an employer unfair labor practice. And for picketing employees disciplined for inappropriate remarks to scabs, the Board has ruled the discipline unlawful unless the

employer can prove that the scabs would have felt threatened with violence by the remarks.

The Trump Board in *General Motors, 369 NLRB No. 127 (7/21/20)* threw all this law out the window.

Under the new GM standard, employees' intemperate speech will be completely severed from the union activity in which it occurred and the employee will be subject to discipline if the employer can simply prove that the offensive speech by itself warranted the discipline. This is the same standard the Board applies to employees who engage in misconduct wholly unrelated to their union activities.

It's a bad decision, one that ignores history and the realities of the workplace, and fully reflects the Trump Board's agenda – rollback employee protections wherever and whenever possible.



## NEWS FROM TAP

### Staying Sober and Sane During COVID

Staying sober can be a daunting task, one that is best addressed through a strong support network.

For those who are in early recovery, long-term recovery, and even people who do not have a substance abuse problem, the COVID epidemic has affected almost every aspect of our daily lives. For almost all of us, it has increased our stress levels and required adjustments.

To support recovery from substance abuse during these unprecedented times, it is important to be proactive by anticipating challenges and having a plan. Toward that end, below is a list of eight suggestions that might help relieve stress and support your sobriety.

#### 1. Attend a virtual recovery meeting

Access virtual group support via cell phone or computer. One online resource is <https://www.12step-online.com/meetings>

#### 2. Take care of the basics

**Sleep:** Maintaining a regular sleep schedule can improve your mood, health, and productivity.

**Eat Healthy:** Nourishing your body with the nutrients it needs will help you feel like your best self.

**Exercise** is a natural energy and mood booster. Take a walk around the block or access free exercise and yoga classes online.

**Seek Professional Help:** You are not alone in this journey. Reach out to therapists or support groups and make sure you schedule and do not miss doctor's appointments.

**Get Outside** to decrease stress and anxiety while boosting your mood. Maintain social distance in your neighborhood while walking, running, or biking outside. Even being on your porch or in your backyard helps, as do gardening, reading outside, or talking with neighbors from a distance.

#### 3. Focus on the Present

By focusing on small things you can accomplish daily and creating a routine, you can improve your overall emotional well-being. Simple goals such as taking a walk, eating breakfast, keeping to a bedtime routine and schedule, cleaning areas of your living

space—basically focusing on what you can accomplish rather than worrying about things you must do in the future—can reduce negative thoughts and stress.

#### 4. Meditate

The simplest way to meditate is remembering to breathe slowly by watching your breath go in and out for two minutes. There are free guided meditation apps for your phone that promote relaxation and mindfulness.

#### 5. Practice Gratitude and Kindness

Write down or text to yourself something you are grateful for each day or a positive experience. Express kindness through a text, email or phone call by reaching out to a new person each day. Spreading positivity and thanking those around you for the ways they enhance your life can help to build strong social connections that are essential to maintaining recovery.

#### 6. Avoid News Overload

This is a big one! With constantly changing updates regarding COVID-19 and the Presidential election, it can be hard to take a break from overloading yourself with negative information. Try to be conscious of how much media you are consuming as it can lead to added anxiety and stress. Give yourself media breaks throughout the day and focus on other positive activities.

#### 7. Find Positive Distractions

While home, it can be challenging to distract yourself from the stressors of work, recovery, and the pandemic. Find activities that you enjoy that can help you focus on the present. This could include reading a book, watching a funny movie, cooking a meal, learning a new skill like an instrument or practicing a new yoga position, tapping into your creative side by drawing, painting, or writing. Adding activities to your day that you look forward to and bring you joy can boost your mood and decrease stress.

#### 8. Create Space

If you find yourself stuck indoors, make sure you find a little time to get away from family members.

Some people are reporting that they are experiencing increased stress simply by not being able to be alone during the COVID restrictions.

These suggestions can be helpful for not only those with substance abuse problems but also for anyone dealing with the current COVID world.

Help for substance abuse problems is available for Teamsters and their families through TAP (Greater Bay Area) and TARP (Central Valley).

TAP 800-253-8326  
TARP 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
912	831-724-0683
948	559-625-1061
2010	510-845-2221
2785	415-467-0450
GCIU, DC 2	800-333-4388