

Southern California Teamster

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INFORMING 150,000 TEAMSTER FAMILIES IN CALIFORNIA, SOUTHERN NEVADA, GUAM, SAIPAN AND HAWAII

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May 22, 2024

Teamsters' CARS Package Progressing in California

By Hector Delgado
JC 42 Director of Politics

A lot has happened since our last newspaper in our efforts to save good Union driving jobs and protect the citizens from dangerous self-driving vehicles and trucks.

The Teamsters Union is shepherding a CARS package—three bills—which are moving along in the California legislature. One is in the state senate, and two in the assembly. They are AB 2286 (Aguiar-Curry), SB

915 (Cortese) and AB 3061 (Haney). Here's a thumbnail look at each:

2286 puts a human in a truck 10,000 lbs. or more who can intervene when the rig goes haywire. Last year this bill was introduced as AB 316 and is recast this time around as 2286 after the governor scuttled the original bill, despite a high rate of citizen and legislator support.

915 in the state senate gives cities and other local entities control over autonomous vehicles (AVs) in a variety

of areas so there is local accountability. It's all about safety, deployment, numbers, regulations, ADA accessibility and more, that the DMV can't quite dig deep into for each city and county. Locals know best. Recently, Teamsters supported legislation in the city of Los Angeles to protect the public in this regard. Subsequently, a 915 support resolution was adopted April 20 by the Rules Committee of the Los Angeles City Council.

3061 addresses the

shadows AV companies operate in—requiring opening up data on collisions, traffic violations, injuries, incidents and the like to the Dept. of Motor Vehicles.

What can we as Teamsters do to get good legislation passed despite Google and General Motors spending millions of dollars to promote their unsafe, untested robo-mobiles? Shane Gusman, our California chief Teamster lobbyist says the best way for activist Teamsters to have an impact is to contact their

respective assemblyperson and state senator and request support and continued support. Also, Gusman says, reaching out to local politicians to get their city to pressure for passage of SB 915 is a great way to push the bill along to success.

Already, all three bills have made it through their first committee hurdle in Sacramento. Stay tuned to our Joint Council media for updates and tips on how you can help. You can always drop me a line at: hector@teamstersjc42.org

Chilling Protests Through Fines

WASHINGTON (PAI):

Don't try leading a mass protest for civil rights, worker rights or anything else in the Deep South states of Texas, Louisiana and Mississippi. You could wind up arrested and broke, even if you didn't do a violent thing or urge violence. And that prospect chills mass protests before they occur.

That's the practical impact of an unusual U.S. Supreme Court ruling on April 15. In those three states, it holds mass protest leaders responsible if somebody in the following crowd—it

doesn't matter who—throws a rock or breaks into a store causing personal or property damage.

The court's reasoning in *Doe v Mckesson*: Demonstration and protest leaders are held responsible for the acts of their followers, even if the leader specifically told everyone to be peaceful and non-violent. But if an anonymous follower sets violence off, the leader gets punished, the Supreme Court said.

The practical effect is to chill the rights of people to peaceably protest in those three Deep South states, all covered by the New Orleans-based Fifth U.S. Circuit Court of Appeals—a court and its states stuffed with Donald Trump-named judges, reflecting white national-

ist loathing of African-Americans.

And in this case, those circuit judges wanted to punish the leader of Black Lives Matter protests in Louisiana, DeRay Mckesson. And doing so by backing the unnamed cop "John Doe" also continues the long-running Deep Southern hatred for people of color who stand up for their rights.

Penalizing protest leaders for the acts of their followers violates the leaders' First Amendment free speech rights, said the only justice to comment, Sonia Sotomayor. Without comment, the entire court sent the seven-year-old dispute back down to Louisiana for trial on the facts and damages.

Pension Notes

The vaunted Western Conference of Teamsters pension fund reported some interesting facts at its trustees' meeting recently.

At the end of the third quarter 2023, there were 239,385 receiving pensions, 2,361 more than at the beginning of 2023. The average monthly pension check for normal retirement was \$1,216.

Northwest Administrators reported that there are 252 payees over the age of 100, and 8,489

between the ages of 90 and 99.

Prudential reports that over 26 percent of retirees have provided their email address to the trust and around two-thirds of those have elected to receive pension documents electronically.

The trust's long-running pre-1985 retiree "13th check" program sent out the supplements in February to 1,240 recipients.

UNITED WE STAND

NEVADA TEAMSTER ENDORSEMENTS FOR JUNE 11 PRIMARY

EARLY VOTING: MAY 25 THROUGH JUNE 7

U.S. Senate

Jacky Rosen

U.S. House of Representatives:

District 1: Dina Titus

District 3: Susie Lee

District 4: Steven Horsford

State Assembly:

Assembly District 1: Daniele Monroe-Moreno

Assembly District 3: Selena Torres

Assembly District 4: Ryan Hampton

Assembly District 5: Brittney Miller

Assembly District 6: Derek Rimson

Assembly District 7:

Tanya Flanagan

Assembly District 8:

Duy Nguyen

Assembly District 9:

Steve Yeager

Assembly District 10:

Venise Karris

Assembly District 11:

Cynthia Moore

Assembly District 12:

Max Carter II

Assembly District 14:

Erica Mosca

Assembly District 15:

Howard Watts

Assembly District 16:

Cecelia Gonzalez

Assembly District 17:

Linda Hunt

Assembly District 18:

Venicia Considine

Assembly District 20:

David Orentlicher

Assembly District 21:

Elaine Marzola

Assembly District 24:

Erica Roth

Assembly District 25:

Selena La Rue Hatch

Assembly District 27:

Alex Velto

Assembly District 28:

Reuben D'Silva

Assembly District 29:

Joe Dalia

Assembly District 30:

Natha Anderson

Assembly District 34:

Hanadi Nadeem

Assembly District 35:

Sharifa Wahab

Assembly District 37:

Shea Backus

Assembly District 41:

Sandra Jauregui

Assembly District 42:

Tracy Brown-May

State Senate:

Senate District 1:

Claire Thomas &

Michelle Crawford

Senate District 3:

Geoconda Hughes

Senate District 4:

Dina Neal

Senate District 5:

Jennifer Atlas

continued next page

NEVADA TEAMSTER ENDORSEMENTS FOR JUNE 11 PRIMARY

EARLY VOTING: MAY 25 THROUGH JUNE 7 continued from previous page

Senate District 6

Nicole Cannizzaro

Senate District 7:

Roberta Lange

Senate District 11:

Dallas Harris

Senate District 15:

No Primary Endorsement

Senate District 18:

John Steinbeck

Statewide Ballot Measures

Question 1: No position until further notice

Question 2: Yes

Question 3: No – Position adopted at the 2022 COPE Conference

Question 4: Yes

Question 5: Yes

Statewide Judicial Races

Supreme Court, Seat C
Judge Elissa Cadish

Supreme Court, Seat F
Judge Patricia Lee

Supreme Court Seat G
Judge Lidia Stiglich

Nevada State Board of Education

District 1: Tricia Braxton

NSHE Board of Regents

University Dist. 1

Carlos Fernandez

University Dist. 4

Richard Carillo

Eighth Judicial District Court

District Court Judge Dept. 7
Danielle Pieper

District Court Judge Dept. 29

Jacob Reynolds

District Court Family Dept. C

Gregory Gordon

District Court Family Dept. N

Kerri Maxey

District Court Family Dept. O

Regina McConnell

Clark County

Commission A

Michael Naft

Commission C

Shannon Bilbray-Axelrod

Commission D

William McCurdy

Trustee CCSD District A

Mercedes Lissette McKinley

Trustee CCSD District B

Eileen Eady

Trustee CCSD District C

Tameka Henry

Trustee CCSD District E

Kamilah Bywaters

Boulder City

City Council

Daniel Patterson

Justice of the Peace

Christopher Tilman

City of Henderson

City Council Ward 1

Jim Seebeck

City Council Ward 2

Monica Larson

Justice of the Peace Dept. 1

Marla Renteria

Sandy Allred DiGiacomo

Justice of the Peace Dept. 3

Barbara Schifalacqua

City of Las Vegas

Mayor

Shelley Berkley

City Council Ward 1

Brian Knudson

City Council Ward 5

Cameron "CH" Miller

Mun. Court Judge

Las Vegas Dept. 5

Raeshann Canady & Rebecca Wolfson

Justice of the Peace

Las Vegas Dept. 2

Joseph Sciscento

Justice of the Peace

Las Vegas Dept. 5

Madilyn Leavitt Cole

City of North Las Vegas

City Council Ward 2

Lamont Riley

Justice of the Peace Dept. 2

Jonathan Cooper

When Visiting Las Vegas, Patronize Teamster-Represented Hotels

Aria
Bellagio
Caesars Palace
Cancun Resort
Circus Circus
Excalibur
Flamingo
Four Queens Hotel and Casino
Golden Gate Hotel & Casino
Golden Nugget Hotel and Casino
Harrah's
Hilton Grand Vacations, at the Elara Hotel
Horseshoe
Linq
Luxor Hotel and Casino

Mandalay Bay
MGM Grand
Park-MGM
New York New York
Paris
Planet Hollywood
Plaza
Rio Properties
Stratosphere
The Cosmopolitan
The Cromwell
The Mirage
The Palms
Vdara
Virgin Hotels
Venetian
Westgate
Wynn Las Vegas

LIVE BETTER, WORK UNION

Local 848 Offers Highly Sought Teamster Gear

Teamsters Local 848 has launched a convenient Teamster gear and outerwear store operating out of its Long Beach office, open to all Teamsters and the public.

In-person shopping and online purchasing are both available. Local 848 is located at 3888 Cherry Ave., 90807. Online go to: Teamster-

shop.com.

In-person hours are 10 a.m. to 5 p.m. Monday through Thursday, and 10 a.m. to 3 p.m. Friday. Closed Saturday and Sunday.

Not only is there a large variety of Local 848 branded merch, but generic Teamster gear is widely available.

Stay up-to-the minute by visiting Joint Council 42's website, Instagram & FB sites.

630 VICTORY AT JACMAR

8 Years for this Employer to Learn

Victory! The workers at Jacmar Food Service won their first Teamsters contract after eight years of fighting a very anti-Union employer.

That's what happened at the regional food service company whose 42 drivers stood strong in solidarity until they got a great contract late last year.

The new Teamsters Local 630 members began their organizing journey with an overwhelming vote for the Union in May, 2016.

Jacmar then embarked on a strange, twisting denial of honoring its workers' wishes. "After we won the NLRB election, the company refused to bargain and systematically refused to recognize the Union," Local 630 Secretary-trea-

sure Lou Villalvazo said. "Engaging in unfair labor practices, Jacmar lost at every turn at the NLRB, even filing at the United States Court of Appeals, D.C. circuit."



Jacmar Teamsters Celebration

Appearing to finally fall in line, Jacmar negotiated a contract and provided a last-best-and-final offer which the Jacmar Teamsters voted for in December, 2021. And then, inexplicably—but not surprisingly

based on its past performance—Jacmar refused to sign its own accepted offer. So, 630 resumed charges and an NLRB trial was on for last December.

"Finally, finally—the company absorbed the fact that their shenanigans were done." Villalvazo said. "Jacmar finally came to terms and also had to pony up nearly \$133,000 in back wages, retroactive Teamster pension payments over \$60,000 and reimbursement of dues to the Local Union."

The new contract contains seniority provisions, a grievance and arbitration process, vacation, sick pay, jury pay and entry into the vaunted Western Conference of Teamsters pension plan.

LAX OFFICIAL AIRPORT PARKING

Book discounted airport parking with this Teamsters special offer. LAX Official Parking has options for every traveler and budget. Use promo code TEAMSTER911 for 10% off all parking, excluding the Van Nuys FlyAway, when you redeem the code online. Never any taxes or fees, always free changes and cancellations, and a guaranteed space when you book online.



Scan the QR code to book parking now.

Support the Amazon Strikers' Quest for Economic Justice

See the special QR code on JC 42 social media sites

Quick Looks at Items of Interest

The Eye

New York City has 2 million **rats**, it's estimated.....more than 20 million Americans believed to have **food allergies**.....estimated average proportion of **good health** for Americans declined to 83.6% in 2021, down from 85.8% in 1990.....more than **15%** of those 65 and older have no computer or internet access.....more than 9 of 10 taxpayers file **online**.....an estimated **3 million shipwrecks** scattered across the ocean floor.....Nat'l Retail Federation says about **13.7% of returns** in 2023 were fraudulent.....American Medical Assn. says 83 million of us live in areas **without** sufficient access to a primary care **doctor**.....**54 million couples** filed joint tax returns in 2021.....should be about 4 billion on airline flights globally this year—and a **medical emergency** should occur on 1 out of 604 flights, estimated.....since the pandemic, **cash** is third-most used payment method, behind debit and credit cards.....about 28% of U.S. homes are owned by people between ages of **60 and 78**.....so-called “pre-need” sales are about one-third of **funeral homes’** business revenue.....the most commonly owned TV currently is a **55-incher**.....our **interstate highway system** began in 1958.....U.S. used to have 180,000 workers in 30 major **shipyards**, until China hijacked the industry in the 1980s.....the **federal** minimum wage of a paltry **\$7.25** an hour hasn't risen in 15 years.....more than 90% of U.S. plastic surgery patients are female, but less than **18%** of those surgeons are **female**.....

Youth Helpers Gears Up for Another Summer Run

The heavily Teamster-supported Youth Helpers “UnPlugged” summer camp is flourishing once again. As summer approaches, systems and preparations are revving up for this year's influx of youngsters.

Over two months in the summer, hundreds of primarily Teamster kids make the bus trek into the San Bernardino Mountains for a week-long summer camp experience. Arriving “unplugged” these youngsters build self-confidence, gain communication skills, find an appreciation for nature, learn about Teamster history, and experience a host of activities geared to foster cooperation with peers all while having some great fun. Summer camp offers them an opportunity to meet other Teamster kids and develop meaningful relationships, connecting Locals at a foundational level.

Several Teamster Local Unions within Teamsters Joint Council 42 graciously sponsor Teamster kids to attend the Teamsters “Un-Plugged” Youth Summer Camp. For many kids, this is their only opportunity to experience camp, and the amazing memories made stay with them for a lifetime, all because of the Team-

sters.

Youth Helpers was launched in 2011 by Charles “Lucky” Lepins and spouse Becky Lepins. Charles is a long-time Local 848 Sysco Foods driver and 848 trustee. Since the inaugural year, Youth Helpers has flourished and expanded into additional programs. Leadership for Youth through Training and Education (LYTE) emerged in 2021 to promote teenagers' acclimation to healthy self-esteem, preparation for career pathways, perseverance, community service, and more. LYTE offers teens the opportunity to discover and refine leadership skills that will serve them at home, school, and their communities.

And in 2024, the launching of a Bridge Program for high school graduates, and near graduates, has emerged, operating out of Teamsters Local 1932 in San Bernardino. Youth Bridge focuses on keeping emerging adults on education or employment tracks to “Bridge” the gap between school and career by teaching job readiness through workshops, counseling and education on Union careers, soft skills training and more. In essence, a wide variety of training and attention to job readiness through workshops, counseling

on careers, soft skills training and more. Youth Bridge offers young adults mentorship and help navigating the transition into a career.

The Youth Helpers' goal is to meet the needs of children at each stage of life starting at seven years old to young adults. Through each of these programs youngsters are learning who and what Teamsters stand for, learning about career opportunities as members of Labor Unions and gaining appreciation for the Labor Movement as a whole.

Teamsters Joint Council 42 President Chris Griswold has extolled the virtues of the Youth Helpers programs and stated it is a most favored endeavor of JC 42 and many Local Unions.

The traditional week-long camps are held at Laurel Pines camp in Angelus Oaks, a Youth Helpers-maintained expansive property. LYTE Leadership and Youth Bridge programs are available to any child at no cost. Teamster parents interested in pursuing any of these programs for their children can start now by contacting **Becky Lepins at becky.youthhelpers@gmail.com, or 909.957.6724**. Additional information can be found online by visiting Youth Helpers at **www.YouthHelpers.org**.

Southern California Teamster

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COMMENTARY:

WHERE YOUR TAX DOLLARS ARE GOING

Every year, around tax time, the Institute for Policy Studies analyzes the average taxpayer's federal payments for the prior year, and breaks them down as shares of spending for specific priorities.

As might be expected from the progressive think tank, the study by Lindsay Koshgarian and Alliyah Lusuegro shows the huge bite out of your dollars the Pentagon grabs—notably how much goes to the military-industrial-complex President Eisenhower, a Republican former general, warned about.

For those who believe more federal funds should go to butter, not guns, to reverse the old phrase, this is not fun reading. Those who believe “the common defense” comes before “promote the general welfare,” just as it does in the Constitution's preamble, will reach the opposite conclusion.

Both those goals, by the way, lag behind “establish justice” and “insure domestic tranquility.”

Anyway, here are the figures the IPS analysts produced of an average taxpayer's dollars covering calendar 2023. Note that when you read about spending fights on Capitol Hill, you'll rarely hear Social Security and Medicare mentioned, unless some retrograde representative from the right wing wants to cut them, as does Republican presidential nominee Donald Trump.

Those two are “entitlements,” even though they aren't, since we've contributed our payroll taxes for years to pay for them. They also take up a large share of the U.S. budget. Social Security is automatic, rather than up to congressional choices, so it's not on the IPS list. Medicaid is on the list because it's subject to congressional whims. Medicare isn't.

Medicare and Medicaid though, receive \$4,308 per

person combined. Most of that is for Medicare, and you pay payroll taxes on earned income—“earned” is the key word there—for Medicare. Same with Social Security. Those taxes are on your W-2. Unearned income, like interest, dividends and Trump's real estate losses (on paper) aren't.

Bear that in mind, and here's what the two analysts reported, with additional commentary from Washington Window. Remember these numbers cover “discretionary” spending of your tax dollars on everything from F-35 fighter planes to food stamps:

“The average taxpayer was forced to subsidize military contractors at the expense of human needs.”

In 2023, the average taxpayer subsidized the corporate class, including:

“\$1,748 toward Pentagon contractors. That's more than the average monthly rent in the U.S., \$1,372. And \$249 of that sum went to Lockheed Martin, the largest Pentagon contractor. That's more than a week's food expenses for the average American household (\$195).” Contractor #3 was Boeing, at \$87. “That's the firm whose non-union subcontractors are responsible for the 737 Max's safety failures. That Boeing sum's equivalent to filling your car's gas tank twice,” says IPS.

The Pentagon and NASA also shoveled \$12 of your taxes to SpaceX, Elon Musk's company. No, multimillionaire Musk didn't pay for his rockets out of his own pocket. He paid out of ours.

“That's more than the cost of three gallons of milk,” IPS said. (It also means taxpayers subsidize Musk's court case trying to intimidate the National Labor Relations Board)

“Those contractors pay their CEOs multimillion-dollar

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Billionaires Trying to Gut NLRB

NEW YORK (PAI): The corporate class that tried, and failed, to strangle the National Labor Relations Board in its cradle almost 80 years ago is still at it, but hiding that aim via a different goal, to intimidate the board via lawsuits and pressure from enforcing workers' rights, says board General Counsel Jennifer Abruzzo, the agency's top cop.

But corporate legal efforts against "the administrative state," led by firms owned by two of the world's richest people—Amazon mogul Jeffrey Bezos and Tesla tyrant Elon Musk—will fail, she predicts.

Musk sued the NLRB after it cited his SpaceX firm for illegally firing eight workers who spoke up in unison over workplace issues, she said. "Bezos jumped on the bandwagon," as did Trader Joe's. All want to emasculate the NLRB's structure. Indeed, their lawyers contend the board is unconstitutional.

They're suing to avoid answering to the board for their labor law-breaking in general "and for repeatedly violating workers' right to organize and collectively bargain," says Abruzzo. The corporate goal "is to divert attention away from the fact that they are law-breakers and need to be held accountable" by federal agencies, she elaborated.

In that statement, Abruzzo unconsciously echoed Adam Smith, the founder, more than three centuries ago, of modern economics. Even Smith said government is necessary to check unbridled corporate excess.

"It seems there are a lot of low-road deep-pocket employers who are... searching for injunctions from the courts, to slow us down or to prevent us from engaging in enforcement against them.

"They'd rather spend their money to litigate than on improving their workers' lives and their workplace operations"—a particular worker complaint against Amazon, Musk's Tesla and against Starbucks. Judges will see that corporate priority, Abruzzo believes.

Abruzzo discussed the NLRB and gave its staffers high praise for shouldering on and enforcing workers' rights, as the National Labor Relations Act of 1935 demands. Its goal, the NLRA's preamble says, is to put workers on a level economic footing with bosses, by declaring their right to organize and bargain collectively for their common good is in the economic interest of the U.S.

"The NLRB was created as an attempt to equalize bargaining power at the workplace," Abruzzo

explained in opening the discussion of the board and its role, sponsored by the Manhattan-based non-profit Roosevelt Institute, a think-tank allied with the FDR National Memorial in Hyde Park, N.Y.

"What is super-important is that the NLRA is the only—only—federal labor law in the country that protects the rights of workers to organize and bargain collectively," Abruzzo elaborated. The NLRA, and the board, "are the only show in town" when bosses trample on workers' labor rights. Other regulators, such as the Environmental Protection Agency, for example, give citizens choices, most often letting them sue in court as individuals or as a class.

Still, enforcing labor law is difficult, Abruzzo admitted in the April forum.

"There is no private right of action" under the NLRA, Abruzzo noted. And labor law's fines are—or were—too small to stop rampant lawbreakers. Since she took over, Abruzzo found a way to increase NLRB's clout: Enlarge the hurt on bosses' pocketbooks when they break labor law against workers.

Under Abruzzo, a law-breaking boss must shell out for all expenses a worker incurs when the boss violates her rights and especially if he illegally fires her or forces her to quit: Back pay, credit card charges, alternative job-hunting costs, late or unpaid rent, car and mortgage bills, and so on.

Meanwhile, Congress is tied up in hyper-partisan gridlock knots and the federal courts are often stacked with Donald Trump-named right-wing ideologues clothed in judges' black robes, said Abruzzo, a former Communications Workers top counsel before taking the NLRB job.

That means citizens must often turn to regulatory agencies—including the NLRB, the Environmental Protection Agency, the Consumer Financial Protection Bureau and the Federal Trade Commission—to protect their rights, to strive for economic and political equity and to preserve their freedoms, especially against corporate goliaths, Abruzzo and panelists responding to her said.

In short, she said, "the administrative state" of professional non-partisan workers toiling in such agencies is important, not just in a judicial sense but in a moral sense of doing right for citizens.

That poses a big threat to the corporate class, especially from an activist NLRB that believes in the agency's goal. The honchos make it a top target,

she said.

Thus the lawsuit challenging the NLRB's structure and powers. Musk, Bezos and their corporate allies sued in the right-wing dominated Fifth U.S. Circuit Court of Appeals in New Orleans. The Trump-stacked court covers deep-red Texas, Louisiana and Mississippi.

Thus also the corporate class's pressure, in the courts and through congressional lackeys, mostly Republicans, to get the NLRB to back off, to go slow or not make any decisions at all. It won't do that.

"There is no way, despite our very limited resources" i.e. lack of money and short-staffing "and pressure imposed on our board agents that we're going to succumb to these challenges" including "defending the agency structure" against Bezos, Musk and other corporate chieftains, says Abruzzo.

Meanwhile, of course, the NLRB's caseload is rising. After years of declining Union density and election petitions, for example, the number rose 35% in the first six months of this fiscal year, compared to the same time the year before.

Abruzzo and the other panelists—Boston College law professor Hiba Haziz, Cornell law professor K. Sabeel Rahman, UC Berkeley assistant law school professor Diana Reddy and Roosevelt's worker power deputy director Ali Bustamante—suggested solutions to strengthen the NLRB, and discussed who would benefit the most if the board stays protected from corporate emasculation.

Haziz identified who would be hit the worst if the "administrative state," including the NLRB, is squashed: "Those who get government benefits, those who are the most vulnerable among us and those protected by rights likely to be violated by folks with significant amounts of economic power."

In lay language, that means bosses and billionaires, like Musk, Bezos and their ilk, win, and we lose.

Reddy proposed a political solution: Elect more pro-worker lawmakers this fall, who can approve the Protect The Right To Organize Act, labor's top legislative priority, to strengthen the NLRB's powers, reach and penalties.

And pass the rewrite and restoration of the Voting Rights Act and other election reform laws so the corporate class and its right-wing political puppets can't prevent voters from casting their ballots and having them all counted fairly and correctly.

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COMMENTARY:

WHERE YOUR TAX DOLLARS ARE GOING

lar salaries at taxpayer expense, and their spending on dividends and stock buybacks to further enrich their shareholders rose 73%.

"Just like our personal expenses, our income tax payments can change our lives for the better—or not. If we put more funds into education, we'll probably see kids and families better off. If we put more into Pentagon contracts, we'll see their CEOs and shareholders better off—and see U.S. weapons used in conflicts" worldwide. (The Israeli war on Gaza is Exhibit A. Ukraine is Exhibit B.)

"The military budget is supposed to prioritize security and the troops, but too often it prioritizes profit instead. The average taxpayer contributed \$1,748 last year for Pentagon contracts, but that same taxpayer contributed just \$705 for military troops' pay and housing. Entry-level [yearly] pay for enlistment in the Army is \$24,206, \$11.64 per hour. That puts many troops and their families on food stamps and other public assistance."

Add the Pentagon contracts to spending on veterans' programs, deportations, prisons, militarizing local police forces, the Border Patrol, ICE, the FBI, and so on, and the total exceeds \$5,100 per person. Now here are contrasts on the non-military side of the spending ledger: The vaunted Child Care Tax Credit is \$110 yearly per taxpayer to support families with children—or it was, during the coronavirus-caused depression. Its expansion cut child poverty in half, IPS reminds us. Congressional Republicans let the expansion lapse. They're about to kill a bill to restore it.

Remember how much we pay for the Pentagon's wars, planes, ammo and missiles? IPS says only \$58 per taxpayer goes "for diplomacy to end and prevent wars and negotiate" treaties.

Some other shall we say, small, yearly sums per average taxpayer: \$31.69 for substance use, disorder support and mental health programs. \$23 for the Federal Aviation Administration, the federal agency which is trying to ride herd on Boeing, not always successfully. \$14 for wildfire management while "wildfires cost upward of \$394 billion in damages every year."

The fires will worsen as climate change accelerates. But "only \$10.84 of your tax dollars last year went for energy efficiency and renewable energy programs to combat climate change," and right-wing Republicans scheme to eliminate that. And those food stamps, which now feed one of every ten people in the U.S., and fed more during the coronavirus depression? \$516 per person in 2023. "\$346 for K-12 education." The GOP wants to cut that spending by 80% for the fiscal year that begins October 1. "As aid to help kids regain ac-

ademic ground lost during the pandemic expires, many school districts face budget cuts," IPS notes.

The Republican response, from Rep. Robert Aderholt, R-Ala., chair of the House panel which helps dole out education funds? Inner city schools—read schools educating kids of color—waste the money.

Waste? There's one conclusion IPS draws from all this; we waste a lot of money on guns, when it should better go to butter.



By Abel Garcia
Secretary-Treasurer



Abel Garcia - Secretary-treasurer: Hope this writing finds you and your family well. It has

been nonstop at 186 with contract negotiations for: Pepsi, EJ Harrison, and Bimbo Nor-cal. All have been ratified. At UPS, layoffs, layoffs, and more layoffs. We are hoping volume returns this summer or sooner. Remember, please honor your fellow brothers' and sisters' seniority and don't make deals with management. Do not be a shady UPSer. April 7 was our 9th annual steward seminar and it was a huge success with guests including federal mediator Isael Hermosillo and IBT trainer Claudia Rowe conducting the seminar. On May 5 as we went to press we had our IBT straw poll with members voting on their choice for President of the United States. On June 21 we will be holding a UPS contract enforcement seminar for our UPS stewards. As always in solidarity, Abel.

Fernando Lara-Vice President: 7UP - the company has informed the Union that it intends to implement a new attendance policy. We have demanded they bargain collectively with all the Locals affected. We will keep the membership informed with any updates. Aramark - we would like to welcome our new steward, Raul Hernandez. Bimbo SoCal - a lot of our members have lost route volume due to the closures of the 99 cent stores. We have negotiated a weekly guarantee good until October 2024. Obviously, the company will be restructuring routes soon, so please be on the lookout or feel free to reach out to your steward, Miguel Lopez, or myself, if you have any questions. EJ Harrison - we were able to secure a 5-year agreement with huge improvements in language, health and welfare, wages and, for the first time, Western Conference of Teamsters pension (WCTPT). We would like to thank our negotiating committee, Ricardo Morales and Victor Martinez, for all their input and efforts throughout negotiations. Hayward Lumber - we would like to thank all our members that participated in our proposal meeting. We have negotiations this upcoming month; we will keep the membership informed with updates. Also,

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welcome to our new Santa Barbara steward, Jonathan Rios. Pepsi – by a unanimous vote, we secured a 4-year agreement with the largest contributions to health and welfare, pension and wages. Thanks to our negotiating committee: Trustee/steward Tom Lyle and steward Rogelio Hernandez for all their efforts. Sysco – a grievance has been filed on behalf of the membership for warehouse of all production discipline; the company has finally switched over to Blue Yonder. Because of this, we have requested the IBT engineers perform standard audits on loading and order selection. Also, congratulations to our U.S. veteran/brother Andrew Gonzales on his retirement. Waste Management Simi - on Tuesday, May 28 from 2 p.m.-7 p.m., representatives from NWA pension and medical will be onsite to answer any questions from the members. Also, we would like to welcome our new steward, Felix Martinez. Do not forget to patronize Union-friendly businesses and products.

Jedediah Johnson-Business Representative: At SBMTD we had a JLM March 28-all stewards participated and brought forth concerns to the district. The Union was also successful in overturning the discharge of a mechanic. VTA Port-Dockmasters: The opening letter will be sent out this month to begin negotiations. First Student: Negotiations are in economics for their first-time contract. STA: Unfortunately, STA lost their contract with the Santa Barbara School District. They will remain open and retain 8-10 employees. A substantial raise was negotiated by the Union and went into effect May 19. UPS: Keep filing grievances: The company is using out of domicile drivers and cover drivers while there are layoffs. MV Transportation: Goldcoast Transit District is not renewing their contract with MV Transportation and will move the para transit operation to their property September 29. The Union was successful in returning a discharged driver at MV back to work. At GCTD the Union and stewards had a JLM May 2. RNDC: The company eliminated territories which led to layoffs. Sales reps have recall rights for 18 months. The June general membership meeting will be June 9. On that date we will be having a health, pension, 401k, miscellaneous fair at the Local 186 Union Hall, located at 1534 Eastman Ave., Suite B, Ventura 93003. See you all here!



Local 896 Bottlers

**By Phil Cooper
Secretary-Treasurer**



Spring is here and summer is on the way, just a reminder to drive careful in school zones and anywhere children are playing. They count on us to look out for them and have their safety always on our minds.

We avoided a strike at our Budweiser breweries and ratified a contract days before the contract was set to expire. After several sessions of practice picketing, the message was sent that we would not accept a "business-as-usual" contract. We were not going to accept takeaways and needed to eliminate two tiered

items like medical and vacations. With frequent cancellations of negotiation dates December and January, many of the items we wished to discuss were left in limbo due to the Division telling Budweiser that we would not give them an extension and expected to vote on a contract prior to the expiration date. In the end, we concentrated on wages, pension and health Care.

Many Budweiser workers told the Brewery Division that getting rid of two-tiered medical was a huge priority to them and we were able to accomplish that without changing the benefits for legacy members. Workers hired after 2019 that previously had inferior health & welfare now have the same medical. The additional cost of the medical plan was passed on to the company, and not to members. Another tier eliminated was employees that had vacations capped at six weeks can now earn up to eight weeks' vacation!

Pension contributions exceeded the last two contracts, with 22-cent increases each year of the five-year agreement, which continues to have our Budweiser members receiving the highest pension contributions for any shop in our Local, and the fact that we refused to give up all hours worked pension contributions in Van Nuys, was a huge win.

The overall wage package was approved by a majority of the members. There were many members looking for more due to the excessive cost of living in California and the Local did try to get additional monies for the California breweries. Even though we were unsuccessful in getting a cost-of-living increase, we do have to acknowledge that this contract is by far the best wage package we have ever received. I thank Teamsters General President Sean O'Brien; without his leadership in these negotiations, I believe the final offer would have been much less and because this is a national contract, it would have passed throughout the country.

We also overwhelmingly ratified the large Coca-Cola contract that affects around 800 of our Local 896 members. These negotiations, which included Locals 848 and 952, included some of the best wage and pension contributions the members have ever seen. All members now enjoy six sick days, two personal holidays and vacations paid using a 1/52nd model which, on average, makes vacation checks look like a six-day work week check.

The wage increases over the life of the three-year contract were just what the members said they needed! Fifty cents each year of the contract in pension contributions will have our Reyes Coca-Cola members working at Sylmar, Industry, Los Angeles and of course our largest facility in Downey, receiving the highest pension contributions for all our Southern California soft drink members! Congratulations and well deserved! Thanks also go out to our 896-negotiating committee and to Business Agent Shaun Rodriguez, they did a fantastic job of bringing the members' needs, wants and demands to the table and were instrumental in helping deliver this great contract for their fellow workers.

Negotiations are underway for our two groups of Budweiser merchandisers working out of the Syl-

mar and Beach Cities facilities. This group is severely underpaid compared to merchandisers working at other companies. Being the face of the company the public sees in the stores, you would think the Budweiser company would pay them a livable wage, but as of today, this is not the case. With Local 896 President Brian Indelicato and Business Agent Fracisco Avalos heading up the negotiations, I know the members are in good hands!

We also began negotiations for the newly organized Reyes Coca-Cola service technicians. This is a first contract, but these members deserve the great established language that our current Coca-Cola employees enjoy, including a Western Conference pension, medical provided by the soft drink trust, and especially the grievance and arbitration procedure that "at will" employees do not enjoy. With a committee member representative from each facility the wants and demands of these potential new members will be first and foremost in these negotiations.

We have several issues that need immediate attention, and we are going to address these with other Locals that are being affected by the Keurig Dr Pepper proposed new attendance policy. Reyes Coca-Cola announced a change in delivery of the large Dasani Water bottle to Walmart, and also a change in delivery of their product to Panda Express locations. There is also a Pepsi issue that is going to affect drivers and merchandisers during what Pepsi calls the 100 days of summer, that we will need to negotiate. All the issues stated above are already being discussed with International's Brewery and Soft Drink Division and we have begun the process of coordination of the ensuing meetings.

Retirement congratulations: A very special congratulations to executive board trustee, Branch 3 Strike Fund committee member and chief shop steward Cap Nicholas (Anheuser-Busch Sylmar) on his recent retirement. Cap has held many positions within this Local and his knowledge and dedication to the members will truly be missed. Also, congratulations to Tomas Macias (Reyes Coca-Cola).

Our deepest condolences to the families of Matt Knight (Anheuser-Busch Fairfield), Alshams Payne (Safeway Richmond), and Jose Sanchez (Reyes Coke San Leandro).



**By Ray Whitmer
Secretary-Treasurer**



On behalf of 240+ classified employees, we have the privilege to represent the city of Escondido. Teamsters Local 911 is proud to announce the ratification of a successor contract that guarantees wage growth for all members and secures existing health and welfare benefits. This hard-won victory occurred after a lengthy impasse procedure, unfair labor charges, fact-finding, and a strike authorization vote passed by an overwhelming majority of members. This

could not have happened without the unbreakable solidarity of members standing together!

Local 911 acknowledges the bravery and commitment to public safety demonstrated by San Diego lifeguards who helped fight the fire that burned a large portion of the Oceanside pier. This occurred shortly after lifeguards answered the call again in making many inland water rescues, responding to devastating flooding at National City. Lifeguards are an invaluable public safety resource, and the city must recognize that as negotiations continue.

We have started successor contract discussions with Oceanside and will shortly commence bargaining with Vista Irrigation District and Lake Elsinore Valley Water District.

As Dodger fans enjoy another exciting season, we want to share some news about Local 911 members working the parking lots. On April 4, they overwhelmingly ratified a 3-year contract, which includes significant wage increases. This is the largest wage increase in our history of bargaining for Dodger Stadium workers. This victory not only benefits them but strengthens our Union's presence in the parking lot industry. So, next time you park at Dodger Stadium and encounter an SPPlus parking attendant, traffic controller, or supervisor, know they are your fellow Local 911 brothers and sisters.

We have successfully reached a 3-year agreement with the Public Works Maintenance Dept. in Cypress that ensures a solid foundation for the members in years to come. The agreement includes a substantial increase in the first year, with consistent increases in the following years. Additionally, we have negotiated improvements to health benefits, stand-by pay, boot allowance, and other benefits. This new contract is the best members have received in a very long time. We would like to express our gratitude to our bargaining team.

Los Angeles Metro has been in the news lately, but its transit security officers have not. Local 911 stewards, Metro Transit security officers, have been raising their voices at the bargaining table and behind the scenes. Dion Middleton, Latrice Reed, John Jung, Reginald Moran, Terance Shatzer, and Ruben Sedillo are fighting for a new contract. We are demanding an increase in wages to retain staff who go to higher paying jobs elsewhere in Metro so that and they recruit employees to the job and the profession. Stewards are also fighting for improved staffing so public transportation is safe and secure, and so other Metro employees, from bus drivers to custodians, can go home to their families at the end of a workday.

L.A. crossing guards are looking forward to the fruits of their labor with a wage increase effective April 1, and another increase in October 2024.

Local 911 negotiated and/or maintained zero-out-of-paycheck for healthcare at the following school districts: Inglewood, Pasadena, Compton, Palm Springs and San Gabriel.

We settled mediation in IUSD March 5 after months of negotiations. We were successful in strengthening vacation and transfer language. We also successfully protected members against layoffs

with no one losing their job. The members overwhelmingly voted to approve the agreement.

We were successful with PUSD in negotiating a good contract that provided across the board increases for all members, plus additional compensation for Nutrition Services. We also negotiated language where the district will begin investing in training, and we minimized the layoffs where two members chose to accept a layoff, but everyone else remained safe.

Local 911 negotiated with CUSD for an increase in compensation and negotiated a matrix for a new salary schedule that benefits our members. We negotiated a 2-year agreement with PSUSD increasing wages across the board and negotiated a new professional development article and strengthened their sick leave language. In SGUSD, we negotiated an increase in compensation and stronger language in their contract to protect our members.

We would like to thank our bargaining committee in Los Alamitos: Amanda McDowell, Luis Reyes and Riley Hills for stepping up to represent members in the pursuit of a multiyear agreement with improvements in compensation and benefits. We are hopeful for a legacy agreement that can provide security for all.

We want to acknowledge the leadership in Huntington Beach, Chief Steward Gretchen Erickson and Steward Charlene Gomez, for rising to the occasion in the fight against the privatization of our public library system. Our members are strong, and we will continue the fight against this anti-worker agenda adopted by the majority of the city council. Our members are not alone, and we will continue to work in collaboration with the community to defeat this proposal. Thank you to all the JC 42 Locals who came out and supported us in this fight.

Thank you to steward Jose Calderon from ACE QuikPark for working hard on behalf of members in our contract negotiations that are looking good for a 5-year agreement with improved wages and benefits. It is an honor to welcome the workers of Fountain Valley to the Teamsters family. On April 3, over 100 new members joined the ranks of our Local by an overwhelming vote. We now represent three units in the city but are one unified voice and have already started negotiations and are laying out the elements of great Teamsters representation by being present and advocating for the issues that members care about.



**By Eric Tate
Secretary-Treasurer**



Eric Tate: Local 848 members, I look forward to continuing to see you at our monthly general membership meetings. We will have 1 more meeting on Sunday, June 23 before the summer break. Our shop stewards meeting is for all stewards and that's at 8 a.m., fol-

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lowed by our membership meeting at 9 a.m. Please come and find out what's going on in your Local Union. Lunch is always served and there are several providers and vendors that give up-to-date information on the services provided to the membership just for being a Teamster. We will also be swearing in our new members at the June meeting. We will go dark July through September and our last 2 meetings of the year will be Sunday, October 20 and Sunday, November 17. Remember, we always reward our members who have perfect attendance at the 8 annual general membership meetings, and it only takes your attendance to 4 general membership meetings in 2024 to qualify for the gift raffle at our annual membership Christmas party Sunday, December 1.

As many of you know, Local 848 opened an online store in 2022 where universal gear (Teamsters gear with no Local number) as well as Local 848 gear, can now be purchased. We continue to add new items to the website, so please continue to come back to see what's new at Teamstershop.com. In addition, we have now opened a store at Local 848's Long Beach building, where you are able to come in and purchase universal and Local 848 gear, for those who prefer to shop in the store vs. online. The store hours are Monday - Thursday, 10 a.m. to 5 p.m., and on Fridays from 10 to 3.

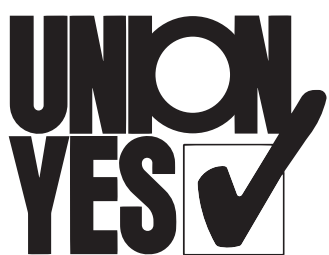
I would like to express our sincere condolences to the friends and family of member Samuel A. Mendoza of US Foods who passed away 3/15/24 and Christopher Rodriguez of ITS Conglobal who passed away in April. Brothers Mendoza and Rodriguez will be truly missed.

For those of you that have questions about retirement or for those ready to apply for retirement, you may contact Northwest Administrators (pension office) at (626) 463-6100. Their office is in Pasadena. However, if our Long Beach office is closer to you, a pension representative comes to our office 3 times a month and you may call Local 848's Long Beach office to make an appointment, (562) 595-1891.

Business Representative John Carrillo: I would like to congratulate the bargaining unit at Pet Food Experts on the ratification of their new collective bargaining agreement and a special thank you to the entire negotiating team--Carlos Ortiz, Salvador Gutierrez and Daniel Padilla on their tireless efforts and effective communication during the negotiating period. Pepsi merchandisers-congratulations on the successful ratification of their CBA with record increases in wages and pension. I would like to express my sincere gratitude to the entire negotiating team of Rafael Garcia, Danny Carranza and Martin Gallegos for their tireless efforts and effective communication during their negotiations.

Business Representative Preston Richie: Sealogix - I would like to congratulate 2 of our recently retired brothers, Curtis Anthony and Ramon Nuñez. Brothers and sisters, please be careful out there on the road, also make sure you are documenting every stop and every break on your street sheet. Congratulations to our 2 new shop stewards, Ms. Yvon Perez and Cristian Pacheco. Taylored Transload - congratulations on your new

ratified contract. I would like to thank Shop Stewards Ms. Karyme Deloara and Paul Carbullido Jr., for their assistance in negotiations. ABF - brothers and sisters, just a reminder that San Diego grievance panels are every 3 months. Also, please document any issues you are having with management. Shippers Transport - I would like to thank Shop Steward Greg Baltazar for his continued representation of the bargaining unit and for looking out for the members at Shippers. Brothers and sisters, be careful out there on the road! Ventura Transfer - brothers, I recently met with management to introduce myself as the new Union representative. I will soon be scheduling a barn meeting at Local 848's Long Beach building so I can meet all of you and discuss any issues you may have at your location.



**By Randy Cammack
Secretary-Treasurer**



Brian Wood, BA: Pasha - I'm working on setting negotiation dates for your renewal contract - it's looking like we will

start negotiating in June. I need you to turn in your contract proposal form to Alberto Salcido ASAP if you haven't done so. United we stand, divided we beg. Organizing - we have a few campaigns starting to move, and we need the volunteer organizers' help. Next volunteer organizing training: Saturday, June 15, 9 a.m. Bloomington hall. Interested in attending? Please call me at 626-290-0239 or Scott Berghofer 626-893-2279.

Mike Kelley, BA: Ralps - sisters and brothers we are coming into the busiest and warmest summer months. Make sure you are getting proper sleep and plenty of water. September 30 is the sub-contracting of work arbitration. So, please keep your eyes open. If you see any outside carriers taking products out of the facility, please let one of the stewards or myself know. Please note date, time and trucking company and unit number; photos would be helpful also. Staters implemented their new payroll system. There are going to be some bumps along the way. Pay attention to your checks to make sure you are being paid properly. If any mistakes, contact Adam at payroll to get it straightened out. Check your folio Sundays and make any corrections by Monday at 11 a.m. or risk not being paid until corrections are made. Just completed the April bid and sounds like it went well. Would like to say congratulations to all our recent retirees. Enjoy yourselves, you have earned it.

Ron Seamans, BA/Freight Coordinator: ABF - freight levels are low

and we have brothers and sisters on layoff, just remember the company can only force you 2 hours of overtime and they can't force you in on early call so remember to try and cut your overtime so as to hopefully get the company to recall. I have been informed that contracts should be ready by the middle of June. TForce: Contract books should be available by the middle of June.

Carlos Barnett, Dairy and Misc. BA: Driftwood Dairy - Thanks to Eddie Ramirez, former steward. After a decade of fighting management Eddie has decided to step back and allow his coworkers to pick up the struggle. The position for a new steward will be posted this week. Ryan Ferrer has agreed to step up and continue to be a steward. Drivers at D.F.A. won their grievance to stop discipline for electing not to have a second lunch after 10 hours. The drivers stood up and asked that the company continue its meal practices, which was agreed to by both parties. The company agreed all disciplinary actions for violation of such practice would be withdrawn. Rockview Farms - drivers continued to fight for eliminated work. We were successful in returning grocery outlets and the jails back to our drivers. Grievance settlements have been reached for overtime violations. Grievance meetings continue to be held monthly to resolve issues still open. We are continuing to work with Gold Star Foods to get all drivers on their bid routes and improve the working conditions that the drivers fought for. Overtime grievances have been settled and paid for and we will continue to push these members to participate in Union meetings.

Tim Fraley, BA: Bimbo - congratulations to newly elected stewards at Bimbo Bakery/Oroweat! We've added Vince Torres-Pico Rivera, David Gomez-Sun Valley, and Miguel Ortega-Agoura Hills. The Union has already met with the company to address the 99 Cent bankruptcy issue. We will continue to forward any new information when available. Pro Park - as this article comes to print, we should have already completed the bid for spring/summer paddles. The initial content they offered our operators was unacceptable! Thanks to the stewards and the solidarity of our membership, we were able to address that issue and make significant improvements! Thanks to Rick Breault, Mario Zamarripa, Toni Williams and Daniel Stirewalt for their work. Bellflower Dental Group - these members continue to show great strength and solidarity as we eclipse our ninth month on the strike line! I would like to thank the leadership at Local 63, JC 42 and the IBT for their continued support of these members! It is important to get the word out to friends and family to boycott Bellflower Dental! If the doctor is unwilling to provide a quality contract for the striking members, we need to be vigilant, and be unwilling to provide our quality benefits to him! As an alternative, please consider Aava Dental, they have new offices in South Gate and San Bernardino, both Union facilities!!

UPS agents: the company has now officially shut down the WAH-CA sunrise operation. This change of operations caused a lot of challenging issues for our members

since several combo jobs had to be reconfigured based on contractual language. We were able to keep half of the members' jobs intact, but that half had to be reconfigured. We understand the issues this caused for our members and are working through issues with those members affected. All displaced part-time members will be given the opportunity to fill open spots by seniority in the air operation. We are experiencing layoffs; we need to file grievances whenever a supervisor is performing bargaining unit work. This work is our work and may prevent layoffs. Feeder finally finished the annual bid. As we start our new runs, please be aware of the customers' pallets and trailers not being picked up. We will be handing out a QR code to report the uncovered work so we can push the company to cover that volume. We will resume updating sleeper work rules. This is a lengthy process that involves the company as well, please be patient. We are actively organizing admins and specialists at UPS. If you know any, please pass their names to the stewards so we can talk to them about becoming Union.

Local 630

*Food, Industrial & Beverage Warehouse,
Drivers and Clerical Employees*

**By Lou Villalvazo
Secretary-Treasurer**



Our condolences to the family and friends of our brother Roberto Mora from Langlois, who recently lost his

life in a car accident. Brother Bobby was only 36 years old, rest in peace.

QCD-S/O to our members who came out in full force to support the Local 63 members at GSF. Negotiations went past contract expiration, and when those talks broke, Local 63 took it to the streets. GSF is the parent company of QCD. Congrats to Local 63 and their members on a successful strike. S/O to our members at QCD for standing in solidarity with these members as we prepare for our next contract. When Teamsters fight, Teamsters win!

FreshPoint--committed to correcting the sick days by the end of May; we also signed an MOU increasing the 4 sick days to 6 days, to be amended in the current CBA. Ventura Foods--we are in the middle of negotiations. We have been making the rounds and meeting with our members, sending a strong message to management that we are ready to fight for a fair contract. Our members are standing in solidarity and are stronger than ever. Let's get it!

DFA Dairy--the Union has notified the company we are moving to arbitration regarding the violation for preservation of work. For drivers, after numerous discussions regarding waiving the 2nd lunch period, the company agreed to notify all members signatory to the DFA Master agreement that they will not be disciplined for not taking the 2nd lunch. Per the FMCSA, short haul drivers are not required to take any specified rest breaks under CA laws/rules. For those drivers who have received discipline for the second,

please get with your BA Alex Flores immediately to have it corrected.

Ralps merger update: Kroger/Albertsons, as I stated at our previous meeting, would divest 413 stores to C&S. As of April 22, Kroger announced that they would divest another 166 stores to C&S in their attempt to gain FTC approval. C&S is not a company that operates grocery markets. C&S is a 3rd party supplier that supplies grocery stores, no different than UNFI. I don't believe the revised divestiture will be enough for the FTC to approve the merger. Kroger/C&S will have a hard time with the FTC, especially after the Haggen's debacle. The attorneys-general for the states of Oregon, Colorado and California have all filed a lawsuit. Kroger announced that May 25 they will be closing 3 of their e-commerce fulfillment facilities in San Antonio and Austin, Texas, as well as one in Miami.

Times Produce--congratulations to our members who overwhelmingly ratified a 4-year contract. The new agreement has language improvement, great wages, and medical and pension increases. We would like to acknowledge our bargaining committee for their hard work in reaching this agreement: Our Steward Raul Nunos and Representative Carlos Santamaria.

Bakemark--join us as we welcome back 6 of our members who were recently suspended for overextending breaks and lunches. Thanks to our BA Alex Flores and Steward Paul Macias who were able to bring them back on an LCA. Everyone please remember that breaks/lunches are there for you to go to the bathroom, get a smoke, drink some water, and eat your lunch. By extending your break/lunch, you hold back others from taking their breaks and lunches on time. Never assume that no one is watching.

Smart & Final--our Local Union continues to gain political support on behalf of these brave workers. We continue to boycott and expose Smart & Final/Chedraui as the greedy corporate bully it is! On Friday, May 17 we had a massive rally at the Citadel in Commerce at Chedraui HQ to send a strong message to Smart & Final that we will not stand by and allow them to destroy American jobs.

J. Hellman Frozen Foods--congratulations as our members just ratified a 4-year contract. This new agreement contains improvements in language, medical benefits, and wage increases for the warehouse and drivers. We acknowledge our bargaining committee of Martin Quintana and Juan Navarro, and Representative Carlos Santamaria for their best contract.

Torn and Glasser--we welcome back our brother Frank Cervantes who was reinstated with back pay on May 6 after being terminated for 11 months! He was accused of "vandalism" and the Union was able to present a strong case against the employer's unjust termination.

We continue to organize workers in the cannabis industry. These workers desperately need a voice and an opportunity to prosper & grow. Unfortunately, this industry is going through challenges and is very unstable. On May 2 we won 2 separate NLRB elections to represent workers at the Cannabist in

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Studio City and North Hollywood. We welcome our sisters and brothers and look forward to beginning negotiations for a Teamsters contract.

All Union Softball Tournament April 20-Local 630 hosted 36 teams. S/O to all our 630 & JC 42 teams for participating. This year's runner up was Teamster Local 396 & All Unions champions the ILWU. Thanks to everyone who came out with their families and friends. All proceeds went to support our JVMSF scholarships. I would like to thank our VP Raymundo Gaytan for taking his time to organize this great event.

Jerry Vercurse Memorial Scholarship Fund is still accepting applications, the deadline to apply is May 31, 2024.

Calling all stewards to register for this year's steward seminar, scheduled for Saturday, July 13. Please get with your BA to register.

Congratulations to our brother Guillermo Romero from Thrifty Ice Cream, retiring after 36 years of service, enjoy brother.

Lastly, remember to attend your monthly steward and general membership meetings. Don't forget to update your contact info with our front office and follow us on social media, FB, IG and post positive!



**By Mike Pharris
Secretary-Treasurer**



Mike Pharris, Secretary-Treasurer: We have all been very busy representing our members, negotiating contracts and organizing new members since our last report. We continue to bargain for Breakthru Beverage drivers and are looking forward to an excellent first contract. We are continuing with the organizing drive in the Breakthru warehouse where we are seeing a great turnaround despite the employer's Union-busting campaign. This has shown the warehouse workers that the company has no problem lying to their employees to try and stop them from organizing. Although October seems far away, I want to remind all our shop stewards that our annual workshop will be held October 6, so please hold that date and plan to attend. At Bimbo Bakeries our members have been impacted by the closure of the 99 Cent stores where our members used to sell \$23 million worth of product every year. The company has agreed to some temporary income protection as they restructure. As we approach the Presidential election, we encourage all our members to register and vote. Although there are many issues to consider we, as Union members, need to look at what the candidates have done for Organized Labor. Have they supported legislation to advance our cause and protect good paying Union jobs? Or have they supported the big corporations that would do us harm?

Robert Rios: Grocery industry - United Natural Foods members rejected an employer contract offer. The Union Committee will be

going back to the negotiation table with the assistance of a federal mediator with the intent of getting a fair offer. Laundry industry - monitoring systems installed in work vehicles at Also Inc. Vestis Services and Emerald Textiles continue to be watched by the Union. To date we have reported corrective action taken, other than coaching during the rollout period. At Vestis Services, the members ratified the employer's offer for a five-year agreement providing for wage and pension increases and language improvements. Dairy industry continues with its challenges in the decline of real dairy product consumption.

Don Henley: Kaiser Permanente: Local 166 and Alliance of Health Care Unions delivered over 20,000 demand letters signed by all Alliance Unions in Southern California. Kaiser Permanente needs to wage up and staff up. Teamsters and all membership of the Alliance are overdue since they do more specialized in certain studies and are the biggest in Southern California. Wildomar will be getting a new clinic in its area that will be opening May 28. This new clinic has increased 15 Teamster jobs for now. Mondelez: Update on Board charges filed on management not following seniority and disciplinary action will be coming soon. Have noticed that since charges have been filed the company has changed its ways. They removed a point on attendance for everyone from September 2023 till February 2024.

Jose Estrada: Construction has picked up at the La Mirada jobsite with Pinnick and Marlins. Hazard is busy with Caltrans jobs throughout the county. SE Pipeline is slowly winding down on line 1600 with 9 Teamsters. SANDAG, Pure Water, SD Airport T1 PLA's keeping our members busy.

Jason Hodge: KBR - your new CBA books should be ready for delivery soon. We had Step 2b grievance meetings, and we were able to settle and close out over 15. We had a great steward meeting for the KBR, Talon, and Premier groups. We started planning to re-start the JLM meetings with KBR to try to help our members with safety and job processes issues. Quarterly craft meetings on site at the shops coming soon. At HDSS Fire Dept. we have been in negotiations on the wage opener. Once we have an offer to vote we will get the voting information to you. There is still no official word on the final decision by the Army, a new company taking over at some point soon, so make sure that you update your resumes and prepare.

Dan Hernandez: In June your Union will send proposals for the upcoming Costco negotiations to start late August. Please make sure you put down what improvements you would like to see in the next CBA that will start February 1, 2025. At Keolis (VITA) - we are set for arbitration in August over language that was implemented over this last agreement. At OmniTrans we continue to negotiate your contract that is due to expire June 30.

Robert Stanley: Construction is starting to pick up. Granite is slowing down a little bit out there on the railroad job in Ludlow but is still busy on the 40. Snelson has started a job at PGE power plant in Hinkley. Lane Security starting to wind down on the 10 freeway through Ontario-should be done by June.

Brightline West just broke ground in Las Vegas. This job has a lot of work on the California side. The way it looks now we have Security Paving, Skanska, and Las Vegas Paving. This project is under a project labor agreement with the state building trades. Make sure you make your calls on the first working day of the month. If you don't make your call, you will be dropped off the list.

Sean Cover: Matich has picked up four jobs: City of Palm Springs, Palm Springs airport, city of Fontana, city of Redlands. Just sent three Teamsters to a Rados job in Moreno Valley. Coffman is still busy working Indio and Ontario airport.

Eric Hug: At Ft. Irwin we organized a new group named Epic Staffing and we are in negotiations to get them a good contract. At Ft. Irwin we are waiting for the NLRB to do an election on a new group we organized called Five Rivers Analytics. At Job Options an employee came to me and asked for help switching shifts, I was able to talk with management which allowed her to move shifts temporarily.



**By Jaime Vasquez
Secretary-Treasurer**



Jaime Vasquez, Secretary-treasurer - I hope that you had an opportunity to attend Teamsters Local 542 Day at Petco Park. A Padres vs. Dodger game is always an exciting game to watch and be part of. I want to thank the volunteers who helped during the Letter Carriers Food Drive. Your volunteer work brings food to many Union families when they need it the most. I'm saddened to report that we lost several members these past months: Rhonda Turner from Costco, Audrey Hernandez from UPS, John Williams from Costco, Sandra Elenez from county of Imperial and Joel Camara Lorenzo from UPS. On behalf of Local 542's executive board, business representatives and staff, our most sincere condolences to their families and loved ones. Please keep an eye on the Union's bulletin board, our website, phone app, and social media for upcoming events. Congratulations are in order to Peter Taylor from Costco, Ed Flores from UPS, Michael Manabe from UPS, Mike Beszeditz from UPS, Tyron Stevens from Costco, Gil Covey from Costco, Andre Marquis from UPS, Carlos Padilla from UPS, Pedro Jimenez from Republic Services and Rosevelt "Rosey" Carter from the San Diego Convention Center on their retirements. Best wishes to all.

Dwayne Garrett, President - I just want to share a piece of advice, if your contract is soon to expire, stay diligent, prepared, and set monies aside for possible work stoppage and/or a strike with your company. As mentioned before, more and more companies are ready and willing to challenge your dignity and your rights as workers and we need to stay prepared and willing to strike them. As I write this article, we will most likely be on strike in the next few days with one of our employers here in San Diego. To

our members that haven't been to or haven't attended a general membership meeting in a long time, come get reacquainted with or know your Local Union. General membership meetings are held once per month. The time and dates are posted on your Union bulletin boards within your facilities.

Business Representative Flavio Grijalva - it has been a very busy 2024. For our brothers and sisters at the ECRMC lab department, we were able to win a decisive unfair labor practice charge precedent-setting victory which included not only a wage increase but a hefty penalty pay to employees as well. Along with that, the ECRMC EVS bargaining group agreed to a new first contract with the hospital that includes a significant economic package. We are also proud to announce that the ECRMC pharmacy tech group and the ECRMC maintenance dept. have begun their negotiations for a first contract. This would add to the additional 4 bargaining groups we also represent inside ECRMC. We are also proud to announce that the ECRMC materials management division has filed for recognition as well, and an election is coming up very soon. We are very confident in the outcome. Aramark Uniform Services out of Brawley has now changed ownership, and the new name is Vestis Uniforms, LLC. The change of ownership also included the continuing of a new successor contract, which included an increase in wages for our hourly staff over the life of the contract. I'm very proud to say that our members from Transdev have stepped up to the plate and are now exercising their collective bargaining rights. Members are filing grievances and we have been able to resolve many different issues for our members.

Business Representative Shelly Allsup - Tradeshow - work is available, please call the Local at 619.582.0542. We can provide you with the labor line numbers and call-in process for daily casual work. US Foods, San Diego division - members have overwhelmingly voted down the company's last, best and final offer. Members are demanding safe working conditions and adherence to the collective bargaining agreement. Please be sure to support our proud Teamsters performing warehouse and delivery work at US Foods. OMNI La Costa Resort and Spa - construction continues and air quality testing results show the surrounding environment is safe for our members to work in. Members are discussing proposals for their upcoming negotiations. A proposal meeting date will be announced as we get closer to expiration on December 31. San Diego Convention Center - members are preparing for upcoming negotiations. A proposal meeting date will be announced as we get closer to expiration on October 31. Iron Mountain Records - members ratified a three year agreement with big wage increases and language gains. The contract draft review is almost completed and once signed the new agreement will be passed out. US Foods, Corona division - health and welfare changes are complete. The contract draft review is in process and once completed will be signed, printed and passed out. AMR - members continue to work with little issue, recent health and welfare hiccups have been remedied by the company.

Work Union



**By Eric Jimenez
Secretary-Treasurer**



On April 20, Local 952 celebrated its 75th Anniversary. Since the Local's charter in 1949, there have only been six secretary-treasurers and their administrations. Which is why it was such an honor and a privilege for myself, the 952 executive board, leadership and staff to be able to commemorate this milestone.

Hundreds of members attended the festivities that included a delicious barbeque, ice cream, desserts and cake, a member raffle, and a chance to win a cash prize in a 50-50 raffle sponsored by our Women's Committee. Members in attendance received signature Local 952 75th anniversary t-shirts, pins, posters and a commemorative journal.

I want to thank our special guest speakers: Joint Council 42 President and Local 986 Secretary-treasurer Chris Griswold, IBT Western Region Vice President and Local 399 Secretary-treasurer Lindsay Dougherty, and Local 396 Secretary-treasurer Victor Mineros for their kind words and being in-house to help us celebrate.

One of the highlights of the event and what certainly set this gathering apart from the many celebrations the Local hosts for members was the historical video we put together, and the amazing memorabilia from articles, photos, documents, old contracts (to name just a few items) that were on display honoring Local 952 and the history of the Teamsters.

Our weekend celebration wouldn't have been complete without honoring our Local 952 shop stewards. I, along with President John Green and Vice President Danny Herbert hosted the annual shop stewards appreciation dinner as a small thank you to the brothers and sisters who do so much for their co-workers and our Union. They are our eyes and ears on the shop floor, unselfishly giving of their time on and off the clock to serve their members. They rightfully deserve a special celebration in their honor, and it was a fun night that included dinner and dancing.

While the Local has been abuzz over our 75th birthday, a lot of work has been going on behind the scenes.

In March, we ratified a new 3-year agreement at Reyes Coca-Cola that brought with it significant wage and pension increases, a premium for drivers, vacation and sick day improvements and - for the first time - delivery drivers will be able to bid routes by seniority. The Pepsi contract has been signed. Books are in the process of being printed and handed out.

It has been nearly a year since Keolis was awarded the bid for the contracted fixed routes at the Anaheim and Irvine bases. We want to ensure members that we are con-

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tinuing to work through the issues since they got the bid.

We have ratified and implemented a new county of Orange contract that included increases in the tool and boot allowance, new sub-contracting language, and a front-loaded increase over the next 3 years.

First Student locations will start negotiations over this summer's break. We held our proposal meetings and handed out surveys to get the members' input on the issues and concerns with their current contract. The OCTA contract was ratified in late April by the majority of the members. The 3-year agreement includes wage increases and a lot of positive language improvements.

Capistrano School District had their annual wage, health & welfare reopener. Teamsters 952 proposed changing the units' current district health and welfare administrator to Labor Alliance Trust to address the very high rates members are paying at the moment with the current district administrator. With the very low California budget allotment for school districts statewide, and the projected low wage increases that will be offered by the districts across California, this will be a viable option that members will vote on before summer break to increase their take home pay.

At Solvay Orange, stewards have been going through impact bargaining with their management on their change to continuous operations scheduling.

In April, Local 952 went live with the UPS annual feeder bid. It's the first time in our jurisdiction that our 104 feeder members were able to bid on routes and vacations in real-time with live updates. Having this process in place eliminates any shenanigans or issues of favoritism, and provides full transparency of the process. We are so excited to have this process in place, as well as the completion of the revised feeder work rules, which are good for the life of the contract. I want to thank President John Green, Business Agent Sabas Porras and UPS feeder Steward Paul Martinez for all of their hard work and assistance on these projects.

Finally, I want to congratulate the CVS Teamster drivers and the Local 952 team responsible for holding the company accountable. After a long, hard fight and two arbitrations, drivers at CVS were finally paid after the company was found to routinely violate the contract. In early April, the Local handed out over 100 checks totaling just under \$135,000 to drivers. That's Teamster Strong. In solidarity...EJ

Local 683 San Diego Sales Drivers

By Lee Fletcher
Secretary-Treasurer



The Union has successfully negotiated several favorable contracts. The Republic Services contract has brought wages and benefits in line

with Waste Management, which is a positive development. The Dywidag contract has led to higher wages and shorter break periods for less senior workers, as well as improved wages and benefits for all members.

RDNC and Southern Wine: The Express Store and Cash and Carry contract has been ratified for a new 3-year term, featuring significant wage and pension increases, maintained full MOB, and language improvements. Contract negotiations are ongoing for Rexel.

The Coca-Cola Company has been actively issuing disciplinary actions, and the Union is working through the resulting grievances. Similarly, a grievance has been filed regarding the reasonableness of the discipline for the drive cam issue at Seven Up. Regarding Seven Up Sales, contract questionnaires will be distributed shortly, and bargaining dates have been set for late June. The long-overdue joint labor-management meeting for RNDC Sales has finally occurred, and the Union is now scheduling the next meeting with the company.

The new Local 683 bid process is now in effect for Southern Wine drivers, and a meeting was held May 18 to address issues related to the bid process. The negotiations with Sysco Riverside were laborious, spanning from October 2023 to the successful ratification on April 25, 2024. This agreement represents the most substantial offer this Local has witnessed in 24 years, anywhere. The wage and pension increases over the next four years are nearly triple the amount of the previous contract, but in less than half the time. Beyond the significant economic gains, the committee also successfully negotiated improvements to various working condition articles, as well as the overall health and welfare package. We would like to express our gratitude for the committee's diligent efforts.

Transdev Southbay is currently in negotiations for its mechanics and maintenance workers, and the Union is advising Transdev to have a clear understanding of the roles and responsibilities of each position, thus requesting fair raises across the board. The issue of non-bargaining members performing tasks or duties typically reserved for members is being discussed, and the Union is requesting clarification.

Local 2010

By Catherine Cobb
President



Skilled Trades Teamsters at the California State University system didn't just win big with our latest 2023-2026 contract, we won historically big. We staged the first statewide strike in Unit 6 history on Nov. 14, 2023. We protected critical job benefits and workplace rights, including the right to not have our work contracted out, ahead of tough financial times for the CSU. And, in our biggest, most history-making win of all, we won back

salary steps for every CSU Teamster.

Under our new salary step system, CSU Teamsters will receive substantial raises by July of 2025, with some Teamsters who had been left behind by the lack of step increases getting a greater raise. Every Teamster will reach the salary step commensurate with their years of service in their classification by the final year of our contract, and our first year of raises is retroactive to July 2023.

Of the tremendous 84% of Teamsters who voted in our ratification process, 91% said yes. That overwhelming approval is because we didn't just bring back the salary steps that had been missing since 1995—our new Teamsters Unit 6 contract created a salary step system that puts more money in workers' pockets than ever before. Even in 1995, the Unit 6 contractual salary step system had some critical caveats, most notably that eligibility was subject to performance evaluations, meaning a manager could easily disqualify any worker from the raise they'd earned. Salary ranges were also limited—most titles had a four-steps over five years range, so workers earned little more than 25% more money at the top of their salary range compared to the bottom.

While Unit 6 workers, then represented by the State Employee Trades Council (SETC) tried hard to improve this system, including expanding salary ranges and increasing the salary floors for members and apprentices, the salary step system came to an abrupt end in July 1995. That year, a half-decade of public funding cuts to the CSU came to a head. The state subsidy to the CSU decreased by 21.3% between 1990 and 1995, and from 1992 to 1995, CSU received zero total dollars in funding increases from the state. Although CSU received a small bump in the 1995-1996 state budget, it was not enough to solve the system's financial troubles, and so the CSU did what they usually do—took money out of the pockets of students and workers to keep campuses afloat. Students suffered a 10% tuition hike and the CSU moved to eliminate salary steps.

CSU's brute-force bargaining tactics led to the Unit 6 salary system as it existed until our new 2023-2026 contract. Performance-based salary increases and In-Range Progression (IRP) increases replaced step raises, creating wage stagnation and even inversion over the next 28 years. Salary ranges grew under the 1995 contract, but at the cost of few workers ever moving through those ranges.

When SETC voted to affiliate with Teamsters Local 2010 in 2017, suddenly our new Teamsters brothers and sisters had access to the resources of both Local 2010 and the International Brotherhood of Teamsters—and we quickly got to work. Unit 6 membership remained strong and was bolstered even more as Teamsters organized CSU workers into our strong, powerful Union. With that power Unit 6 workers secured strong raises in their first Teamsters contract.

Teamsters also took our fight for salary steps to the state capitol, co-sponsoring legislation to force the CSU to restore salary steps year after year—first with AB 1231 in 2018, then AB 369 in 2019, SB 566 in 2021, SB 410 in 2022, and a ma-

ajor request during the state budget process in that same year. Together with CSUEU, Teamsters testified before legislators, rallied by the hundreds in Sacramento, and fought tirelessly for our sponsored bills. Many of those bills passed through the legislature with overwhelming support but were ultimately vetoed by Gov. Newsom.

After the pandemic, our bargaining team knew that getting back salary steps had to be our top priority. Workers who kept campuses running throughout the worst of the COVID-19 lockdowns were struggling. Salary steps were critical, but our member-elected bargaining team knew that winning them back wouldn't be easy—especially because we wanted them back without the requirement of a satisfactory performance evaluation. If you've done the work to remain employed by CSU, you should get the raise that accompanies that work.

Basing step raises on performance evaluation was the last thing CSU held on to. Our bargaining team went into the last day of negotiations knowing they needed to get rid of the merit requirement and they knew it would be a huge fight. A fight CSU Teamsters decisively won, thanks to our months of show-stopping concerted actions. From the beginning of our negotiations with CSU until the end, Teamsters organized sticker actions and showcased our critical work on campus. We held practice pickets and marched with student groups. We rallied with fellow CSU Unions outside of four bi-monthly CSU trustee meetings while our brothers and sisters lobbied the trustees inside, earning incredible press coverage and showing the power of our CSU coalition. We presented the CSU chancellor with 2-foot tall welcome cards signed by Teamsters at every campus. We held a history-making statewide ULP strike on Nov. 14, 2023, shutting down vital infrastructure at 22 campuses, and did it again at four campuses from Dec. 4-7, together with CSU faculty and thousands of supportive students.

The strength of our Union was impossible to ignore. So, when we called a five-day statewide strike with faculty in early January, CSU knew we were serious. When we said we need our salary steps back without merit requirements, they finally listened. And we won. Early morning Jan. 19, days before our planned five-day strike, CSU gave in. Teamsters have salary steps back, better than ever, and we won't allow them to be taken away again.

Local 631

Vegas Teamsters,
Chauffeurs & Helpers

By Tommy Blitsch
Secretary-Treasurer



Secretary-treasurer Tommy Blitsch: Applications are now being reviewed and winners of this year's Teamsters Local 631 scholarships will be announced in June. This year we received 31 applications, which is the most applications ever received. Good luck to all the applicants. May is DRIVE

month for Teamsters Local 631. As we get closer to the 2025 Nevada State Legislature, we are beginning to prepare bills that will provide more heat safety in the workplace as well as introducing legislation regarding autonomous vehicles in Nevada. We are encouraging all our members to sign up for DRIVE so we can elect Nevada politicians that support workplace safety and who will protect our roads and jobs from autonomous vehicles. New DRIVE members will receive a Nevada DRIVE t-shirt and current participants can receive the new shirt by making a small increase to their current DRIVE contribution amount. Business agents will be signing up members at work sites, or members may sign up at Local 631. The Nevada primary elections start May 25, with early voting. Early voting continues through June 7. Election Day is June 11. See our Nevada endorsements starting on the front page.

Government contracts: We started negotiations for JenTec driver couriers April 15. Simplot Silica Products will go July 8, Amentum TM4 Wall to Wall Maintenance & Operations July 22 and Amentum TM5 Telecommunications August 12. We are working on negotiation dates for Amentum TM2 Maintenance & Operations. Let's continue to keep our Union solidarity! It is everyone's job to enforce their contract, so I ask each of you to watch your work.

Construction: The Union is awaiting dates from the employer to start negotiations this month and June. Nevada has been blessed with quite a bit of federal infrastructure money, and signatory employers have been awarded projects from this funding. The high-speed train from CA to Las Vegas also has received separate funding. The work picture looks very promising as we enter negotiations. Ready Mix members will allocate their upcoming raise in June. Watch for text blasts and postings with meeting dates and times.

Conventions: Spring is here! I would like to thank all our brothers and sisters for the success of the 2024 winter shows, once again all your hard work is the reason for the empirical success of our industry. We would also like to thank all our stewards for their hard work in making sure these companies are held accountable. Brothers and sisters, we are Teamsters, always remember to uphold the superior quality of our training and our work, we are proud to be exceptional in our industry. Be safe and please stay hydrated, summer is around the corner.

UPS: New contract books will be distributed soon. Make a routine to read a little at a time and keep it handy to always know your rights. A united and knowledgeable group is the best defense against the company and its contract violations. Drivers, protect yourself and our bargaining unit work by getting on the 9.5 list and taking your lunch and breaks on the road. For part-timers, attendance continues to be an issue, and the company is starting to pursue discipline more. Please be at work on time each day and get your guaranteed 3.5 hours. Make sure it is clear which full-time supervisor to contact if calling in and do it at least one hour before start time. With the heat quickly ap-

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proaching, all employees stay hydrated and start each day prepared with enough water for their shifts.

Cemex Block: Contract negotiations are around the corner-keep an eye on the Union bulletin board for upcoming meetings. **Rinker/Quikrete:** Keep the green hats in check, lots of infrastructure work coming up this year and with that comes more OT. Stay cool, keep hydrated.

Freight: Freight seems to still be slow and steady with a few still on layoff at ABF. Keep an eye on equipment as TForce is writing up members on the simple mistakes. Stay informed with the shop stewards and file on things that don't look right.

Republic Services: Brothers and sisters, summer is right around the corner. As we get into the summer months, please stay hydrated and take your breaks as needed. Wage raises are set to be effective on June 1, so be on the lookout for that hourly increase. If you have any questions, please contact your business agents. As always stay safe. **CertainTeed Gypsum** - management continues to challenge the interpretation of the contract and that is causing increased grievance disputes.

Transdev RACC - we will be meeting with the company over Transdev handbook. Transdev fixed route operations - welcome aboard the newly recognized Teamsters of Local 631 known as Transdev Fixed Route Sunset Operations Dispatchers and Road Supervisors. **MV Paratransit** - the operations and driver/maintenance contracts passed with good increases in wages and pension.

Movie industry - increase in activity, and the Sony Studio project is moving forward. To all, be safe, and thank you for all you do - Union pride.



Local 399
Studio Drivers
By **Lindsay Dougherty**
Secretary-Treasurer



As shared in my February report, this will be a big year for Hollywood Teamsters as our major contracts with the Alliance of Motion Picture and Television Producers (AMPTP), as well as many of our white paper agreements, are up for negotiations. Bargaining over our shared Motion Picture Industry Pension and Health Plans has already begun alongside IATSE and the Hollywood Basic Crafts. This is the first time since 1988 we have joined negotiations with

IATSE to put forth joint proposals around our shared pension and health plans. We originally began discussions over benefits with the AMPTP on March 4 and recently returned to the table at the end of April to revisit our benefit proposals. We will continue to keep our Joint Council aware of the progress. Members should reach out to businessagent@ht399.org if you are not receiving emails with regular weekly updates and actions.

My thanks to General President Sean O'Brien, General Secretary-Treasurer Fred Zuckerman, and Joint Council 42 President Chris Griswold for being in attendance for our 'Nothing Moves Without the Crew' rally that took place March 3 as a negotiations kick-off event. This rally drew almost 2,000 to Woodley Park to celebrate and show support for the crewmembers of Hollywood fight this year. With the WGA and SAG-AFTRA pushed out on strike by the AMPTP last year, and the industry shutdown for more than half the year in 2023, the support we have seen from not just Hollywood Labor, but all of Los Angeles Labor, has been inspiring and builds power and leverage for our members at the bargaining table.

We have been regularly meeting with our steering committees, rolled our classification specific surveys and will be holding classification-specific town halls soon, to further discuss our proposals and priorities. Our 'Black Book' agreement covers about 4,000 drivers, animal trainers/wranglers, dispatchers, DOT admins, mechanics, chef assistants, and more. Our 'Location Manager' agreement covers about 800 members part of the location department in production. Both agreements expire July 31. This is also the date the IATSE Basic and Area Standard agreement, which covers almost 60,000 IATSE members from coast-to-coast, expires. We begin negotiations for Teamster specific issues in early June.

Our Local 399 and Local 817 Casting agreement with the AMPTP expires September 30 so we will also be bargaining this contract that covers about 700 Los Angeles and New York casting directors and associates later in the summer.

Outside of bargaining our major agreements with the AMPTP this year, we also have many of our white paper agreements up for negotiations as well. We will see our agreements with Omega Cinema Props, Cinelease, Quixote Grip and Electric, Quixote Production Vehicles, Herc and Classic Couriers all up for negotiations this year. For each of our contracts, we are building member-led steering committees and engaging the members working under these agreements for their feedback.

We are excited to share that at the end of April we officially sent a proposal to AMPTP for a voluntary recognition procedure for casting assistants. Since the early 2000's Teamsters have represented casting directors and associate casting directors. This move would round out a fully unionized casting department. We are proud of this group for their hard work and commitment to fight for themselves for better working conditions, increased wages, and access to health benefits. As this process progresses, we will continue to share updates.

My thanks to many of the princi-

pal officers from our various Joint Council 42 Locals for supporting our 3rd Annual Hollywood Teamsters Charity Golf Tournament March 29. Your support helped to raise over \$200,000 that will benefit our 9th Annual Leo T. Reed Scholarship Program. The application has been launched and this year we are excited to announce that we will be able to offer 20 scholarships of \$5,000 to graduating high school seniors. We appreciate the support!

Join us this year as we will again be marching in the LA! Pride Parade in Hollywood. This will be our 3rd year participating alongside our Teamsters LGBTQ+ Caucus. We want to acknowledge LGBTQ+ Caucus President and Local 399 Location Professional Chris Fuentes for organizing this event each year. If you would like details to participate this year, please email businessagent@ht399.org.

As we continue to navigate negotiations this year, we will keep our Joint Council aware of the progress made and means to support our members in their fight for the respect, compensation, security and working condition



By **Damascus Castellanos**
Secretary-Treasurer



Damascus Castellanos: On August 13, 2023, Local 495 Organizer Albert Flores and BA Rosendo Cardenas met with CRST

Trucking out of Irwindale CA to start an organizing campaign. Right out of the gate 9 drivers signed cards and a committee was created. The committee was Cesar Garcia, DeAndre Crosby and Humberto Orozco. Shortly after, 17 more drivers signed cards. The momentum of this campaign was moving fast, with approximately 36 drivers at the warehouse in Irwindale and another 20 drivers at the store level for Home Depot. The company had found out about the organizing campaign. Cesar informed us he was terminated. The next day Humberto and DeAndre had also been terminated. Due to the trust and loyalty of the committee members Local 495 decided to fight for them to the fullest. A wrongful termination claim was filed with the NLRB. The committee was advised this wasn't going to happen overnight and that it was going to be a long fight. They felt confident with Local 495. By December we got word from our attorney, Amanda Lively, that the NLRB found merit in the CRST case. By March 2024 there was an offer on the table by the company to settle. All three committee members were made whole with all lost wages plus penalties in the total amount of \$239,302. The company was forced to post and mail a document to all employees that reads something like, WE WILL NOT discipline, terminate or otherwise retaliate against you because of your membership or support for the Teamsters Local 495 International Brotherhood of Teamsters Union. I am very proud of organizer Albert Flores and BA Rosendo

Cardenas. Local 495 stuck with this group till the end. They know what Teamsters are about now.

Art Carrillo: It's important that everyone that is eligible to vote be registered. If you need help registering, please contact our office. Congratulations to our members at Commercial Tire and Hertz Transporting (all airports) on ratifying new agreements. We are currently in negotiations with Sysco-Riverside and Ryder Truck Rental.

Johnny Espinoza: I would like to report we were successful in an arbitration against Disney as we challenged them on standards of just cause not being met on a termination case. The arbitrator ruled that our member is to be returned to work with full back pay. We're starting negotiations with Disney that will affect over 12,000 cast members and we are actively in negotiations with Ryder.

Emerson Diaz: I am happy to report that after a hard-fought battle with Hertz that almost led us to striking, the transporters agreement was ratified last month. Congratulations to the membership who stood strong and fought for what they deserved. This group has received their wage increases with retroactive payments going back to October 1, 2023. We are currently negotiating the Hertz local edition agreement and later this year we will be bargaining the master, and rental reps agreements. Negotiations with the Avis Budget Group are set to start in May. Ryder negotiations have been ongoing since March, and we are hoping to have a tentative agreement shortly. The Catalina Island contract was ratified in January. New contracts were handed out in March.

Albert Bautista: ABF - Congratulations to Paul Guzman on his retirement. He was a 38-year member and 25-year steward. Wishing you the best on your new journey. Disneyland - we have selected our committee for upcoming negotiations and will have continuous updates. We want to be as transparent as possible. Please, if you have not done so, download our mobile app. This is one of the ways we will be communicating. Ryder currently in negotiations-we will give updates as available. Sysco/Riverside - membership spoke loud to the company with 100% strike vote. The ball is in the company's court to do the right thing with our fleet mechanics who keep their trucks moving. US Foods - we are currently challenging the new VP operations who believed it was the right decision to lay off three fuelers. We have filed grievances on behalf of all affected members including a ULP charge for unilateral changes to work assignments laying off employees for engaging in protected, concerted activities.

Marco Escalante: As UPS continues to consolidate management and trim the non-Union workforce in every facility, Teamsters 495 continues to hold them accountable and ensuring our contract is being enforced day in and day out. I would like to take the time to give an honorable shout out to our brothers and sisters at Hertz LAX (transporters) who were ready and willing to strike for a fair contract and having the company adhere to their demands, resulting in ratifying a 2-year agreement. Also, with upcoming negotiations with Hertz rental reps and the western master

garage agreement we have sent a clear message to the company. We are currently negotiating with Avis Car Rental and with the newly built ConRac facility still extending dates to be fully operational, we are excited and ready for the new opportunities and challenges this move will bring.

Rosendo Cardenas: To all the membership, we now have the Teamster 495 app, you can find it on the app store. Make sure to download the app, we have some great resources on there. National-Alamo Ontario - we just ratified a two-year contract with the company. I want to thank the committee: Don Gentry, Emily Heron and Robert Silva who fought hard for all the membership there in Ontario. All the contracts were handed out. If you didn't receive one, please see your shop steward. Penske Ontario - congratulations to Steve Guillen and Rafael Nieto, who retired. Ryder - negotiations with the company have started. Adesa Mira Loma and Riverside - the grievance regarding the front load of sick time/personal time off is moving to arbitration. Avis/Budget Ontario - all the contracts were handed out, if you did not receive one, please see Claudia in the Avis office.



By **Randy Korgan**
Secretary-Treasurer



Teamsters Local 1932 had a historic spring 2024 with growth in membership and high participation

in our yearly traditions.

It cannot be overstated how amazing it was to see thousands swing by Local 1932's corner of downtown San Bernardino to completely take over for our 5th Annual Spring Fling Classic Car and Bike Show this April. The event has grown consistently since starting exclusively within the confines of Local 1932's parking lot, and we've now spilled over to adjacent county-owned parking lots to fill the space with car show participants, vendors, and live entertainment across multiple stages. I was incredibly proud to see the number of members there, with their families, community members, and neighbors. Let's continue to bring worker power to building your Union, Teamsters, and the pace of our impact on our communities will match it. This event will be a yearly tradition to honor that.

Local 1932 members and staff have successfully organized the unorganized at numerous worksite locations. To start, joining Local 1932 this spring are the proud working people who help provide popular public services that residents across the city of San Bernardino enjoy. All full-time workers in the city - from public works to city hall and everything in between - are Local 1932 members after a majority demanded Union recognition, which the city accepted. They join

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mid-manager workers who were already members. Together, they aim to add to the worker power built in the Inland Empire by Local 1932 and allies. Through worker power, we improve standards for workers in the city and beyond. Now, they're looking ahead to prepare for contract negotiations coming up in a year. They'll be doing it with Local 1932 headquarters in their backyard! Are you ready to support them, Teamsters across JC 42!?

Employees from various sectors within the city of Montclair voted to join Teamsters Local 1932 on April 10. The Montclair Teamsters now stand alongside the over 20 municipalities and public agencies throughout Southern California, where workers have united under the banner of Local 1932 to transform regional standards. Organizing began thanks to worker-to-worker organizing by Local 1932 members in the nearby city of Pomona who came into contact with Montclair workers. Congratulations to Montclair workers for taking control of their destiny and exercising their collective power. Now, we must continue down the path of worker power to win a strong first contract that reflects worker and resident needs.

Last September, the food service workers at Revel Palm Desert, a retirement community with locations in multiple states, made history by unionizing after a short strike. Their determination and the overwhelming support they received led to the ratification of their first new contract in February. This victory, which includes significant pay increases and important standards to fight against favoritism and job insecurity, is a testament to the power of collective action. Their success should inspire us all to continue fighting for better conditions and rights in our workplaces.

In late February, workers at CONFIRE Communications, which provides 24/7/365 dispatch services to 13 fire agencies in San Bernardino County, ratified their first contract as members of Local 1932. The workers, clearly an essential part of our emergency response infrastructure, were motivated to organize because they wanted to build worker power to sustain and create higher standards. Congratulations to these proud new Teamsters!

Teamsters Local 1932 is in full swing of scholarship season as the school year closes. Please be advised that scholarships will be hosted on the Teamsters Local 1932 website.

Lastly, I encourage all Teamsters across Joint Council 42 to tune in every Wednesday locally in the Inland Empire for the Worker Power Hour on KCAA. Every week, I host programming that seeks to bring the issues that matter to working families to the airwaves. You can listen to the backlog of episodes by subscribing to the Teamster View podcast feed wherever you get your podcasts or checking out Teamsters1932.org/Podcast. It's been an honor to interview dozens of local small business participants of our Teamster Advantage program, members of Local 1932 and many other Unions, community leaders from all across the region, and non-Union workers still fighting to create a movement at their worksite. I hope you'll find it entertaining and informative, so please share it with those around you!



**By Jason Gateley
Secretary-Treasurer**



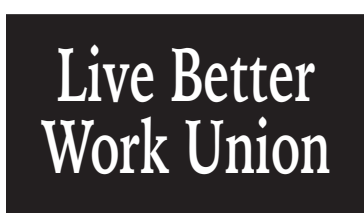
Teamsters Local 14 has started a campaign to educate its members of the importance of their participation in D.R.I.V.E. (Democrat, Republican, Independent Voter Education). Local 14 has a high percentage of public sector employees and it is extremely important for the Local to be active in the political world. We have numerous contracts that are approved or denied by council or board members. The ultimate goal is for the Local to prepare Teamsters to run for office, campaign for them and get them elected. DRIVE is an important element in being able to accomplish our goal of putting Teamsters in office. With the help of Kevin Curie from the DRIVE office we will be visiting our members to further explain the benefits of contributing to DRIVE.

The Local has begun the process of preparing to publish its first newsletter. The newsletter will be mailed to members on a quarterly basis. We will be highlighting our members, staff resources and activities of the Local. Please look for the first edition by the end of June.

Our members from the Clark County School District will be receiving an additional pay raise. Senate Bill 231 passed during the last legislative session set aside additional money for raises. We were able to negotiate with the district and arrive at an agreement that was approved by the Legislative Finance Committee.

Local 14 has several Teamster member events planned this summer. The first event is a ticket giveaway for a LV Aces game on June 21. The Local will be giving away twenty 4-packs of tickets to members. We will soon be announcing some future events for our members. Please check your Union boards frequently for more details.

Membership meetings will resume in September. We hope to see all of you at the meetings.



**By Greg Unterseher
IBT Temporary Trustee**



On March 15, 2024, IBT General President O'Brien placed Local 2118 in emergency trusteeship. Investigation and audit teams appointed by IBT General Secretary-Treasurer Zuckerman uncovered a pattern of systematic errors and omissions concerning 2118's finances, accounting, and administration. Among the find-

ings, 2118's executive board failed to adequately document, verify, or justify hundreds of thousands of dollars in inappropriate expenditures and unapproved expenses, including the principal officer unilaterally increasing his own pay by approximately \$86,000 a year.

That's the bad news - the good news is that the Teamster pilots of Allegiant Air have rallied. In a month's time, they are participating in their Union at a level never seen before. We were in Federal Mediation for a new contract the day of trusteeship, and with many of the negotiating committee members removed, we didn't miss a beat; the next day, with a revamped and refocused committee, we managed to TA a section we had fought over for months.

On April 4, General President O'Brien took part in a Webinar - Union Hall and committed to providing the full force of the Teamsters to fight for an industry-leading contract and ensure the Local's governance is set to the standard required by our constitution and that our members deserve.

Personally, it has been an honor to serve the Allegiant pilots and our Union, and I look forward to helping our members build a stronger, accountable, and forward-leaning Local as we fight for our profession.



**By Victor Mineros
Secretary-Treasurer**



Teamsters Local 396 exemplifies unwavering dedication to its mission of fostering solidarity among

its members while consistently striving to expand its influence. With a steadfast commitment to unity, our Local Union ensures that its members stand shoulder to shoulder, reinforcing each other's strength.

By upholding and enforcing the terms of the newly secured UPS contract, our members demonstrate our Local Union's resolve to safeguard their rights and interests. Through collective action and unified efforts, they bolster their collective bargaining power, securing better wages, benefits, and working conditions for themselves and future generations of workers.

Simultaneously, the members of Teamsters Local 396 employed in sanitation play a vital role in maintaining the cleanliness and functionality of our communities. Their tireless dedication ensures that essential services are delivered efficiently, contributing to the well-being and safety of residents. By standing in solidarity with one another, these workers amplify their impact, advocating for fair treatment, adequate resources, and recognition of their indispensable contributions.

In essence, Local 396 remains unwavering in its pursuit of strength through solidarity, with its members at UPS and in sanitation embodying this ethos in their daily endeavors. Their collective actions not only advance the interests of workers within their respective industries but also serve as a

testament to the enduring power of unity in shaping a more equitable and prosperous future.

Alex Moran, sanitation director: Negotiations for Teamsters Local 396 members at Waste Management's Carson and Southgate transfer stations have been a testament to the resilience and determination of the workers to uplift their standards in the Southern California sanitation industry. Through rigorous discussions and collective action, members have pushed for fair wages, improved working conditions, and enhanced benefits. These negotiations have underscored the crucial role of solidarity among workers in advocating for their rights and ensuring their voices are heard at the bargaining table. As a result, they have succeeded in securing improvements that prioritize the well-being and livelihoods of the hardworking individuals who keep our communities clean and functional. Looking ahead, negotiations set to commence this summer with Waste Management Moreno Valley present another significant opportunity for Local 396 members to further advance their cause. With the lessons learned from past negotiations and the momentum gained from previous victories, workers are poised to leverage their collective strength to negotiate for even stronger contracts. The goal remains clear: To secure agreements that not only meet the immediate needs of the workers but also set a new standard of excellence in the sanitation industry. By standing together and advocating for their rights, 396 members are paving the way for a brighter future for themselves and their families.

David Enriquez, business agent and volunteer organizing coordinator: Organizing to protect the Union way of life: Teamsters Local 396 stands as a stalwart supporter in the ongoing efforts to organize Amazon workers nationwide. With a steadfast commitment to workers' rights, the Union has been at the forefront of advocating for fair wages, better working conditions, and the right to collective bargaining. Drawing strength from its members in Palmdale, California, Teamsters Local 396 has exemplified solidarity by extending their picket lines across the country, amplifying the voices of workers who seek meaningful change within the tech giant's vast network. The collaboration between Local 396 and Amazon workers from Palmdale underscores the importance of unity in the face of corporate power. By joining forces, they demonstrate a powerful message of solidarity and resilience, showcasing the potential for collective action to challenge injustices within the workplace. Together, they confront the systemic issues of labor exploitation and demand accountability from one of the world's most influential corporations. As Local 396 continues to spearhead efforts in supporting Amazon organizing initiatives, actions resonate far beyond individual workplaces. They serve as a beacon of hope for workers across the nation, inspiring others to stand up against corporate greed and fight for their rights. With each extended picket line and act of solidarity, they pave the way for a future where workers' voices are

heard and respected in every corner of the economy.

Javier Bonales, vice president: Building Teamster political power: Local 396 has emerged as a powerhouse in shaping political landscapes, particularly in the Los Angeles area. With a focus on advancing the interests of our members and the broader working class, the Union has strategically aligned itself with initiatives aimed at bolstering job opportunities and addressing the pressing issue of affordable housing. By throwing our weight behind the recent efforts led by the Los Angeles County Federation of Labor, Local 396 is demonstrating a commitment to not only securing good Union jobs but also to fostering community development. The collaboration between Local 396 and the Federation of Labor signifies a concerted effort to wield political influence in favor of the working class. By supporting a ballot measure slated for November, which aims to increase the availability of good Union jobs while simultaneously addressing the housing crisis, the Union is tapping into the potential for transformative change.

Our Local Union would like to congratulate our recently retired members: Romelio Perez, Robert Aguirre, Michael Barnett, Tomas Castellano, Randall Chasten, Fernando Chavarria, Orlando De La Fuente, Jose De La Rosa, Gilbert Garcia, Mario Hernandez, Jose Jimenez, Matthew Leary, Donald Lohse, Michael Miller, Brooke Mills, Reynaldo Molina, Christopher Mosley, Gilberto Nuñez, Elvia Olmos, Jose Ordaz, Tomas Ramirez, Jose Reyes, Ramiro Reza, Mark Robbins, Juan Segovia, George Turner, Charuvan Vannah, Tomas Vargas, Manuel Vasquez and Jorge Vera.



**By Lourdes Garcia
Secretary-Treasurer**



Lourdes Garcia - with summer approaching, I have decided to continue Rick Middleton's long-standing tradition of reminding all our members that summer brings an increase in vehicular and pedestrian traffic, and an increase in the number of weekend BBQs and parties that may require a designated driver. If you are a professional driver, remember that citations in your personal vehicle also affect your ability to drive at work. Protect your job and community. We continue to negotiate strong contracts throughout our Local Union. Congratulations to our members at MV DASH on your new contracts. Several other negotiations are pending, including four for first time contracts, so ensure you receive contract updates for your worksite and get involved in the process starting with contract proposals. While there are many moving parts in

continued next page

negotiations, one thing is certain: We will not allow any employer to break down standards. We fought for everything in our contracts, and we mean to protect what we have and unapologetically fight for more. Do not accept out-of-town work without first talking with your business representative. Check our website and Facebook account for information about the events our Local Union will be participating in this summer.

Bryan Flores - LAUSD and BCCHS: Happy Classified School Employees Week! Every year during the third week of May we get to celebrate the unsung heroes of the school district - you! Thank you for all you do to serve your schools. The end of the school year is the perfect time to review your personnel folder and look for any old conference memos and LORs that should be removed. Fortunately, our contracts give you the right to request the removal of these items after a certain period. Local 572 negotiated this right for you, so we hope you exercise it - in writing. Make sure to take advantage of all the training offered by the LAUSD Personnel Commission via Organizational Excellence. We hope you have a safe and wonderful summer break. Remember that our Local Union is open all summer. We will continue to work on your contracts and workplace issues.

Doug Brown - Printing and Packaging: I have been very busy the last several months working with the IBT organizing department organizing several packaging and box companies. Workers at Southland Box, Sonoco, and Packaging Corporation of America overwhelmingly voted to become Teamsters. We are now at the negotiating table with Southland Box and Sonoco, demanding respect on the job and a fair contract. Costco: We have two new warehouses in the Costco Teamster family. Workers in Virginia and Washington voted to become Teamsters. More and more workers are realizing the benefit of becoming unionized and are reaching out to the Teamsters for representation. The Costco National Negotiating Committee recently met to discuss upcoming contract negotiations; we expect contract surveys to go out early this summer and negotiations to begin shortly thereafter.

Jaime Villanueva - ACTS: We had a negotiation session with the company during the last week of April. There are a lot of pending issues at other locations throughout the country that need to be addressed and we are waiting for the company's response. We continue to push for additional negotiation dates so we can get the strong contract our members deserve. Gate Gourmet: We met with the company and one of the three National Mediation Board (NMB) members. We stressed that the company is not making real wage or health and welfare proposals, and again firmly requested that the NMB release us and give us the right to self-help under the Railway Labor Act. Aramark: We won several supervisors-working grievances. Continue to keep track of your work and call me to report any violations.

Steve Badger - Ralphs Transportation: Reminder - when you are delayed at a store, vendor, or in the yard for more than 15 minutes, you must notify dispatch and write down your delay on your trip ticket. Additionally, write down who you

spoke with in dispatch and make sure you perform a pre-trip inspection before you leave the facility and your post-trip when you return and are finished for the day. Once you leave the facility, it is on you if you get stopped at the scales for an inspection and there is a safety violation that you missed on your pre-trip. Bimbo Bakeries: There will be changes to all the express routes in Southern California due to the closing of the 99 Cent stores. It is a huge financial hit to everyone affected. We are working with the company to address the changes to the express routes and ensure the contract is followed regarding bidding and route closures.

Traci Smith - as we head into summer, school bus and transit operations focus on safety and preparing for the increase in traffic. Keep in mind the tools to keep you successful: 1) Make sure they see you; 2) Increase your following distance; 3) Leave yourself an out; and 4) Keep your eyes moving. Transit operations: Our drivers and mechanics/utility members at MV Transportation Downtown and Mid-City Central overwhelmingly ratified a three-year agreement with large wage increases, and an increase in health and welfare benefits and pension. Our road supervisors, dispatchers, and OTM members also ratified a contract with significant wage increases and health and welfare improvements. Special thank you to my co-chair and Secretary-Treasurer Lourdes Garcia & President Adriana Salazar Avila for being the political liaison, and all my awesome committee members. We are happy to welcome back MV DASH member Maribel Lopez. We filed a grievance and an unfair labor practice charge to protest her wrongful and illegal termination and we won at arbitration. The arbitrator found that Mirabel's termination was the direct result of "Union animus" and that MV violated the contract and federal law by firing her because of her Union activity and position as a shop steward. This is a true victory and Teamsters solidarity at its best! MV Metro: Look for contract updates by text and the Union bulletin board.



By Victor Torres
Secretary-Treasurer



As we head into the spring season, we continue to face important challenges. Sacramento remains ground zero for many of these challenges. The introduction of driverless vehicles to our roads and highways is still a hot button item. Despite almost unheard of and unanimous bipartisan support, late last year Governor Gavin Newsom vetoed a common sense and reasonable measure (AB 316) to control the proliferation of autonomous vehicles into our communities. However, as promised, a 2024 version of AB 316 along with several companion bills have been drafted and are currently working their way through the state legislative process.

The companion bill to 2023's AB

316 is AB 2286. Similar to AB 316, AB 2286 requires a trained human operator behind the wheel of self-driving trucks weighing more than 10,000 pounds. Additional legislation (AB 3061 and SB 915) have also been introduced in the Assembly and Senate to support and strengthen AB 2286.

The following are excerpts on this subject as reported this past February by the IBT:

"As autonomous vehicle companies try to push their new, untested technology onto our roads, we need to prioritize legislation that will protect our streets and good-paying driving jobs, and that starts with AB 2286. We've seen the destruction that small robotaxis can cause, injuring pedestrians and preventing first responders from doing their job. We cannot allow driverless vehicles weighing ten times that of a robotaxi onto our roads without a human operator. That's why the Teamsters are calling on California policymakers to pass AB 2286."

Since Gov. Newsom vetoed AB 316 in September 2023, robotaxis have wreaked havoc on California streets, with one Cruise robotaxi running over a pedestrian and dragging her 20 feet in San Francisco. In the wake of this safety incident, the U.S. Department of Justice has opened an investigation into Cruise, while San Francisco has brought a lawsuit against the California Public Utilities Commission (CPUC) for allowing for the expansion of robotaxis in the city. Recently, an additional investigation was opened into Cruise after reports that the vehicles nearly collided with children in two separate incidents, and a Waymo robotaxi crashed into a cyclist in San Francisco.

According to a 2023 poll, nearly three-quarters of California voters across party lines, gender, geography, and all other demographics said they support having a human operator behind the wheel of autonomous trucks.

"...the Legislature's role is critical in deciding when autonomous trucking is safe and when there is a real plan for our trucking workers," said Assembly member Cecilia Aguilar-Curry. "The autonomous trucking industry has cast this bill as a ban on technology when it explicitly states that testing and deployment will happen with a Human Safety Operator."

"...if we learned anything last year, it was that autonomous vehicles are not ready for prime time. We cannot keep making the same mistake and allowing Big Tech to run the show at the expense of public safety. California needs to pass AB 2286," said Chris Griswold, IBT Vice President and President of JC 42.

The Teamsters are committed to protecting good-paying Union jobs, keeping dangerous autonomous vehicles off our streets, and ensuring local communities have a say in AV deployment and regulation. The Teamsters Union prides itself for having good recall and along with the rest of our labor partners, we will remind not only the Governor's office, but the entire California State Congress that you cannot have it both ways. You cannot claim that you support labor and at the same time reject legislation that protects the health and safety of workers and residents

alike.

Stay tuned to this newspaper and our website (www.teamsters481.org) for the most up-to-date and accurate information on all these developing situations.

The Teamsters International has a network of regional and local resources to monitor all these concerns. That is the benefit of being part of an International Union. We possess the power to make a difference from Washington D.C. to City Hall. Our website (www.teamsters481.org) has an array of resources tied into all these matters. Visit often and keep informed on these issues that are important to you and your family.

In scholarship news, the Local 481 2024 Scholarship Program is now open. This worthwhile program which has assisted dozens of our members and their families to reach their higher education goals, not only provides scholarship opportunities for the children and grandchildren of our members, but also for the member themselves and their spouse/domestic partner to participate. Application deadline including submission of a pertinent essay and all the required paperwork is September 6. Please be sure to refer to this year's application for details on how to submit your application and details on this year's essay topic.

Information on the 2024 Hispanic Caucus scholarship program is forthcoming later this year. For additional information on these and all the available scholarship programs, feel free to contact our office or visit our website (www.teamsters481.org) for further details or to obtain or download a scholarship application.

As always, if you have a change of name, address or job status, it is important that you notify the Local Union at (619) 282-2187 and your pension/insurance trust representatives. Members covered under the San Diego County Teamsters-Employers Insurance Trust may call (619) 849-1063. Members with Insurance through Northwest Administrators may call (877) 214-8928. Members with benefits through Pacific Federal (Pac-Fed Western Alliance Trust Fund) may call 1-800-753-0222. Members with pension through the Western Conference of Teamsters may call Northwest Administrators at (866) 648-6878.



By Chris Griswold
Secretary-Treasurer



This is an important election year as we will decide the direction of our country over the next four years. Members have been asked to participate in the endorsement process by showing up to the Teamster Presidential Straw Polls to voice their opinion. However, President Joe Biden is the only candidate that has a proven record of standing with Labor and working families. Make sure you are registered to vote and encourage your family members to vote as this appears to be a very close election at this point in time with the election

being less than six months away.

Local 986 hosted a shop steward training in Covina on May 18 with over 75 stewards in attendance. The training was provided by Debra Goldberg, general counsel to Teamsters Local 986 and Lewis Levy of Wohlner Kaplon Cutler Halford Rosenfeld & Levy. It was also announced that Debra Goldberg would be retiring after 30 years representing Local 986. We wish Debra the best and we thank her for making sure our members were always provided with outstanding representation. Debra built a great reputation among her peers and everyone she ever represented as a tenacious fighter for the working class, and she will be greatly missed by everyone at Teamsters Local 986.

Here is some additional information from our Coordinators on what is going on throughout our Local Union:

Coordinator, Tim Vera - Las Vegas: In Las Vegas, Local 986 continues its focus on organizing as we welcome two new full-time business agents/organizers to the staff, Anthony Buckner and Daniel Delcid. They hail from the IBT Organizing Department and were rank and file workers from the casino industry. Our recent victory at the Cosmopolitan front desk of 66-0 demonstrates our commitment to organizing and gaining strong contracts throughout Las Vegas. Local 986 also overwhelmingly ratified the first ever back-end agreement with the Venetian Resorts that brought in another 70 members. We have ongoing negotiations and organizing campaigns throughout the city and will continue to provide outstanding representation to our membership.

Coordinator, Cliff Reynolds - Santa Maria: Pepsi Cola - a new collective bargaining agreement was recently ratified by our drivers and warehouse. The ratified agreement is a multi-year contract that includes significant increases to wages and contributions to Western Conference of Teamsters Pension plan. Other increases were made to sick leave, vacation, and break in rates. Vestis - a new collective bargaining agreement was reached at Vestis (formerly Aramark) which substantially strengthened the contract for the members. Significant economic increases were made for both the commissioned and hourly drivers as well as increased contributions to the Western Conference of Teamsters Pension plan. SLO Transit - the city of San Luis Obispo received grant money for its transit service use. On September 19, 2023, the city approved a portion of the funds for significant wage increases and other incentives. However, the city has failed to do anything since to get these funds to our members. Although there has technically been no violation of the contract, the delay has been unacceptable. So, Shop Stewards Juanita Lujana, Frank Jakes, Mark Crable, Ruth Doty and I met with the Transdev Regional VP to get some answers. It turns out that the city bureaucracy was causing the delay. We then met with San Luis Obispo Mayor Erica Stewart to get this much needed funding to our members as soon as possible. As a result of these meetings, Transdev will begin bargaining with Local 986 to distribute these new funds as early as the first week in June. And with retroactivity from September of 2023!

Official Teamster Notices & Announcements

★★★

Local 166

Year 2024 general membership meetings of Local 166 are held as follows:

Meetings at Bloomington headquarters are held at 7:30 p.m. on:

June 13
July 11
August 8
September 12
October 10
November 14

San Diego area meetings are held at the offices of Local 542 at 2 p.m. on:

June 8

September 14

December holidays meetings are as follows (exact location and time to be determined):

Barstow - Dec. 2
Indio - Dec. 3
San Bernardino - Dec. 5
San Diego - December 7

★★★

Local 186

Local 186 membership meetings are held at 11 a.m. on the second Sunday of the month at the Local Union hall located at 1534 Eastman Ave., suite B, Ventura 93003.

★★★

Local 399

Local 399 membership meetings are held in a hybrid format, in-person and Zoom. Upcoming meetings:

July-TBD
October-TBD

Members with questions regarding general membership meetings please email: businessagent@ht399.org.

★★★

Local 495

General membership and initiation meetings of Local 495 are held at 10 a.m. and 8 p.m. on the second Thursday of the month at 225 N. Barranca St., fourth floor, West Covina CA 91791.

2024 meeting dates are:

June 13
October 10
November 14
December 12

There are no meetings in July, August and September.

★★★

Local 896

General membership meetings will be held on Sundays. Branch 3 at 8:30 a.m. and Branch 4 at 10 a.m., at 2050 Lincoln Ave., Pasadena 91103.

Check Union bulletin boards for meeting information.

★★★

Local 911

General membership meetings of Local 911 are held at 7 p.m. the third Wednesday of the month at the Local Union meeting hall located at 9900 Flower St., Bellflower CA 90706.

2024 meeting dates are:

June 19
July 17
August 21
September 18
October 16
November 20
December 18

★★★

Local 986

Monthly general membership meetings of Local 986 are held at 7 p.m. at the Local Union meeting hall located at 1430 East Holt Ave. Covina CA 91724.

2024 meeting dates are:

Thursday, June 6
Tuesday, July 2
Wednesday, August 7
Thursday, September 5
Tuesday, October 1
Wednesday, November 6
Tuesday, December 3

Local 986 conducts meetings for shop stewards and members in Covina, Las Vegas and Santa Maria. Please contact the Local 986 office nearest you to find the date, time and location of the next meeting.

★★★

Local 2010

Local 2010 general membership meetings are held the second Thursday of the month by Zoom, at 7 p.m.

Local 2010 offices are located at 7730 Pardee Lane, Oakland and 9900 Flower St., Bellflower.

2024 meeting dates are:

June 13
July 11
Aug. 8
Sept. 12
Oct. 10
Nov. 14

December meetings will be in-person in Oakland and Bellflower at 10 a.m., date to be determined.

**CHECK YOUR LOCAL UNION'S WEBSITE
TO KEEP UP-TO-DATE ON NEWS AND EVENTS**

RETIREE CORNER

SAN BERNARDINO: Our retirees meet on the 4th Saturday of the month at 10 a.m. at Teamsters Local 166, 18597 Valley Blvd. Bloomington, except the months of June through September. Come early to meet and greet and share coffee and refreshments. For more information contact our chapter president Deane Horne at 951-564-8706. We preempted our May meeting for the annual SCTRA Fun/Fundraising special excursion to Fantasy Springs Casino May 18. Also, there will be no June meeting as our annual chapter luncheon will happen on that date. A final reminder that the annual SCTRA luncheon is Saturday, August 17 at Teamsters Local 848, Long Beach. For ticket information contact SCTRA President Phil Zamora at 909-629-2539 or email fzamora@southerncateamsterretirees.com.

LONG BEACH: We invite all Teamster retirees to our meeting on the first Saturday of the month at Teamsters Local 848, 3888 Cherry Ave., Long Beach. We start at 9:30 a.m. Come meet new and old friends, coffee and donuts always. Our annual SCTRA luncheon will be held August 17 here at Teamsters Local 848. For more information call Tony Mosqueda (323)569-9127.

SAN DIEGO: Our meetings are June 20, July 18, August 15, Sept. 19, (our fall luncheon at 11:30 a.m.). We meet on the third Thursday of every month, at the meeting hall of Teamsters Local 542, 4666 Mission Gorge Pl., San Diego 92120. The meetings begin at 10. All meetings are preceded by coffee and donuts starting at 9. The club is open to all retired members of Locals 36 (166), 481, 542 and 683. The club is partially sponsored by the generous donations of the Locals. Annual membership dues are \$15 per person. We have various speakers throughout the year, raffles, spring and fall luncheons. We hope you will join us. We have a great time. You might see an old friend. John Norman, club president, can be reached at jdnrock542@gmail.com or 619-562-5796.

MONTEBELLO: We wish speedy recoveries to our members Raymond Bernal, Benny Rojas, Danny Rodriguez and Nellie Salas, hope to see you soon at our meetings. We invite all Teamster retirees to our meeting on the 4th Thursday of the month at VFW Post 7734, 9128 Bermudez St., Pico Rivera, 1 p.m. Our annual SCTRA luncheon will be held at Teamsters Local 848 in Long Beach. Planning on attending? Please send in the

registration form located in the Teamster Retiree newsletter, you should have received it by now. We want to have enough food for everyone. Please call Phil Zamora (562)230-4144 for more information.

EL MONTE: We meet on the 3rd Thursday of the month at VFW Post 8070, 250 E. 1st St., Azusa at 10:30 a.m. except July and August. We welcome all Teamster retirees to spend some time with us, we have speakers from time to time, however coffee and donuts always. For more information, please call Chuck Fuller (714) 742-5775.

SO. NEVADA: Our last regular chapter meeting was May 16; we will not reconvene next until Sept. 19. Enjoy your spring and summer! Noteworthy: Our chapter president Fran Almaraz was feted by the Nevada state AFL-CIO with the Lifetime Achievement award at the 2024 Friends and Family dinner. And to top that off Fran was presented a state proclamation service award by senate majority leader Nicole Cannizzaro. Don't miss our Nevada Teamster political endorsements for the upcoming vote—they start on the front page.



The Elections Are Coming! The Elections Are Coming! Vote Teamster Recommendations



Register & Vote

Moving? LET US KNOW

May 2024

Moving? Let us know at least 4 weeks in advance. Attach your newspaper mailing label in the space below (or print your old address if label is not available), fill in information and mail to:

Teamster Newspaper
981 Corporate Center Dr., Ste. 200
Pomona, CA 91768

Name _____

New Address _____

City _____

State _____ ZIP _____ Local Union _____

Email _____

Last 4 digits of Social Security # _____

Employer _____

Are You Retired? YES _____ NO _____

Old Address Here