



# Joint Council 7 TEAMSTER

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

Volume 69, Number 4

October/November/December 2024

## California and Nevada Teamsters endorse Harris-Walz

**T**eamsters Joint Councils 7 and Joint Council 42, together representing 300,000 Teamster members from 39 Local Unions across California, Nevada, Hawaii, and Guam, are proud to endorse Vice President Kamala Harris and Governor Tim Walz to be our next President and Vice President.

Winning fair wages, bargaining quality affordable healthcare, securing strong pensions, protecting good jobs, and growing the middle class through organizing is at the heart of what we do as Teamsters. Vice President Harris and Governor Walz have demonstrated a commitment to standing with working people through action, such as supporting the Protect the Right to Organize (PRO) Act, and in the state of Minnesota, Governor Walz signed a bill that would ban forced captive audience meetings. Under a Harris-Walz administration we are confident that we will continue to have pro-worker appointees to the National Labor Relations Board and the Supreme Court, which directly impacts our ability to organize and win contract fights that benefit all workers.

“Teamster members work and live in cities as well as in rural communities, come from diverse backgrounds, and have different views, but Joint Council 7 and 42 Teamsters refuse to be divided by extremist political forces or greedy corporations that want to see us fail,” said Teamsters Joint Council 7 President Peter Finn.

“As Teamsters we will stand together to have a strong voice on the job, provide for our families, and



*Vice President Kamala Harris meets with the Teamsters General Executive Board, including Joint Council 7 President Peter Finn, on September 16, 2024 in Washington, D.C.*

serve the communities where we work,” said Finn.

“The 300,000 Teamsters who work across California, Nevada, Hawaii, and Guam are fundamental to the American economy, not only producing and transporting goods, but also providing essential ser-

vices throughout the private and public sectors,” said Joint Council 42 President Chris Griswold. “They deserve a committed administration that will relentlessly advocate for their rights, ensure their safety, and prioritize the needs of working people.”

## Teamster Amazon organizing ramps up

**A**mazon delivery drivers represented by Teamsters Local 396 in Palmdale, Calif., have won a groundbreaking decision that sets the stage for Amazon delivery drivers across the country to organize with the Teamsters. In August, after more than a year-long investigation, National Labor Relations Board Region 31 (NLRB) found that Amazon is a joint employer of its Delivery Service Partner (DSP) drivers, and therefore has a legal duty to recognize and bargain with the Teamsters Union.

The decision comes as Amazon DSP drivers nationwide organize in droves in a fight for better pay, safe working conditions, and a voice on the job, including Amazon Teamsters from Palmdale and Skokie, who are currently on strike and extending their picket lines to facilities across the country, including Richmond, Calif. and American Canyon, Calif. where Joint Council 7 Teamsters joined in support.

On the East Coast, hundreds of Amazon drivers across three DSPs in New York City are demanding

—continued on page 3



*Joint Council 7 Teamsters support Skokie, Ill. Amazon workers on their picket line in American Canyon, Calif. in August.*

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## When we vote, we win!



Election season is upon us once again and your Locals have been hard at work these past couple months interviewing and vetting candidates to determine which ones will be supportive of Teamster issues. We've interviewed candidates running for positions as high as the US Senate down their local water board district and everything in between.

We talked to candidates about why they want the Teamsters to support them, what their views are on supporting Unions during contract negotiations, and their stances on autonomous vehicles, project labor agreements, open door policies, and the right to a fair contract with good wages and benefits. We didn't turn any one away who wanted to chat with us about the issues or learn more about what's important to labor because we're committed to educating people in office about why supporting labor is important.

Local Unions discussed amongst each other who we thought was most aligned with our labor values before we endorsed in each race. When you look at the endorsements our Joint Council has made, you can trust that these candidates all have a track record of supporting workers or have given us confidence they'll do so. Our endorsements weren't about the party but the values each candidate help on the issues most important to us.

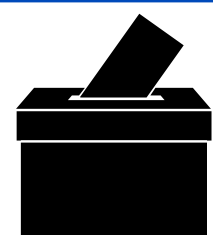
As Teamsters, the most valuable tool we have is

at the ballot box. We have an opportunity to elect people who will support Teamster members, to pass ballot measures that will help fund our jobs, and to reject ballot measures that would harm our communities. Local races and measures are arguably the most important to us as they can be determined by very few votes, which is why it's so important that you vote not only for the top ticket races, but also your local races.

This November, we have an opportunity to elect a President who will make appointments to the National Labor Relations Board and the US Supreme Court. These two bodies have major impacts on our rights to organize, the existence of Right to Work laws, and the extent to which corporations are held accountable to their actions. These are issues that will impact workers for years and likely decades to come. I challenge all of us not to think about what party we belong to, but to think about who will be there for the working person in all the races we are voting in—from President down to school board. We need to build a full bench of labor candidates, and that starts with us being involved and educated when we vote.

**In California, ballots will be mailed out by October 7 and in Nevada by October 16 for mail-in voters. Early in-person voting begins October 19 in Nevada, and wherever you are, remember to turn in your ballot and vote by November 5!**

*“As Teamsters, the most valuable tool we have is at the ballot box.”*



**Check out the full list of Joint Council 7 state and local endorsements on page 4**



### 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

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& at [www.TeamstersJC7.org](http://www.TeamstersJC7.org)

### Teamsters Joint Council No. 7 Executive Board

- Peter Finn, President
- Jeff Berdion, Vice President
- John Bouchard, Secretary-Treasurer
- Don E. Garcia, Recording Secretary
- Tony Delorio, Trustee
- Dale Wentz, Trustee
- Felix Martinez, Trustee



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## Make your voice heard on Election Day in our fight against Big Tech

As Teamsters we aren't afraid of a fight, and as the election approaches, now is the time to make our voices heard in our fight against Big Tech. Greedy corporations want to replace working people with robots and Big Tech is pouring billions of dollars into a plan to outsource good middle-class jobs to machines run by artificial intelligence (AI). Their goal is simple, but disturbing. Big Tech wants to build AI machines to eliminate jobs so big business can outsource our jobs to robots—all with the self-serving goal of lowering labor costs to increase their already-excessive corporate profits.

When we hear the word “outsourcing,” we think of jobs being sent overseas, or domestic outsourcing—where work is shifted to other parts of the country or to independent contractors that undercut wages and benefits. But the reality is that the most dangerous

outsourcing is happening every day under the guise of “technological innovation” when working people get replaced by AI machines and robots.

Those who say technological advancement is inevitable have it all wrong. The truth is, technology develops based on choices by those in power, and it follows that those powerful people who make the decisions benefit the most from the technological change. That's why we can't afford to leave the decision of AI technology to the CEOs of the big corporations who want to use it for their own benefit. Without a doubt, they will choose profit over people.

Now is the time to fight back. Working people need to take back our power and choose for ourselves how AI technology is being deployed in our communities. We need to make our voices heard

and demand elected officials enact legislation that ensures responsible guardrails are placed on AI technology so that as middle-class working people we can see the benefits of this emerging technology while also limiting its potentially disastrous consequences.

Technology that enhances and supplements our work can be a positive. Technology such as autonomous vehicles or warehouse robots that completely eliminate jobs is a direct attack on all of us. We need to elect lawmakers who put our interests first, not the profits of Big Tech and greedy corporations.

As Teamsters we vote, and on Election Day this November, let's send a strong message to all politicians that they need to stand with us in our fight to protect the good paying jobs that Teamsters members depend on.

## Thousands of Teamsters take over Oakland Coliseum for Day at the Ballpark

Nearly 5000 Joint Council 7 Teamsters and their families and friends packed the Oakland Coliseum for Teamster Day at the Ballpark tailgate on August 17.

This year's event was bittersweet—it will be the last one at the Coliseum as the A's move out of Oakland.

Thank you to each and every Teamster who has made this such an incredible and special event over the years. And a BIG SHOUT OUT to our Joint Council 7 Local Unions for all the time they have put in to ensure that this is a successful event that gives our hard-working members a chance for well-deserved rest, relaxation, and a chance to connect outside of work.



## AMAZON: NLRB Ruling sets stage for Teamster organizing

—continued from page 1

Amazon recognize their union and negotiate a Teamsters contract. The workers announced that a majority of drivers at each of the DSPs have signed authorization cards to organize with the Teamsters Union and delivered the demand to Amazon in mid-September.

The Queens-based drivers are the first to publicly announce their organizing at a new facility and demand recognition following the historic NLRB decision. As momentum builds, all eyes are turning to the nearly 280,000 Amazon DSP drivers across the country.

In response to growing pressure by Amazon workers organizing with the

Teamsters, the company announced raises for Amazon drivers in September.

“The NLRB made clear that Amazon has a legal obligation to bargain with its drivers and meet them at the negotiating table to improve wages, working conditions, safety standards, and everything in between,” said Teamsters General President Sean M. O'Brien. “Amazon knows its time is up—these workers from Queens, along with Amazon Teamsters in Skokie, Ill. and Palmdale, Calif., are going to get the Teamsters contracts they deserve.”

“Any Amazon driver knows the truth: we wear Amazon uniforms, we

*“Amazon knows its time is up—these workers from Queens, along with Amazon Teamsters in Skokie, Ill. and Palmdale, Calif. are going to get the Teamsters contract they deserve.”*

drive Amazon's trucks, we live by Amazon's workplace standards—we are Amazon employees,” said Latrice Shadae Johnson, an Amazon driver from DBK4 in Queens. “Amazon has no choice but to meet us at the negotiating table to hear our demands. We are proud to be Teamsters and join forces with other delivery workers across the industry.”

“We're proud to join the growing movement of Amazon Teamsters

who are ready to fight alongside our union brothers and sisters for what we deserve,” said David Colon, an Amazon driver from DBK4 in Queens. “For too long, we have been demanding better pay and working conditions from Amazon while they have tried to dodge responsibility for us. Those days are over, and we're ready to fight like hell with the Teamsters to get what we deserve. What's right is right and what's wrong is wrong.”



# JOINT COUNCIL 7 ENDORSEMENTS NOVEMBER 2024— GENERAL ELECTION

California and Nevada have big elections coming up—with mail ballots arriving as you receive this newspaper. Ballots are due back by November 5. Joint Council 7 is proud of the numerous endorsements that we have made over the years. These are made with great deliberation after thorough interviews—by our local unions and by Central Labor Councils.

### US PRESIDENT

Kamala Harris

### US VICE PRESIDENT

Tim Walz

### US SENATE

Adam Schiff

### US HOUSE OF REPRESENTATIVES

Congressional District 2.....Jared Huffman  
Congressional District 4.....Mike Thompson  
Congressional District 7.....Doris Matsui  
Congressional District 8.....John Garamendi  
Congressional District 9..... Josh Harder  
Congressional District 10.....Mark DeSaulnier  
Congressional District 11.....Nancy Pelosi  
Congressional District 12.....LaTeefah Simon  
Congressional District 13..... Adam Gray  
Congressional District 14..... Eric Swalwell  
Congressional District 15.....Kevin Mullin  
Congressional District 16..... Evan Low  
Congressional District 17.....Ro Khanna  
Congressional District 18.....Zoe Lofgren  
Congressional District 19.....Jimmy Panetta  
Congressional District 22..... Rudy Salas

### CALIFORNIA STATE SENATE

1 Megan Dahle  
3 Christopher Cabaldon  
5 Jerry McNerny  
7 Jovanka Beckles (Local 856 member)  
9 Tim Grayson  
11 Scott Wiener  
13 Josh Becker  
15 Dave Cortese  
17 John Laird

### CALIFORNIA STATE ASSEMBLY

2 Chris Rogers  
4 Cecilia Aguiar-Curry  
6 Maggy Krell  
7 Porsche Middleton  
10 Stephanie Nguyen  
11 Lori Wilson  
12 Damon Connolly  
13 Rhodesia Ransom  
14 Buffy Wicks  
15 Anamarie Avila Faris  
17 Matt Haney  
18 Mia Bonta  
19 Catherine Stefani  
20 Liz Ortega-Toro  
21 Diane Papan  
24 Alex Lee  
25 Ash Kalra  
26 Tara Sreekrishnan  
27 Esmeralda Soria  
28 Gail Pellerin  
29 Robert Rivas  
30 Dawn Addis  
31 Joaquin Arambula

### BALLOT PROPOSITIONS

YES..... Props 2, 4, 5, 6, 32  
No Recommendation..... Props 3, 33, 34, 35, 36

### Alameda County

Board of Supervisors District 3..... Nikki Fortunato Bas  
New Haven USD, Trustee, Area 2.....Michelle Parnala (Local 856 Member)  
Peralta Community College Board Area 2.....Paulina Gonzalez-Brito  
City of Alameda  
City Council.....Gregg Boller (Local 856 Member)  
City Council.....Michele Pryor  
Berkeley  
Mayor (Ranked Choice).....Sophie Hahn (1)  
..... Kate Harrison (2)

### Dublin

Mayor.....Jean Josie

### Fremont

Mayor.....Raj Swalwan  
City Council District 6..... Teresa Cox

### Hayward

City Council.....Angela Andrews  
City Council.....Ray Bonilla  
City Council.....Dan Goldstein  
City Council.....Francisco Zermeno

### Newark

City Council 4 Year.....Juli Del Cantancio  
City Council 2 Year.....Lucia Gutierrez

### Oakland

City Council District 1..... Zach Unger  
City Council District 3..... Carrol Fife  
City Council District 5 (Ranked Choice)..... Noel Gallo (1)  
..... Erin Anderson (2)  
City Council At-Large (Ranked Choice).....Rowena Brown (1)  
.....Charlene Wang (2)  
..... Christina Tostado (3)  
City Attorney.....Ryan Richardson

### Pleasanton

Mayor.....Karla Brown  
City Council.....Matt Gaidos (Local 856 Member)

### San Leandro

City Council District 1.....Sbeydeh Viveros-Walton  
City Council District 2.....Bryan Azevedo  
City Council District 4.....Fred Simon  
City Council District 6.....Dylan Boldt

### Union City

Mayor.....Gary Singh  
City Council.....Lance Nishihira

### Butte County

Measure H: County Services.....YES

### Contra Costa County

Board of Supervisors District 5.....Shanelle Scales-Preston  
Antioch  
City Council District 2.....Dominique King  
City Council District 3.....Don Frietas

### Concord

City Council District 2.....Carlyn Obringer  
City Council District 4.....Edi Birsan



### Mount Diablo Unified School District

Area 3.....Keisha Nzew  
Area 5.....May Patel  
El Cerrito City Council.....Rebecca Saltzman  
Hercules

City Council.....Tiffany Grimsley  
City Council.....Alex Walker-Griffin

### Pinole

City Council.....Maureen Toms  
Pittsburg

City Council.....Juan Banales  
Pleasant Hill

City Council District 5.....Oliver Greenwood  
Richmond

City Council District 1.....Melvin Willis  
City Council District 5.....Sue Wilson  
City Council District 6.....Claudia Jimenez

Measure L: Rent Control.....YES  
West Contra Costa USD

Area 1 Trustee.....Jamela Smith-Folds  
Area 2 Trustee.....Otherree Christian

### Kern County

Supervisor District 5.....Leticia Perez  
Bakersfield

City Council Ward 2.....Andrae Gonzales  
City Council Ward 5.....Kevin Oliver  
City Council Ward 6.....Imelda Ceja-Butkiewicz (Local 87 Member)

### Napa County

#### American Canyon

Mayor.....David Oro  
City Council.....Melissa Lamattini

#### City of Napa

Mayor.....Scott Sedgley

### Sacramento County

#### City of Sacramento

Mayor.....Kevin McCarthy  
City Council District 2.....Roger Dickinson  
San Juan School Board Area 2.....Pam Costa  
Alum Rock USD.....Corina Herrera-Loera

### San Francisco City/County

Board of Supervisors District 1.....Connie Chan  
Board of Supervisors District 3..... Dual: Sharon Lai  
.....and Moe Jamil

Board of Supervisors District 5.....Dean Preston

Board of Supervisors District 7.....Myrna Melgar  
Board of Supervisors District 9.....Roberto Hernandez  
Board of Supervisors District 11..... Ernest (EJ) Jones  
SF City College Board of Education..... Luis Zamora  
SF City College Board of Education..... Alan Wong  
Measure L: Fund the Bus.....YES

### San Joaquin County

Board of Supervisors, District 1.....Lilliana Udang  
Board of Supervisors, District 3.....Sonny Dhaliwal  
Manteca

City Council District 2.....Gabriel Galletta (Local 315 member)

### Stockton

Mayor.....Christina Fugazi  
City Council District 2.....Waqar Rizvi  
City Council District 4.....Mario Enriquez  
City Council District 6.....Kimberly Warmles

### Tracy

City Council.....Dotty Nygard  
Delta Community College  
Trustee, Area 5.....Armando Valerio

### San Mateo County

Board of Supervisors District 4.....Lisa Gauthier  
Belmont

Mayor.....Julia Mates  
City Council District 2.....Cathy Jordan  
City Council District 4.....Tom McCune

### Brisbane

City Council.....Cliff Lentz  
Burlingame

City Council District 2.....Desiree Thayer  
City Council District 4.....Donna Colson

### Daly City

City Council.....Juslyn Manalo  
City Council.....Teresa Proaño  
City Council.....Glenn Sylvester

### Foster City

City Council.....Richa Awasthi  
City Council.....Phoebe Shin Venket  
City Council.....Patrick Sullivan

### Menlo Park

City Council District 3.....Jeff Schmidt  
Millbrae

City Council.....Reuben Holober

### Pacifica

City Council District 1.....Mayra Espinosa  
City Council District 4.....Greg Wright

### San Bruno

Mayor.....Rico Medina  
Measure Q.....YES

### City of San Mateo

City Council District 2.....Nicole Fernandez  
City Council District 4.....Danielle Cwirko

San Mateo Community College Dist. ... Lisa Petrides  
South San Francisco

City Council District 2.....Mark Nagales  
City Council District 4.....James Coleman

### Santa Clara County

Board of Supervisors District 2.....Betty Duong  
Board of Supervisors District 5.....Margaret Abe- Koga  
San Jose

City Council District 2.....Pamela Campos  
City Council District 6.....Olivia Navarro  
City Council District 8.....Domingo Candelas

### Shasta County

Measure B: Fire Protection.....YES

### Solano County

Board of Supervisors District 5..... Mitch Mashburn  
City of Vacaville

City Council District 3.....Michael Silva  
City Council District 5.....Jason Roberts

### City of Vallejo

Mayor.....Pippin Dew  
City Council District 1.....Alex Matias  
Dixon Unified School District.....Jimmy Thiessen (Local 315 business agent)

### Sonoma County

Measure J.....NO  
Healdsburg

Measure O.....YES  
Santa Rosa

City Council District 3.....Dianna MacDonald

### Tulare County

#### Visalia

City Council.....Brett Taylor  
City Council.....Liz Wynn

## Teamsters have power — on the job and at the ballot box. But it only matters if we use it!

### Election Details & Deadlines - California

All California active registered voters will receive a vote-by-mail ballot for the November 5 General Election. These ballots will have prepaid postage as long as they are returned on or before Election Day.

- Last day to register to vote: October 21, 2024 (you can register in person at a polling place through November 5)
- Election Day: Tuesday, November 5, 2024
- In-person voting locations offer voter registration, replacement ballots, accessible voting machines, and language assistance for those in need.
- To register to vote (or re-register if you moved) go to: [covr.sos.ca.gov](https://covr.sos.ca.gov)

These recommendations will be updated on our website through election day. Please double check before you vote.

Use the QR code here or go directly to:

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



See Nevada endorsements on the next page.





# November 2024 — Nevada Endorsements

## US SENATE

Jacky Rosen

## US HOUSE OF REPRESENTATIVES

4 Stephen Horsford

## NEVADA STATE SENATE

15 Angie Taylor

## NEVADA STATE ASSEMBLY

24 Erica Roth  
25 Selena La Rue Hatch  
27 Heather Goulding  
30 Natha Anderson

## NEVADA STATE OFFICES

Supreme Court, Seat C..... Judge Elissa Cadish  
Supreme Court, Seat F..... Judge Patricia Lee  
Supreme Court, Seat G..... Judge Lidia Stiglich

## NEVADA STATE BALLOT MEASURES

Question 1..... No Position  
Question 2..... Yes  
Question 3..... No  
Question 4..... Yes  
Question 5..... Yes  
Question 6..... Yes  
Voter ID..... No

## LYON COUNTY

Fernley City Council Ward 5..... Joe Mendoza

## ORMSBY COUNTY

Carson City Mayor..... Jason Hastings

## STOREY COUNTY

Storey County Commission Dist. 1..... Clay Mitchell

## WASHOE COUNTY

County Commission Dist. 1..... Alexis Hill  
County Commission Dist. 4..... No Endorsement  
Reno City Council Ward 1..... Frank Perez  
Reno City Council Ward 3..... Miguel Martinez  
Reno City Council Ward 5..... Devon Reese  
Reno City Council Ward 6..... Brandi Anderson  
Sparks City Council Ward 3..... Brad Fitch  
Sparks City Council Ward 5..... Joe Rodriguez  
Sparks City Attorney..... Wes Duncan  
WCSD School Board Dist. A..... Christine Hull  
WCSD School Board Dist. D..... Beth Smith  
WCSD School Board Dist. E..... Alex Woodley  
WCSD School Board Dist. G..... Perry Rosenstein  
First Judicial Court..... Mark Krueger  
Reno Justice Court Dept. 1..... Jennifer Richards  
Spark Justice Court Dept. 2..... Robert DeLong

## Election Details & Deadlines - Nevada

- Election Day: Tuesday, November 5, 2024
- Early Voting begins on Saturday, October 19 and runs through Friday, November 1
- To register to vote (or re-register if you moved) go to: [registertovote.nv.gov](http://registertovote.nv.gov)



## LOCAL 665

### Transdev members ratify new agreement with safety language, raises, and more

County Transit recently ratified a new collective bargaining agreement that will bring improvements in a variety of contractual categories.

Under the new contract, wages will be improved by 20%. Weather-related illness and injury remain a top priority for Teamsters. New contractual language will mitigate the workplace dangers of extreme heat and cold by nullifying disciplinary action when drivers refuse an assigned vehicle found without functioning air conditioning and heating equipment.

“It’s management’s responsibility to maintain fleet safety. That includes air

conditioning when it’s unbearably hot, and heaters when dangerously cold,” said Local 665 Business Representative Tom Woods. “Members should not have to fear discipline because of changes in the weather.”

The new agreement includes a migration into a Teamsters Healthcare Trust that includes a better medical benefit and an Annuity plan, as well as the implementation of the Western Conference of Teamsters Pension Trust. The Transdev bargaining unit includes a workforce of professional drivers managing a fleet of 50-plus public transit buses that serve the greater metropolitan areas of Sonoma County, California.



Local 665 members at Transdev have a new agreement that includes important safety language.

### Solidarity pays off for MV members with new 5-year contract

Teamsters employed at MV Transportation in San Mateo County have ratified a new 5-year collective bargaining agreement with increases and improvements in nearly every aspect of the contract.

Top of the list are significant annual wage increases that will see paychecks increase by 13% percent each year. The offer rewards veteran drivers and addresses attrition issues in the transportation industry.

“We looked to bring wages that recognize the high cost of living in the Bay Area. We believe that goal has been achieved,” said Local 665 business representative Tom Woods, who led the negotiations.

The package also includes significant health coverage improvements that switch from a company plan to the Teamsters Managed Health Care Trust Fund (TMT).

The negotiating team also fought for a first-ever employer contribution to the Teamsters SIP 40(k) Plan, which will weigh in at \$1.25 an hour under the

newly ratified agreement.

“The members realize that retirement security is important, and it was a top priority to accomplish that new contribution,” said Principal Officer Tony Delorio. “This employer contribution will enhance these members’ retirement accounts significantly over the next five years.”

Vacation benefits were also improved with maximum accruals topping out at 4 weeks.

Safety and maintenance concerns were addressed with the adoption of new contractual language that will ensure members are not obligated to drive unsafe vehicles.

All in all, the 50 drivers came together and stuck together making sure that all their concerns were heard and addressed.



MV Transportation Local 665 members celebrate their new contract.

“It has been said before, but solidarity works,” said business representative Mark Malouf. “These members at MV Burlingame are a testament to that fact”.

## LOCAL 150

### Historic Milestone: Our Local Union’s first-ever Women’s Committee is formed

We are thrilled to announce an historic achievement for Local 150: the inaugural meeting of our Women’s Committee, held at our union hall on August 25, 2024. This groundbreaking event marks a significant step towards greater inclusivity and representation within our organization.

“The Mission of the Teamsters Local 150 Women’s Committee is to empower, educate, inspire, provide mutual support and build a sense of belonging by promoting active participation of our Women Members within our Local Union. The Teamsters Local 150 Women’s Committee is focused on lead-

ing our Sisters and Brothers through charitable works, political involvement and various pursuits that promote and strengthen our Local Union and the Labor Movement,” said Committee Chair Monica Alcalá.

“The formation of the Women’s Committee is just the beginning,” said Secretary-Treasurer Dale Wentz. “We are committed to supporting the committee’s efforts and integrating its recommendations into our broader Union strategies. The committee will meet regularly to monitor progress and ensure that our initiatives are responsive to the needs of all members,” he said.

We encourage all members to participate actively in the committee’s activities and to share their ideas and feedback. Together, we can build a stronger, more equitable union that reflects the diverse experiences and contributions of all its members.

If you’re interested in getting involved with our Teamsters Local 150 Women’s Committee or want to learn more about its initiatives, please reach out to us at [LU150WC@TEAMSTERS150.ORG](mailto:LU150WC@TEAMSTERS150.ORG). Your involvement is crucial in shaping a more inclusive and supportive environment for everyone.



Local 150 held its inaugural Women’s Committee meeting in August.



1,100 Tomatek workers voted to become Teamsters in July.

Over 1,100 workers at TomaTek, Inc. in Firebaugh, Calif. have voted overwhelmingly to join the Teamsters Union. TomaTek, a subsidiary of the Neil Jones Food Company, processes and packages tomato-based products for industrial, food-service, and retail companies.

“Teamsters Joint Council 7 is proud to welcome these workers as our new-

est Teamsters brothers and sisters,” said Peter Finn, President of Joint Council 7 and Teamsters Western Region International Vice President.

“Our Joint Council’s unwavering commitment to organizing has delivered this victory, and we are prepared to fight relentlessly for the strong Teamsters contract that TomaTek workers deserve.”

TomaTek workers organized with the Teamsters to gain stronger protections and address years of workplace concerns.

“I’ve worked for TomaTek for over two years, and it is clear we need significant change,” said Jose Lalo Ruiz, a warehouse worker at TomaTek and a new Teamster. “I have co-workers who have been here longer than I’ve been

alive, and their stories make it clear we need strong union representation. That is why so many of us voted to join the Teamsters.”

Now, TomaTek workers join the ranks of tens of thousands of workers in the food processing industry across North America who are protected by strong Teamsters contracts.



## LOCAL 439

### Landfill Workers join Local 439, prepare for first contract negotiations

Workers at Republic Services have voted overwhelmingly to join Teamsters Local 439. The group consists of over 40 machine operators, laborers, and maintenance workers at the company's Stockton, California, landfill facility.

"I've been working at Republic for years, and we organized with the Teamsters because we hit a boiling point over our pay, benefits, and working conditions," said Jose Zepeda, a spotter and new member of Local 439. "I want to thank the Local 439 drivers at Republic and Waste Management who dump at our facility and supported our organizing campaign. I'm proud that my co-workers and I stepped up to the plate and fought for what we deserve."

Workers at the Stockton landfill organized with the Teamsters to achieve the same gains that drivers at Republic, already represented by Local 439, have secured. By voting to become

Teamsters, the group will be able to negotiate for the wages, benefits, and working conditions enjoyed by Teamsters across the solid waste industry.

"These workers deserve the same rights, pay, and benefits enjoyed by drivers already covered under a Teamsters contract," said Sal Lomeli, Secretary-Treasurer of Local 439. "I congratulate these workers for joining our local union and look forward to negotiating a strong contract that rewards them for their service to our community."

During the organizing campaign, Republic Services launched an intense union-busting campaign at the Stockton facility in a failed attempt to discourage workers from organizing.

"Union busters' lies can't hide the fact that Republic Services only cares about their bottom line," said Chuck Stiles, Director of the Teamsters Solid Waste and Recycling Division. "The company's disregard for its workers'



Republic Services landfill workers voted to join Local 439 in August.

welfare and its false promises only strengthens our resolve. More and

more workers at Republic are rising up and organizing with the Teamsters.

### Republic Services drivers ratify landmark contract



Local 439 Republic Services members ratified a new contract with significant wage increases and other major gains.

Local 439 is excited to announce that we have achieved the best Republic Services contract in the history of Local 439.

Secretary-Treasurer Sal Lomeli and President Rick Buzo have worked tirelessly to negotiate a contract that will benefit all of our members.

First and foremost, we have secured maintenance of benefits on healthcare, which is a significant achievement. This means that our members will have access to quality healthcare without having to worry about expensive out-of-pocket costs.

Additionally, our leadership has also negotiated pension contributions with no cap. This is a huge win for us as it ensures that our retirement benefits will not be limited.

And let's not forget about the wage increases—they exceed 40% and will greatly benefit all of our hardworking members.

We are proud of our team and grateful for their dedication in securing this outstanding contract.

Thank you all for your support and we look forward to continuing to serve and protect the rights of our members.

### Shred-It workers unanimously vote to join Local 439



Shred-It workers unanimously voted to form their union with Local 439 in September.

On September 12, 2024, the workers at Shred-It voted in favor of joining Teamsters Local 439 with a unanimous decision of 100%.

"This is a huge victory for us, and we are incredibly proud of the Shred-It employees for taking a stand and choosing to be represented by our union," said Local 439 President Rick Buzo.

"Our union is dedicated to fighting for fair wages, benefits, and working conditions for all our members," said Local 439 Secretary-Treasurer Sal Lomeli. "By joining us, the Shred-It workers will now have access to the same protections and opportunities.

Our goal is to continue fighting for strong wages, safe working conditions, and job security for all our members. We want to ensure that all workers are treated with dignity.



## LOCAL 856

### Brentwood Union School District workers join Local 856



Nearly 500 Brentwood Union School District workers are now a part of Local 856.

Nearly 500 Brentwood Union School District employees have overwhelmingly chosen to join Teamsters Local 856. The employees, who are a part of the Classified Liaison Committee, formalized the affiliation on Tuesday after a card victory driven by the need for more robust representation.

"We have had a lot of changes at the district, which has made negotiations and member representation very challenging," said Lynn Groshong, school librarian. "It became clear we needed to partner with an effective, experienced union to gain the representation we deserve. Teamsters 856 has a powerful reputation for defending and advancing the rights of school district employees, making the decision easy."

Brentwood Union School District workers join the over 20,000-member Local 856, which includes more than 2,500 school district members

and nearly 8,000 public sector workers across Northern California who have fought for and won strong Teamster contracts.

The new Teamsters serve the students and families of their community in a wide variety of professions, including instructional aides, library clerks, occupational therapists, school secretaries, and much more.

"School district employees dedicate their lives to ensuring some of the most vulnerable members of our society – our children – are educated and cared for," said Local 856 Principal Officer and International Teamsters Vice President Peter Finn. "We're honored that we've been entrusted to ensure the rights of Brentwood Union School District classified employees are protected and they win fair wages, secure quality affordable benefits, and get the strong representation they deserve."

## LOCAL 2010

### Over 400 University of California executive assistants join Local 2010

More than 400 workers at the University of California (UC) joined Teamsters Local 2010 in July. These new members are now bargaining for higher pay, reduced benefit costs, overtime pay, job security, and respect in the workplace.

"As a first-time union member, I'm delighted to be part of the Teamsters, one of the strongest labor unions in the world," said Angela Gross, an Executive Assistant 3 at UC San Francisco. "Becoming a Teamster is a powerful step toward ensuring that the rights of Executive Assistant 3 workers across the UC system are fully respected, and I'm proud to be part of this movement."

With nine years of experience as an

executive assistant at UC, Gross said she understands the value of efficient systems and support. "I believe the bargaining team is key to driving improvements that benefit both Teamsters and the UC system. Volunteering for the team allows me to help ensure that our voices are heard so that we secure fair wages, respect, and the rights we deserve."

Workers in the Executive Assistant 3 (EA3) title have been organizing for years to become Teamsters and the Public Employment Relations Board (PERB) issued a unit modification order on July 12, 2024, because the board deemed that the workers share a community of interest with other workers in the CX Bargaining Unit.

They had been improperly classified by the UC as unrepresented employees and for years been denied the wages, benefits and protections of a Union, and our Union petitioned PERB over the improper placement.

The newly organized workers join 19,000 administrative, paraprofessional, and skilled trades workers who provide critical public services at every University of California and California State University campus, medical center and laboratory throughout the state, as well as 1.3 million Teamsters members in the U.S. and Canada, with Public Services being one of the largest Teamsters divisions.

"Winning Union representation is

the beginning of many improvements in compensation and rights on the job for Executive Assistants at the UC. Now these workers will negotiate for the raises, rights, and benefits with the power of 19,000 other Local 2010 Teamsters statewide and 1.3 million Teamsters throughout the United States and Canada standing with them!" said Jason Rabinowitz, Secretary-Treasurer of Teamsters Local 2010. "The power of our Union comes from the power of our members. When we stand together as Teamsters, we win together!"

The group began the bargaining process on Oct. 1 for salary ranges, step placement, on-call and shift differential pay, as well as other bonus eligibility and pay.

## LOCAL 315

### New four-year agreement reached at Napa Sanitation District

Members voted 100% to ratify a four-year agreement at Napa Sanitation District. The new agreement includes a four percent increase the first year and 3.5%

increase the next three years. Members will also receive market adjustments on top of the COLA ranging from 1.65% to 4% Additional increases in comp time, out-of-class pay, Internet

reimbursement, and deferred compensation. The members stood together and rejected the districts' final offer which led to additional increases and ultimately the 100% ratification. This

wouldn't have been possible if it wasn't for shop stewards Josh DeGarmo, Paul Kiser, Derrick Metras, and Christopher Mosier.

**LOCAL 2785**

**Important retirement security wins for DHL members**



Local 2785 Principal Officer Joe Cilia (center) with DHL Teamsters.

Teamsters Local 2785 achieved two significant victories with DHL. First, the Local negotiated a pioneering Retiree Health and Welfare Plan (RSP) for all the San Francisco DHL full-time drivers, effective from August 1, 2022, as part of the current contract running from April 1, 2022, to March 31, 2026. This plan underscores the union's power in securing retirement benefits for its members at a time when members need them most.

The second victory came after DHL

stopped the additional \$1.00 pension contributions from August 1, 2021, to July 31, 2022. Local 2785 Principal Officer Joseph Cilia, also Chairman of the Bay Area Labor Committee to DHL, filed a grievance that after deadlocking at both the JCC/DHL and Joint Western Area Committee hearings, went to arbitration. The company settled on the courthouse steps in favor of the union. "It was proven again how important the grievance procedure is when the company has to be forced to be held accountable," commented Cilia.

**Local commemorates historic Coors boycott**



Teamsters Local 2785 was very proud to take part in an important remembrance of San Francisco Labor history: the 51st anniversary of the Teamsters Coors Boycott. In 1973, Teamsters Local 888, with Allan Baird, formed a powerful alliance with the LGBTQ+ community with the help of Harvey Milk to strike and boycott Coors for their history of unfair labor practices and employment discrimination. The boycott's success brought about significant changes and continues to inspire new generations to this day.

**LOCAL 431**

**Membership meetings resume; New trustee appointed**

Teamsters Local 431 will be resuming our general membership meetings on October 3, 2024 at 7:30pm. We would like to congratulate Joint Council 7 and the IBT for the hard work they did in organizing the TomaTek facility in Firebaugh. Local 431 Business Agent Juzan Mejia and his mother Enedina Aguilera started this campaign three years ago and they are thrilled this mission was accomplished.

Business agent Mike Pratt just completed his first round of negotiations with Flowers Bakery that he organized earlier this year and hopes to have

an agreement soon. We have will be voting a new agreement with Delta Health Systems that includes good wage increases and other enhancements.

We would like to welcome Stephen Cowings our recently appointed Trustee to our Executive Board, Stephen comes to us from UPS and we know he is going to be a valuable asset to the Local.

As the summer comes to an end we look forward to cooler temperatures in the Valley and all of the winter fun that comes this time of year.

**LOCAL 137**

**Butte County workers affiliate with Local; Pharmacy techs expand benefits**

We are pleased to announce that Local 137 is continuing to grow. Business Agents Misty Tanner, Derek Hawley and Melody Giles have successfully partnered with Butte County's Sheriff's Department, Probation Department, Corrections and District Attorneys Department Association (BCPPOA). We welcome the new 300 potential members to our Teamster Family at Local 137. Butte County is now Teamster Strong!!

"For years, the members of the BCPPOA have struggled with exorbitant health care costs and rising inflation," said Cody Fowler, BCPPOA president. "Our members, particularly the younger employees, were really struggling. We made the decision to become a Teamsters affiliate. Our

members will save over \$1,000 per month on healthcare. Our retirees will also save money each month. Beyond that, we are excited to become part of the Teamsters family and have the Local 137 team backing us in our dealings with our administration and the county. This affiliation is a life-changing event for our members and their families!"

On another good note Secretary-Treasurer Russ Butler has successfully negotiated Raley's Pharmacy Tech into the Northern California General Teamsters Security Fund and the Western Conference of Teamsters Pension Plan. This will allow members access to affordable and expanded healthcare options as well as provide union security within their retirement.

**SCHOLARSHIP**

**Congratulations to the recipients of the Joint Council 7 Polland-Morales Scholarship!**

- Sariah Johnson, Local 70
- Melissa Stevenson, Local 315
- Samara Enriquez-Reynoso, Local 350
- Rolando Berton III, Local 386
- Mary Grace Beatty, Local 431
- Javier Mejia, Local 439
- Mia D. Ruiz, Local 517
- Cassandra Tostado, Local 665
- Skylar Janecha, Local 853
- Summer Janecha, Local 853
- Terrance Hunt Jr., Local 856
- Sieanna Novi Ruiz, Local 948
- Ixchel Ramirez Mora, Local 2010

**LOCAL 350**

**Republic Services/Allied Waste members see significant gains in new agreement**

Republic Services/Allied Waste Services of Santa Clara Drivers and Mechanics, represented by Teamsters Local 350, have overwhelmingly ratified a new 5-year Collective Bargaining Agreement (CBA) that delivers significant gains for the 87-member unit.

The contract, ratified by a unanimous vote on August 23, includes the largest wage percentage increase ever seen by this unit over the life of the agreement, making these members the highest-paid within Republic Services nationwide.

In addition to the substantial wage and pension increase, the agreement introduces Juneteenth as a recognized holiday, expanding the total number of holidays to 13 while also maintaining the unit's full maintenance of bene-

fits. This achievement underscores the commitment and determination of the union to secure the best possible terms for its member.

Jose Laguna, a seven-year member of the union and part of the bargaining committee, shared his thoughts on the process: "Having the privilege to be part of the union committee for our new ratified contract was a great experience. The long hours, hard work, and bargaining our union representatives put in to make it happen made me proud to be part of the Teamsters Local 350. Our new contract is something to be thankful for and beyond proud of!"

Shop Steward Edward Platero said, "It was an honor and a privilege to sit in on the contract negotiations as we got to see, not only the value of our union, but the dedication that was



Local 350 Republic Services/Allied Waste members have a new 5-year contract.

put forth by our Local 350 leadership to make sure we continue to thrive for our families and future. God Bless Teamsters Local 350!" Lead negotiator Sergio Arranaga emphasized the success of the negotiations in meeting the members' expectations: "The membership was loud and clear on what they

expected out of their new contract and we as a local met that expectation. We were able to deliver a strong economic package, which includes pension increases, higher hourly wage increases, and an expansion of the fringe benefit, which includes the addition of the Juneteenth holiday."

**Mission Trail Waste Systems Clerical Unit unanimously ratifies contract**

On August 12, 2024, the six-person Mission Trail Waste Systems Clerical unit located in Santa Clara, CA unanimously ratified their successor collective bargaining agreement.

Lead negotiator and Business Representative Sergio Arranaga said, "When it comes to negotiations, having a unit that is willing to defend its importance

in the workplace makes the direction very clear on where you need to be. With a motivated unit standing in solidarity, we were able to secure their worker protections and negotiate an outstanding economic and fringe benefit package that the unit accepted with an outstanding "yes" to ratify."

In addition to receiving the largest economic package the unit has ever

seen, the Local Union secured Juneteenth as an additional holiday totaling thirteen, maintained full maintenance of benefits, and secured significant increases to their defined pension plan.

"I'm very proud of our unit and what we were able to accomplish in negotiations!" said the bargaining unit's shop steward and bargaining committee member.

President Robert Sandoval said, "This is a testament to Local 350's commitment to focus on the entire Solid Waste & Recycling Industry and the respective classifications within them. All classifications at any hauler deserve to be treated with dignity and respect, receiving the proper compensation they rightfully deserve. Congratulations to these members!"

**OBITUARIES**

**Jim Manning, 1939 – 2023**

Local 70 is sad to advise that Jim Manning, who served as a dispatcher and business agent for Teamsters Local 70, passed away this past year.

Manning first joined Local 70 in the 1960's and was a member for over 30 years. He was a rank and filer for the first 10 years before being elected dispatcher in 1978. He served in that position until the end of 1986. He was

then elected and served as a business agent until he retired in 1989.

Jim is survived by his spouse Marilyn Manning, who too was a member, working at UPS for 12 years. R.I.P. Jim.

**Crescencio Diaz, 1954 – 2024**

Crescencio Alvarez Diaz passed away on August 11, 2024, surrounded by his family after a brief hospitalization.

Crescencio was born in 1954 in La Manzanilla de La Paz, Jalisco, Mexico. The oldest of five children, he began migrating to the United States when he was 14-years-old with his father to help provide for his family.

A natural leader, he first became active in the United Farm Workers union when he got a job picking fruit in Hollister, and then with the Teamsters after he started working in a cannery.

He was hired as a Business Agent with Teamsters Local 890 in the 80s and developed a lifelong passion for improving the lives of agricultural workers.

A voracious reader, he studied for the GED while representing farmworkers in Yuma, Arizona.

He first passed the test in Spanish, then returned two weeks later to pass the test in English. He continued to sharpen his skills and became

a formidable contract negotiator.

He was elected principal officer of Teamsters Local 890 and served in this position from 2010-2023.

Crescencio was an equally dedicated husband and father and an unconditional friend who thrived on making his loved ones laugh. He is survived by his wife, Gloria; their three daughters, Veronica, Alex and Cristina; and three grandsons, Carter, Kash Crescencio, and Sol.



**IN MEMORIAM**

- LOCAL 70**  
 Alfredo Aguilar  
 Jose Cota-Sanchez  
 Daniel Harjo-Echeverria  
 Ralph Holiday  
 Luis Magallon  
 Donald Martin  
 Robert Martinez  
 Mihail Rosu  
 Roy Young

- LOCAL 350**  
 Clerino Garcia

- LOCAL 856**  
 Jose Casillas  
 Augustin Cervantes  
 Edward Donnelly  
 Robert LaVigne  
 Eric Maldonado Rojas  
 Saul Santos

- LOCAL 948**  
 Dexter Patton



## LOCAL 853

### Not so fast, Tony's Fine Foods, we will take our jobs back with full back pay and benefits

**A**urelio Mendoza and Ivan Gonzalez are Tony's Fine Foods stewards who were instrumental in moving the organizing drive forward for their group. So when this group voted UNION YES, what did the company do? They tried to terminate the employment of Aurelio and Ivan on some trumped-up charges. How surprising.

Under the law, this is called retaliation, and it is illegal in the United States.

So despite the company's best efforts to intimidate these members, we are happy to announce that, yes, the law is on our side. And with the help of Teamsters Local 853 under the guidance of Vice President Ray Torres, Aurelio and Ivan are both back to work

with full back pay and back benefits.

And as a general rule, if you are an employer and illegally terminate key union members who also sit on the contract negotiating committee, you have just made extremely motivated enemies of the company. And they are going to bring that energy to the negotiating table and the company will pay the price for such an abuse of power.



Local 853 members at Tony's Fine Foods won their jobs back.

### After long battle, Watsonville Community Hospital Teamsters have a new contract

**T**eamsters at Watsonville Community Hospital have voted unanimously to accept the new contract offer.

This has been a long-running affair. Three years ago, the hospital was in financial trouble under previous leadership, preventing substantive increases for its employees at that time. However, things have changed as the Hospital is now under new leadership and ownership.

"We spent six months working to improve wages and benefits for our members and came out successful in our efforts," said Teamster 853 President Steven Lua, "This road has been long and winding. Congratulations to these members. They have really earned this victory!"

Watsonville Community Hospital is the go-to facility for many residents in the Parajo Valley community. A community made up of parts of Santa Cruz County to the north and Monte-

rey County to the south. This hospital has been a mainstay in the community. In 2022, the "for-profit" hospital filed for bankruptcy and faced a shutdown, which would have been a devastating loss to the community. So Local Unions, including Teamsters Local 853, several area politicians, and community advocates, successfully lobbied to create a specific Parajo Valley Health District to carve out funding to publically save and run the hospital. And in 2022, the bill was signed into law by Governor Gavin Newsom, and the hospital was saved.

The very same Parajo Valley community is home to many Teamster 853 food processing and warehousing workers. These Teamster 853 women and men process and pack the fruits and vegetables in Watsonville for brand names like Green Giant and Driscolls. That food is then shipped all across the country.

Today we not only celebrate this



Watsonville Community Hospital Teamsters unanimously ratified their new contract.

great new contract for the Watsonville Community Hospital Teamsters, but also the success of the lobbying to keep the hospital running and supporting a community that so many other Teamster 853 members live and work in.

If you are a Monterey or Santa Cruz County resident who voted to approve the funding measure in the last election, we want to express our heartfelt gratitude for your role in strengthening this community of Teamsters.



## 'Prohibited' status CDL drivers at risk of losing licenses

**O**ne hundred and sixty-three thousand commercial drivers who tested positive for alcohol or drugs are at risk of losing their commercial drivers licenses (CDL) in November.

The Department of Transportation (DOT) Federal Motor Carrier Services Administration issued a warning to commercial drivers who tested positive for drug or alcohol use but have not completed the federal return-to-work process.

These drivers currently have a "prohibited" status in an online data base known as the Clearinghouse that employers must check before hiring any commercial driver for safety sensi-

tive work. Employers must also query the database once per year for existing commercial drivers. There is real-time access to a driver's drug and alcohol violation records, including positive drug and alcohol tests and test refusals. FMCSA, employers, State Driver Licensing Agencies, and law enforcement officials all have complete access to information in the Clearinghouse.

Starting in November, all State licensing agencies such as the California DMV must downgrade the licenses of anyone in the Clearinghouse by removing commercial driving privileges as well as making them ineligible for a learning permit until they complete the federal return-to-work process.

Since the Clearinghouse opened in January 2020, there have been 224,000 positive drug and alcohol tests recorded, most of them for positive marijuana.

Last September, 163,000 drivers remained in prohibited status including 135,000 who did not start the return-to-work process. That process demands that the driver be evaluated by a qualified Substance Abuse Professional (SAP), complete education/treatment as prescribed by the SAP and be re-evaluated upon completion of treatment. Once those three steps are completed the driver is eligible to return to commercial driving after passing a return-to-duty alcohol and/

or drug test as directed.

Once a driver returns to work, to remain in a 'not prohibited' status, their employer must complete the follow-up testing determined by the SAP. The minimum is six unannounced follow-up tests in the first 12 months of returning to safety-sensitive work and can last a long as 5 years.

TAP (800.253.8346) and TARP (800) 522-8227 are very familiar with the DOT/FMCSA rules and are available to answer question.

*If you or a friend or loved one is seeking assistance for a substance abuse problem, please call TARP at 1-800-522-8277, or TAP at 1-800-253-8326.*