



# Joint Council 7 TEAMSTER

Serving 100,000 members in Northern California, the Central Valley, and Northern Nevada

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## Joint Council 7 launches new organizing program

At the opening of the Joint Council 7 delegates' meeting and annual seminar in June, President Peter Finn told the nearly 300 Teamsters in attendance that when it comes to organizing, actions speak louder than words — and the Joint Council is taking decisive action with the implementation of a partnership with the I.B.T. to create the new Joint Council 7 Organizing Program.

The program will intensify organizing efforts across the 18 Local Unions in Joint Council 7, with the ultimate goal of growing Teamster membership, bringing strong Teamster contracts to workers in each Local Union's jurisdiction, and uplifting standards for current members.

Central to the program is staffing: the partnership dictates that a team of organizers funded equally by the I.B.T. and Joint Council will be dedicated solely to working on campaigns for Joint Council 7 Local Unions, with the I.B.T. providing a lead organizer. Further, the I.B.T. will support campaigns with strategic mapping, industry research, member organizer training and mobilization, and campaign communications.

“Winning organizing campaigns takes a commitment of time, effort, and dedicating the resources necessary to be successful, and that's why the cre-



*Joint Council 7 President Peter Finn announces the creation of the new Joint Council 7 Organizing Program at the June delegates' meeting.*

ation of the Joint Council 7 Organizing Program is so important,” said Finn.

The focus on organizing continued on day two of the seminar, as the presidents from every joint council in the Western Region — Joint Council 42 President Chris Griswold, Joint Council 37 President Mark Davison, Joint Council 28 President Rick Hicks, Joint Council 3 President Spencer Hogue, and Finn — held an organizing panel with I.B.T. Director of Organizing Chris Rosell to lay out their vision of

coordinated organizing efforts across the Western Region — from California to Colorado — from Alaska to Hawaii — to bring new members into the Teamsters union.

“With our partnerships with the I.B.T. and working together with the four other Teamster Joint Councils in the Western Region, we will be able to target strategically, coordinate our efforts, and combine the resources necessary to win campaigns,” Finn said.

“I look forward to embarking on this organizing program with Joint Council 7 to win for workers in Northern California and Northern Nevada,” said Rosell.

“When we grow our Union through organizing, we build density in key industries, we build power for current members at the bargaining table, we bring a strong Teamster contracts to non-union workers, and ultimately we grow the middle class,” said Finn.

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*Joint Council 7 and national Teamster leaders with California Attorney General Rob Bonta, who served as the annual seminar's keynote speaker.*



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Teamwork makes the dream work. The past few months have shown us how much working together and supporting each other is our true source of power as Teamsters. Our Joint Council has shown up on a political and legislative level to promote our California Automotive Regulatory Standards (CARS) Package of legislation, which would provide safeguards and regulation for autonomous vehicles (AV).

Our CARS package consists of AB 2286, which is our reintroduction of AB 316 that would require a safety operator for any vehicles over 10,000 lbs; AB 3061, which is an AV data bill that will lay out the type of data AV companies need to provide to California regulators; and SB 915, our AV local control bill, which would allow local jurisdictions to implement local ordinances when it comes to autonomous vehicles. These three bills all made it through their houses of origin in May in large part because each local union stepped up and encouraged their respective assemblymembers and senators about the importance of protecting Teamster jobs, so that legislators understood just how important these bills are to our membership.

On top of the many phone calls, by JC 7 Teamsters, our local unions pushed to get our local elected officials to pass resolutions of support for our bills.

We had resolutions passed in San Mateo and Santa Clara Counties, and the cities of San Francisco and Oakland. We also have Sacramento in the process of passing a resolution to support SB 915. These local resolutions helped garner support in the State Legislature and with organizations such as the League of Cities and the California Counties State Association. These resolutions also helped put pressure on legislators so that they knew that it was important to not just us, but also their constituents. During legislative committee hearings we also had members testify about how these bills would

impact their jobs, and we had members from many of our locals unions turn out to the hearings in support of our bills. It has truly been a team effort. However, we will need to continue to put the pressure on our legislators in the months to come to get our bills to the Governor's desk, which will be no easy task.

The teamwork of our Joint Council doesn't end at our bills. Our locals have stepped up to provide support to each other when our members have needed it most and use our political leverage to assist in recent strikes and lockouts.

Local 150 went on strike in March against Amerisource Bergen Drug and many of the Joint Council's locals and elected officials joined the strike line to support the workers. Congressman Adam Schiff, whom we helped extensively in his bid for Senate, stepped in to give his support for the workers out on strike, demanding Amerisource Bergen give them a fair contract—which they eventually did!

*“Our work as a political collective is what makes us and will continue to make us stronger as Teamsters.”*

Most recently our locals have shown up for Local 315's members at Brenntag chemical plant who have been locked out of their workplace since May. JC 7 Teamsters have shown up to the

Local 315 picket line and have asked elected officials they are close with to make calls to the Brenntag Vice President of Operations to demand that Brenntag return these Teamsters back to work. This has resulted in almost every level of government from city council members, county supervisors, state assemblymembers, state senators, and senators, and members of Congress making phone calls.

Our work as a political collective is what makes us and will continue to make us stronger as Teamsters. As we look towards the November General Election, knowing that our personal ideologies may often differ, we should take into consideration and remember that it's our collective belief in the labor movement and each other that matters most when choosing a candidate.



## YOUR LOCAL UNION PHONE NUMBERS

70 .....	510-569-9317	517 .....	559-627-9993
87 .....	661-327-8594	533 .....	775-348-6060
137 .....	530-243-0232	665 .....	415-347-7406
150 .....	916-392-7070	853 .....	510-895-8853
315 .....	925-228-2246	856 .....	650-635-0111
350 .....	650-757-7290	896 .....	707-644-8896
386 .....	209-526-2755	948 .....	559-625-1061
431 .....	559-486-5410	2010 .....	510-845-2221
439 .....	209-948-9592	2785 .....	415-467-0450



## Joint Council 7 resources back Local Unions in fights for members

The work done on a day-in and day-out basis on behalf of Teamster members by the dedicated officers and business agents of the Local Unions that make up Joint Council 7 is what makes the Teamsters the strongest labor organization there is. Whether fighting for fair wages, negotiating quality affordable healthcare, protecting jobs, or demanding the respect members deserve through aggressive representation, this work makes a real difference in the lives Teamsters members across Joint Council 7.

As a Joint Council, we are here to support the work of Local Unions by facilitating coordination, working together on strategy, and providing the resources necessary to win for members. The Joint Council 7 political program, legal program, communications assistance, and new organizing program are all designed to provide the resources Local Unions need to help fight for strong contracts, aggressively enforce those agreements, and grow our Union through organizing.

The Joint Council 7 Political Program provides support to Local Unions during contract and organizing campaigns, coordinates the endorsement

process, DRIVE campaigns, political contributions, and election GOTV, as well as supporting Local Unions' political activities through regional and Joint Council-wide meetings of political coordinators. In addition, the Political Program assists with local and statewide legislation via coordination with the California Teamsters Public Affairs Council, Joint Council 42, and the I.B.T.

The Joint Council Legal Services covers legal advice provided to Local Unions by phone, email or meetings, as well as NLRB/PERB work and legal analysis covering organizing, negotiations, contract interpretation, grievances, strikes, labor/employment laws, and union governance. The Legal Program also includes training for business agents, stewards, and members, as well as emerging technology bargaining assistance to ensure workers have a voice as artificial intelligence enters the workplace.

The Joint Council 7 Communications Team supports Local Unions during contract and organizing campaigns, and upon request, provides flyers, press releases, email, and texting services to Local Unions. The communications team engages members and the community through both a relevant print strategy

and strong digital presence on the web and social media. Finally, the Joint Council is coordinating with the I.B.T. communications staff to establish an ongoing communications training program specifically designed for Joint Council 7 Local Union communicators.

The newly announced organizing partnership with the I.B.T. establishes a Joint Council 7 Organizing Program dedicated solely to organizing for the 18 Local Unions that make up Joint Council 7. The partnership establishes a team of organizers funded equally by the I.B.T. and Joint Council that will be dedicated solely to working on campaigns for Joint Council 7 Local Unions, with the I.B.T. providing a lead organizer. In addition, the I.B.T. will provide strategic organizing targeting, mapping, industry research, member organizer training, campaign communication, and additional resources to facilitate organizing within Joint Council 7.

With these resources, the Joint Council stands ready and prepared to have the back of each and every Local Union as they battle employers and fight for the more than 100,000 Teamsters across Northern California and Northern Nevada.

## Joint Council 7 at the 2024 Teamsters Women's Conference



Teamsters Women's Conference Director and Local 856 President Maria Ashley Alvarado addresses the attendees at the conference's closing session.



Teamsters Joint Council 7 members from more than a dozen locals attended the Teamsters Women's Conference in San Juan, Puerto Rico in June.

Teamsters Joint Council 7 Locals 70, 87, 137, 150, 315, 350, 386, 439, 533, 665, 853, 856, and 2010 were all represented at the Teamsters Women's Conference in San Juan, Puerto Rico, June 23 through June 26, where Local 856 President Maria Ashley Alvarado served as the conference's director for the third year in a row. In addition to hearing from courageous workers at DHL, Amazon, and UPS who are orga-

nizing their workplaces, the 1500 attendees from Teamster locals across North America heard fiery and inspiring addresses from General President Sean O'Brien and General Secretary-Treasurer Fred Zuckerman, attended workshops on organizing, workplace safety, mental health, and more, and participated in a community service project to help revitalize a local school.

"As Teamsters, we are fighting for justice against the biggest and most powerful companies in the country, like Amazon," said Alvarado in her opening address. "We're fighting for the dignity of all workers and to preserve middle class jobs that were created by union power. These fights never end, and we must never give up!"



# LOCAL 2010

## Healthy raises for UC clerical & admin workers, including newly accreted workers

Thanks to our strong Teamsters Local 2010 contract, all CX Unit clerical and allied service workers at the University of California statewide will receive a 4.2% across-the-board raise plus one salary step, for a total average raise of 6.4% this July! Our history-making 2022 Teamsters contract guarantees that our annual raise will be at least 3% and the “me too” contract language bumps it to the annual percentage amount provided to unrepresented employees, whichever is greater. The UC Office of the President has announced a 4.2% raise for unrepresented workers this year, meaning Teamsters workers won’t get a penny less!

In addition to our 4.2% raise, all non-probationary, career workers who aren’t topped out of their salary range will receive an average step raise of 2.2%, regardless of merit or performance evaluations. Non-probationary, career employees who are topped out of their salary range will receive a non-base-building lump-sum equivalent to the difference between the top two steps of their salary range. Plus, employees who have reached 20 years of University service in the past year will receive a \$1,000 longevity payment in the same July pay period as the raises.

Our Bargaining Team held the line for workers and, after 23 formal bargaining sessions and 10 months of



*Our Teamsters 2010 CX Accretion Bargaining Team after securing our new Tentative Agreement! From left to right, Union Rep Mike Erazo, Member Michelle Belden, Member Patricia Passalacqua, Chief of Staff and Chief Negotiator Melissa Munio, and Member Robert Sandoval.*

bargaining, won improved salary ranges and step placements for every position in the recently accreted classifications in the titles of Ambulatory Care Administration Coordinators; Facilities Management Specialists; Health Professions Education Specialist 2; Research Admin Coordinator; and Patient Relations Professionals.

Employees in these titles will be placed on the negotiated step closest to but not less than their current rate of pay, then the 4.2% across-the-board raise will be added, plus all non-probationary employees will receive their one-step increase.

“We achieved these historic rais-

es and the strongest contract in our history by standing together as Teamsters and building Local 2010 into a powerhouse for workers’ rights,” said Jason Rabinowitz, Secretary-Treasurer. “We will continue to stand united and increase member power to protect our rights and build on what we have accomplished!”

### SUMMARY OF TENTATIVE AGREEMENT FOR ACCRETED CX WORKERS:

- ▶ Initial pay step placement (closest to but not less than your current rate of pay) including retroactive lump sum payments to July 1, 2023
- ▶ On-call pay of \$4/hour for Facilities Management Specialists 1-2
- ▶ Shift differential pay of \$1.25/hour (medical center) and \$1.00/hour (campus) for Facilities Management Specialists 1-2 and Health Professions Education Specialists 2
- ▶ The UC will continue to cover costs for post-hire license and certification requirements
- for Facilities Management Specialists
- ▶ Bonus and incentive pay at unrepresented levels for FY 2022-‘23 for all titles, and FY 2023-‘24 for Patient Relations Professionals at UCSF
- ▶ Maintenance of current FLSA designation for overtime exempt employees
- ▶ Conversion from contract to career or limited appointments for contract employees
- ▶ Paid Time Off conversion to sick and vacation leave
- ▶ Adherence to minimum staffing requirements under the
- ACGME for Health Professions Education Specialists
- ▶ Finally, the majority of CX Unit employees will not face exorbitant healthcare premium hikes this year thanks to the power of our contract! Teamsters in pay bands 1 and 2 who are enrolled in Kaiser or Health Net Blue and Gold plans cannot have their premiums raised by more than \$25 per month, up to a maximum annual increase of \$300 per year. While unrepresented workers could face skyrocketing healthcare costs, our premiums are capped by our collective bargaining agreement!



## LOCAL 350

### John Bouchard appointed I.B.T. Solid Waste & Recycling Division Representative



Teamsters Local 350 is proud to announce that Secretary-Treasurer and Principal Officer John Bouchard has been appointed by the International Brotherhood of Teamsters Solid Waste & Recycling Division as their newest representative.

As the representative of the Solid Waste & Recycling Division, Brother Bouchard will take his years of experience in representation and negotiations across the country to support Local Unions.

“I am humbled and grateful to have been appointed as a representative for the Teamsters waste workers throughout the country. I am eager to collaborate with Local Unions to

improve the working conditions and raise the labor standards for all waste workers across the nation.” said Brother Bouchard

Solid Waste & Recycling Division Director Chuck Stiles added, “We are excited to welcome Brother Bouchard and his wealth of knowledge to this division. What he has accomplished in the San Francisco Bay Area for the waste workers is phenomenal. He has three of the largest waste companies in the country and has some of the strongest language in the nation. We are lucky to have him.”

The Solid Waste & Recycling Division proudly represents over 35,000 across the country.

### Clerical Allied Waste Services of Santa Clara/BFI Newby Island ratify new contract

Local 350 members at the Allied Waste Services of Santa Clara/BFI Newby Island Clerical Unit unanimously ratified their contract earlier this year. Following months of negotiations, the agreement marks a significant milestone for the clerical unit.

Negotiations initially encountered a stall in November, prompting the Local Union to take a strike vote on December 5, 2023. The possibility of a strike served as a pivotal moment in the negotiation process, highlighting the unity and determination of the clerical unit. Had a strike ensued, the entire Newby Island Landfill operations would have been brought to a halt, underscoring the critical role of the clerical staff in the facility’s functioning.

The ratified contract encompasses two bargaining units under one Collective Bargaining Agreement (CBA), representing a total of 10 dedicated members. The classifications within the unit span from Ops Clerks, Dispatchers, Billing Processors, Maintenance Shop

Clerk, and AP Coordinator, to Credit Specialist, each contributing essential functions to the operational efficiency of Newby Island Resource Recovery Park in Milpitas.

Key highlights of the ratified contract include the retention of full maintenance of benefits, an additional week of vacation totaling 8 weeks, and the inclusion of Juneteenth as a thirteenth holiday. However, the most significant achievement of the agreement is the incorporation of the membership into the Western Conference of Teamsters Pension plan, ensuring financial security and stability for the future.

Nancy Enders-Bashaw, a Dispatcher and committee member, expressed her pride in the unit’s solidarity throughout the negotiation process, stating, “As a member of the clerical unit at Newby Island, I’m proud of us all for standing strong in solidarity during the process of negotiations. By doing so, we have taken a positive step forward with this contract for our future and for all our future Teamsters 350 clerical members.”



Clerical unit Local 350 members at Allied Waste Services of Santa Clara/BFI Newby Island have a new contract with significant gains after tough negotiations.

Business Representative Sergio Arranaga emphasized the determination of the clerical group in securing financial security and equitable treatment, stating, “A fierce clerical group demanding financial security for their future and to finally have a pension that reflects the years of hard work and service. This clerical group wanted the same financial and job protections that

this company has been offering to the driver’s groups over the years.

“With the addition to the Western Conference of Teamsters Pension Trust Fund, including improved benefits, and with recognition of Juneteenth as a paid holiday, we were able to meet the goals of our unit while enhancing overall workplace equity.”

### Local 350 president appointed to San Francisco Human Rights Commission



Local 350 President Robert Sandoval was sworn in to the SF Human Rights Commission in May.

Robert Sandoval, President of Teamsters Local 350, has been appointed and sworn in as a commissioner of the San Francisco Human Rights Commission. Sandoval is one of 11 commissioners appointed by Mayor London Breed.

“It’s an honor and I look forward to bringing my expertise and background in labor and within the Teamsters organization to better serve the residents of the City and County of San Francisco,” Sandoval said. “I hope to bring a unique perspective—the perspective

of labor—to this commission. Human rights, labor rights, and civil rights have historically always been interconnected, and at their core, aim to ensure dignity, equality, respect, and fairness for all individuals within society. As a commissioner, I look forward to having an impact to enhance the working conditions and lives of all working people.”

The San Francisco Human Rights Commission works in service of the city’s anti-discrimination laws to further racial solidarity, equity, and healing.

“Congratulations to Brother Sandoval on his appointment to this very important commission,” said Anthony M. Rosa, Director of the Teamsters Human Rights and Diversity Commission.

“The Teamsters could not be more excited to have a seat at the table to advocate for our rank-and-file members in San Francisco. We are confident that Robert Sandoval will be a terrific addition to the commission, and he will ensure workers’ voices are heard,” Rosa said.



## LOCAL 856

# Food processing members ratify strong contracts



The San Benito Foods bargaining committee stood together to ensure that no one was left behind.

**T**eamsters 856 members working at Sunsweet Growers in Yuba City and San Benito Foods in Gilroy are enjoying the benefits of their recent hard-fought contract wins.

At Sunsweet, where more than 400 members work in not only the sorting, pitting, juicing, packaging, and shipping of prunes, but also in maintenance, as electricians, forklift operators, sanitation, and more, the battle for a fair agreement was an uphill climb that included an overwhelming strike vote after the employer made a sub-standard offer earlier this year.

When the members resoundingly rejected the employer's offer, the parties returned to the table, and with the assistance of a mediator, reached an equitable agreement.

"We would not settle for a contract unworthy of our members," said Local 856 President Maria Ashley Alvarado, who served as lead negotiator. "I am happy to report that we ratified an agreement that — in the words of the members — 'is the best contract ever negotiated,'"

"This contract provides for the highest wages ever negotiated in addition to stronger seniority rights, generous sick leave, and a mechanism to avoid attendance points," Alvarado continued.

The contract also maintains affordable healthcare and improved sick leave and vacation policies.

"This was one of the toughest negotiations that I have experienced, but our Teamster bargaining committee, Jose Castaneda, Barry Anderson, and Levi Smith, did an amazing job holding the line — it is because of their dedication and the solidarity of the membership that we were able to achieve a contract that reflects the hard work of Sunsweet Teamsters," Alvarado said.

Nearly 200 miles south, Local 856 members at San Benito Foods in Hollister similarly ratified a strong Teamster contract in June. The tomato plant

membership, which grows to 500 members during peak season, stood strong against the employer in the face of repeated inadequate offers.

"I am very happy at what we won — this is a very good contract for us workers," said Shop Steward and Bargaining Committee Member Aurora Alvirde.

The new contract includes significant wage increases, shift differentials, additional floating holidays, improved sick leave language, and more.

"I am most proud that we were able to get something for every group we represent, including seasonal and year-round workers," said Bargaining Committee Member and Shop Steward Alex Macias, who has been at San Benito Foods for 36 years.

"The bargaining committee was focused and incredibly engaged," said Local 856 Representative Veronica Diaz, who led negotiations. "This was the largest committee we've ever had, with both seasonal and year-round classifications at the table. They stood together and fought for each other, ensuring that every single member got the same raise each year of the contract."

Local 856 represents 10,000 members working in all aspects of food processing across Northern California. Additionally, Local 856 Principal Officer Peter Finn serves as the Teamsters National Food Processing Division Director, which encompasses 75,000 North American workers who prepare, process, and move just about every kind of food found at the grocery store.

"The fortitude of our worksite leaders, bargaining committees, and rank and file membership are what make negotiating and enforcing strong contracts possible," said Finn. "It is because of our members' willingness to outlast the other side and fight smart that we can deliver agreements that are representative of the hard work they do every day to ensure there is food on our tables."



Local 856 members at Sunsweet Growers in Yuba City voted overwhelmingly to ratify their new agreement.

## LOCAL 137

### Membership Appreciation Day recognizes hardworking Local 137 Teamsters

**B**rothers and sisters from B-Line, UPS, Sysco Foods and Butte County came together June 1st and enjoyed good food, bounce houses, games, 360 Photo Booth, Teamster swag and of course great prizes "We appreciate our membership and what they do for our communities," said Misty Tanner, Local 137 President and Business Agent.

Sarah Canada said, "We had such a great time with our family and friends at the Teamsters BBQ and appreciate our Local and its



Dess Service Shop Stewards are all smiles at Local 137's Member Appreciation Day.

"It's an honor and a privilege to participate in events that remind our brothers and sisters that what you do is something to be celebrated," said Russell Butler, Local 137 Secretary-Treasurer and Business Agent.

"Membership appreciation day is not just an opportunity to show our members how much we respect what they do, but it's our Local's opportunity to give back to those that make us the best labor organization in the country."



## LOCAL 87

### Teamsters are breaking barriers in the Construction and Refinery industries



Local 87 Construction Division members are adding to their ranks at the Bakersfield Renewable Fuels Project.

Back in September of 2021, Local 87 Construction Division Member Robert Zambrano was dispatched to the Bakersfield Renewable Fuels Project. When he arrived on the jobsite, there was only one Teamster on site. As the job went on, he started to add more brothers to cover Teamsters Local 87's work scope. Local 87 covers the material warehouse, three material yards and field support services. The warehouse services includes the following: shipping and receiving, stocking shelves, generating order tickets, filling requested orders, offloading and loading trucks, and keeping a live inventory of materials for the warehouse and yards to rebuild the refinery.

"We haven't had a Teamster Foreman in the past 30 years," said Zambrano. "In this job alone, we have moved up in the ranks from Teamster to Teamster Foreman to Teamster General Foreman, to reaching Teamster Superintendent."

The field services Teamsters provide are as follows: a crew that coordinates equipment moves, such as cranes and tank cleaning equipment; two fuel trucks that fuel all equipment used in the refinery; two trucks that provide ice/water services to all the crews at the jobsite; two water trucks and a third water truck added in the summer months for dust control and other services. There is also a tractor and two flatbed trailers to transport pipe, vessels and other large materials, and

two yard forklifts and one indoor forklift, two vans to transport workers to jobsites and a stakebed truck for a parts runner. The job has grown as big as 30 Teamsters at one time. The Local has also accomplished running its own work under Teamster Supervision for its area. Local 87 members move all types of trailers: fresh air trailers, welding machine trailers, air compressors, and generators. The project is now 21-Teamsters strong at this point. All the Teamsters are cross-trained to cover all the jobs and tasks. The list of Local 87 Teamsters on site: Robert Zambrano, Superintendent; Leonel Pelayo, General Foreman; Sergio Gonzales, Field Foreman; Eduardo Rivera, job steward field support; Preston Thomas, materials and field; Simon Diaz, materials and field support; Jose Ruiz, parts runner, materials, and field support; Ivan Salinas, night shift field support; Daniel Puentes, night shift materials and field support; Jesus Rico, material yards; Fernando Herrera, material yards; Jorge Heredia material yards; Steve Fuentez, field support fuel truck; Jose Soto, field support fuel truck; Daniel Guzman, field support ice/water truck; Armando Terrazas, field support ice/water truck; Reynaldo Rojas, field support stake bed truck; Guillermo Moreno, field support 4k water truck; Arturo Lopez, field support, 2k water truck; Alejandro Cervantes, field support van transportation; and Alvaro Medina, field support van transportation.

## LOCAL 431

### Contracts ratified; organizing continues

The last several months have been very busy at Teamsters Local 431. We have successfully negotiated and ratified contracts for Sun Maid Growers and Hertz Reps that were overwhelmingly approved by the membership. These contracts included good wage and pension increases as well as language improve-

ments. We are currently in negotiations with six other companies. As always, we have organizing campaigns going on and we hope to be having elections on two of them soon. We will be suspending our General Membership meetings for July, August and September and will resume them in October. Everybody, have a great summer!

## LOCAL 665

### Contract knocks it out of the park for Oracle Park Teamsters 665 members



Local 665 Oracle Park members have negotiated a landmark new agreement with significant gains.

We are thrilled to announce a landmark achievement for our members at Teamsters Local Union 665. After tireless negotiations, we have secured an unprecedented contract for stadium event parking — setting new standards nationwide.

This groundbreaking contract includes:

- Highest wages and working conditions in the country.
- Three-year duration for stability and security.
- Eliminated tiered hourly wages. All classifications (Valets, Cashiers, and Traffic Directors) brought up to the highest wage followed by additional 5.5% annual wage increases.

- Addition of four holidays: Memorial Day, Juneteenth, Fourth of July, and Labor Day.
- Hourly employer contributions to the Teamsters 401k

"This accomplishment reflects our unwavering dedication to securing fair compensation and respect for our hardworking members. It's a testament to the strength and solidarity of Teamsters Local Union 665," said Tony Delorio, Principal Officer Teamsters Local 665.

"We're filled with anticipation for the future of the parking industry and deeply grateful to our union for their exceptional work in negotiating this agreement," said Aleicia Davis, 24-year member of Teamsters Local 665.

### Public health officials join Local 665

Workers at the Marin/Sonoma Mosquito and Vector Control District have voted unanimously to join Teamsters Local 665. The 33 new members protect the health and welfare of residents in Marin and Sonoma Counties from mosquitoes and vector-borne diseases.

"Congratulations to the newest members of the Teamsters Local 665 family," said Mike Yates, President of Local 665. "Residents across Marin and Sonoma Counties benefit from the important work done by these public health officials to keep our communities safe. We are looking

forward to helping them bargain their first Teamsters contract and address workers' key priorities."

These workers specifically handle mosquito control, delivery of mosquitofish, ground nesting yellowjacket control, and rodent prevention and control advice.

"We are delighted to announce our affiliation with Teamsters Local 665," said Nizza Sequeira, a public information officer. "We eagerly anticipate collaborating with them and entrusting them with our representation. Together, we look forward to championing the interests of our dedicated team."



## LOCAL 150

# Raley's Grocery Warehouse Teamsters ratify new agreement; Rejoin Western Conference Pension Trust after 35-year hiatus

Nearly 300 Local 150 grocery warehouse workers in Sacramento have overwhelmingly ratified a new collective bargaining agreement that marks their return to the Western Conference of Teamsters Pension Trust (WCTPT) after a 35-year absence. The ratification vote saw nearly 90% of the voters in favor of the new 5-year deal, which follows four months of negotiations.

"This agreement is a major victory for our members, who have been seeking to rejoin the Western Conference of Teamsters Pension Trust for more than three decades," said Dale Wentz, Secretary-Treasurer of Local 150. "I'd especially like to thank Local 150 Business Agent Conor Tobin, who was integral to the success achieved during four months of intense negotiations."

"This contract is a testament to the solidarity of these hardworking people who have worked tirelessly to secure this deal," said Tobin. "It marks a new chapter in Raley's workers' ongoing efforts to enhance their working conditions, as well as Local 150's commitment to raising standards in this industry."

The agreement is a major victory

for the workers, who have been out of the union pension fund since 1989. Rejoining the pension trust has been a long-standing issue for the union members, who since advocated for their reinstatement over the past three and a half decades.

"The WCTPT is strongest union pension plan in the country and Local 150 bargaining into the Teamster pension is a huge win for Raley's members," said Peter Finn, Teamsters Joint Council 7 President.

The new CBA includes several key improvements that benefit the workers, including wage increases that elevate them above the industry average in the region, improved union-sponsored healthcare and the return to the pension fund. The negotiations, which began four months ago, were rewarding for the members financially and shows management's commitment to their employees and their families.

"Too many people in this country are working well into their 70s because of greedy corporations who refuse to provide retirement security to the people who make them rich," said Tom Erickson, Teamsters Warehouse Division Director and Central Region



Raley's Grocery Warehouse Teamsters rejoin the Western Conference of Teamsters Pension Trust after 35-year hiatus.

Vice President. "This union is on the frontlines of reversing that trend for working families, and our members in Sacramento are proof positive of that."

"This process was rewarding — as an experience and financially," said

John Weaver, a 34-year driver who served on the Raley's Grocery Teamsters Bargaining Committee. "Stable, prosperous careers in logistics aren't widespread enough. Fortunately, the Teamsters are chipping away at that problem every single day."

## LOCAL 533

# Waste Management members win significant pay increases, improved benefits

Members of Teamsters Local 533 have overwhelmingly ratified a new five-year collective bargaining agreement with Waste Management. The contract covers over 250 workers who service the communities of Lyon, Storey, and Washoe counties.

"I want to congratulate our members and the negotiating committee for their unity and perseverance, which ultimately secured such a strong contract," said Debbie Calkins, Secretary-Treasurer of Local 533. "Our members stuck together and won life-changing wage and pension increases, along with top-notch Teamsters health care benefits."

"This contract is a testament to the strength of rank-and-file Teamsters and the importance of collective action," said Gary Watson, President of Local 533. "It clearly demonstrates

the difference between union and non-union workers and will undoubtedly serve as a stepping stone for organizing other waste workers in our region."

The new agreement provides an immediate \$4 wage increase upfront and an additional \$1.25 per year over the length of the contract. In addition to a substantial pay increase, the contract increases pension contributions by \$1.25, secures a fair bidding process that is based on seniority, and provides first-class Teamsters health care.

"We made clear to the company that we were serious and prepared to fight for what we deserve," said Delbert Lopez, a 46-year Teamster, and Waste Management mechanic. "This was my first time sitting on a negotiating committee, and I was impressed by the entire process. Our unity won significantly higher wages and improved benefits for all."



Local 533 Waste Management members overwhelmingly ratified a new contract with major wage increases, improved benefits, and more in May.





## LOCAL 853

# Local 853 shows solidarity with Costco employees nationwide

In May, in Virginia, Costco employees did something no Costco location has done in 20 years. They voted to join the Teamsters.

Nationally, many workers at Costco believe that the corporate culture has been changing for the worse. This change has made it more difficult to get good jobs with good benefits at Costco. So, the only option workers have to improve their situation is to begin to organize at Costcos around the nation.

Enter Teamsters Local 853. Our local represents a large segment of Costco employees in California and we wanted to show our support for the success Teamsters General President Sean O'Brien and Teamsters Local 822 had

in their organizing drive. This event has become the spark that will light the fire at Costco locations nationwide. It is a rallying cry for all those workers who need representation.

Vice President Ray Torres, Recording Secretary Mike Henneberry, and Business Agent Cesar Martinez from Local 853 were present to show support and meet with others, including President O'Brien, to discuss organizing Costco locations around the country in more granular terms.

Stay tuned to this space as we bring more updates on the progress of this very significant initiative.



Teamsters General President Sean O'Brien (center) and Local 853 leaders rally with Costco Teamsters in Virginia.

# Strong partnership at Gillig secures industry-leading contract

The success of the Labor movement depends on many variables. Two of the most important are the solidarity of our members and our leaders' ability to work with politicians and government organizations to create partnerships and laws that support workers in our communities. If done well, the results are our members' good contracts.

### Member-Company Partnership and Showcase

This year, Gillig has been a focal point of many high-level political visits because Teamsters Local 853 members and the company have forged a strong worker-company bond that showcases what can be done when the company and their employees work well together.

In April, Local 853 and Gillig hosted a meeting with California Workforce Development Board Executive Direc-



The California Workforce Development Board met with Local 853 leaders, members and Gillig executives in April.

tor Kaina Pereira, Secretary Stewart Knox, and Asst. Deputy Secretary of Climate Derek Kirk.

### What Got Done

At this meeting, Teamsters Local 853 Secretary-Treasurer Steve Beck, President Steven Lua, and Gillig Shop

Stewards had meaningful discussions with these politicians along with executives from Gillig. The meeting focused on the continuing need for partnerships at all levels of government to have the support of labor and the companies they represent. These partnerships help secure industry-leading contracts at Teamsters Local 853, which includes important retirement benefits for hundreds of members and their families.

### Obligation to Our Members

"The battle between greedy corporations and working families is never-ending," said Steve Beck, Secretary-Treasurer of Teamsters Local 853. "As the ones chosen by our membership to lead our Local, we owe them our vigilance and hard work to continue to come out on top, and these meetings and negotiations are one of the ways we fulfill that obligation to our members."

# Five Local 853 business agents sworn in as Alameda Labor Council Delegates



Five Local 853 Business Agents were recently sworn in as delegates to the Alameda Labor Council.

Teamster Local 853 would like to recognize five business agents, Gloria Segura, James Long, David Crawford, Ralph Campos, and Jonathan Pinney, for being sworn in as Alameda Labor Council delegates.

These business agents will be responsible for advocating for the betterment of our members in the general Ala-

ameda Labor community. They take the concerns of our members and support political agendas in Alameda County.

Most of the time, we highlight our members, but let's all take a moment to thank these business agents who put in the time, nights, and weekends for their members day-in and day-out. Bravo!



## LOCAL 315

### Historic victory: Bay Cities and Bayview members ratify groundbreaking contract

Local 315 is thrilled to announce a historic victory for our dedicated members at Bay Cities Refuse and Bayview Refuse Recycling! Serving the Southern Marin area and Kensington, these members have ratified a groundbreaking contract that marks a significant milestone in our union's history.

This monumental achievement would not have been possible without the tireless dedication and hard work of our bargaining committee. Their commitment and perseverance have been instrumental in securing great wages, excellent health and welfare benefits, and a robust retirement plan for all.

We extend our deepest gratitude to the committee for their unwavering efforts and strategic negotiation skills that have led us to this momentous success.

Business Agent David Rodriguez, says "Our members employed in the

Solid Waste Industry are engaged in one of the top five most dangerous lines of work in the country. The risks they face daily underscore the importance of achieving a contract that not only rewards their hard work with fair compensation but also ensures their health, safety, and future security."

To all our members, thank you for your trust and solidarity throughout this process. Your courage and unity have been the driving force behind this victory. By standing together, you have paved the way for a brighter, safer, and more secure future for everyone in our union.

This contract is more than just an agreement—it is a testament to what we can achieve when we stand united and fight for our rights. It is a shining example of our collective strength and the power of solidarity.

Together, we are stronger. Together, we are #UnionStrong.



Local 315 Teamsters at Bay Cities and Bayview Refuse Recycling recently ratified a groundbreaking contract.

## LOCAL 70

### Teamsters hold presidential straw poll vote

Locals 70, 853, and 856 held a joint meeting on May 11, 2024, with each local conducting its own vote. The process was great, and our members expressed themselves. All political viewpoints were expressed and, more importantly, respected. All viewpoints were discussed from the floor, not the podium. The two longest dues-paying members in Local 70, totaling about 120 years, Chuck Mack and I, spoke from the floor. The point was made that we have to respect everyone's political viewpoint but consider who will best represent our members, nothing else.

The overwhelming vote was for Joe Biden.

- Right to work legislation: Biden would veto it. Trump sidestepped the issue.
- Pension protection: Biden signed legislation protecting pensions, while Trump took no action.
- Honoring picket lines: Biden is the only President to have participated in a picket line.
- National Labor Relations Board (NLRB): Biden has made appointments that are fair to labor, while Trump appointed anti-union members.



Locals 70, 853, and 856 held a joint meeting on May 11, 2024, to conduct the Teamsters presidential straw poll vote.

The list goes on. For the above-mentioned reasons, Chuck Mack and I endorsed Joe Biden, along with a large majority of those in attendance.

Local 70 will be taking our BBQ to all our terminals to encourage our members to register to vote and join DRIVE, the Teamsters' political arm.

We cannot use dues money for political donations; it has to be done on a voluntary basis. There are major issues facing us:

1. Driverless trucks
2. Automation
3. The business models of UBER, LYFT, and now Amazon involve indi-

viduals driving their personal vehicles. These companies do not pay any payroll taxes, Social Security, Medicare, workers' compensation, state disability, health and welfare, or pension contributions. This situation poses a long-term risk as it results in reduced payments, utilization, and potential financial instability. It is crucial for everyone to contribute their fair share, particularly when these business models pose a threat to traditional job structures.

Long-term, this will jeopardize our tax structure, Medicare, Social Security, workers' compensation, state disability, health and welfare, pensions, etc. The simple fact is that with fewer people paying and more collecting, they will all go broke. This business model is not only a threat to our jobs but also to our country. None of us like paying taxes, but they are necessary. Everyone needs to pay their fair share.

4. Ensuring the integrity of the Solid Waste franchise agreements is essential to safeguarding our members and their contracts.

We are looking forward to meeting with our members to discuss all issues in order to better protect them, their jobs, and their benefits.

-Marty Frates  
Local 70 Secretary-Treasurer