



With Washington in gridlock, California leads the way

Watching the Trump administration move toward its 100th day in office is like anticipating a slow moving hurricane. Early gusts are starting to cause grief, but the tempest hasn't yet reached its peak. Fortunately, there will be sunny skies in California.

As for those gusts, President Trump pushed the Senate to invoke the nuclear option and install arch-conservative Supreme Court Justice Neil Gorsuch. This will likely mean that anti-union decisions that had been stalled when Judge Scalia died in 2016 will now go forward.

A key promise that the President campaigned on was the repeal and replacement of Obamacare, but Congress quickly found that its plan to throw 20 million people off health insurance while giving a huge tax break to the top 1% would not fly. Trump's tax reform plan, which was supposed to be the second of a one-two punch with Obamacare, has now been delayed until at least the fall. And, that "big beautiful wall" that the President dreamed of only has funding for its first few miles.

But speaking of building...while the President has mused about a trillion dollar plan to rebuild the nation's infrastructure, to date, neither he, nor the congress, has come up with legislation to make that a reality.

The California plan

On the other hand, in California, on April 6, the

legislature passed, and the Governor signed, a landmark transportation investment to fix state and local roads, freeways and bridges and put more dollars toward transit and safety. SB 1, the Road Repair and Accountability Act of 2017, became law in April. Raising \$52.4 billion over the next 10 years, the law will go far toward fixing California's roads, adding capacity to the transportation system, improving local transit systems, and helping move goods to market.

"California has a massive backlog of broken infrastructure that has been neglected far too long," said Governor Brown. "Fixing the roads will not get cheaper by waiting - or ignoring the problem. This is a smart plan that will improve the quality of life in California."

Costs and benefits

The \$5 billion-a-year program will be funded primarily through an increase in the gas tax, which has not been raised since 1993, and a new transportation improvement fee, which, for the majority of Californians, will cost \$25 per year. The cost for the average person will be about \$10 per month.

On average, Californians spend \$762 a year on vehicle repairs related to damage caused by the roads. By improving and repairing the roads, this cost should be significantly lessened.

In addition to state highway and bridge repairs, the proposal would spend \$7.5 billion over the next decade on local public transportation projects and another \$1 billion on infrastructure for pedestrians and cyclists.

In an effort to ensure that taxpayer dollars are spent properly and contain strong accountability measures, the agreement includes oversight from an inspector general and includes a provision that the money is spent on transportation and not diverted to other state priorities.

"Nobody likes to pay more taxes, and with this bill, the cost of gasoline is scheduled to increase," says Joint Council 7 President Rome Aloise. "But for many



Workers came out strong to support SB1, California's Transportation Bill.

of our members whose workplace is California's roads and freeways, this bill will vastly improve their working lives. And it will bring huge numbers of construction and ancillary jobs to the state. Teamsters will definitely benefit from this legislation."

"We can't afford to keep kicking the can down the road," said Senate President pro Tempore Kevin de León. "Californians are tired of the constant traffic jams and crumbling roads, and they expect us to find solutions. These critical investments will keep our state moving and economy growing."

"We had a choice before us," added Assembly Speaker Anthony Rendon. "We could have chosen to do nothing, and see more deterioration, more time lost in traffic, and more damage to cars, or we could choose to advance this solution that fixes California's broken transportation system in a way where drivers will actually end up paying less for a better quality of life."

On other issues, the state legislature is seeking to ensure that the laws passed in California are not overridden by changes in the federal level. Xavier Becerra, the state's new Attorney General, is working to ensure that the Trump administration does not withhold funds from California if the legislature moves to designate it a "sanctuary" state. "We will fight anyone who wants to take away dollars that we have earned and are qualified for simply because we are unwilling to violate the Constitution under the President's defective executive orders," Becerra told the *Los Angeles Times*.

The state has meanwhile reaffirmed its commitment to strict greenhouse gas emission regulations, as Trump has moved to roll back those back at the federal level; is finding ways to oppose the building of a border wall; and is looking to protect legal marijuana markets passed by the voters in November.



Annual Joint Council 7 Harry Polland/ Bob Morales Scholarship Program – Applications Due

Joint Council 7 is pleased to announce the Annual Teamsters Joint Council 7 Harry Polland/Bob Morales Scholarship Fund. This program will provide \$1,000 to the child of one member in each of the following affiliated Local Unions: 70, 87, 137, 150, 287, 315, 350, 386, 431, 439, 517, 533, 601, 665, 853, 856, 890, 896, 912, 948, 2010, 2785, GCC-District Council 2.

Eligibility

Applicants are eligible for scholarships to attend a college, university, or trade school when they or their parent or legal guardian (proof may be required) is an active member in good standing of one of the previously-listed Local Unions. Elected officials and employees of Teamsters Local Unions and Joint Councils, and their families, are not eligible.

Criteria

Grade point average of 2.0 (based on a 4.0 system) upon high school graduation.

How to Apply

Applicants must complete an application and return it to a Joint Council 7 office or to the office of any of the Local Unions affiliated with the Joint Council (see above) by no later than July 1, 2017, along with the following:

1. High school or college transcript through most recent semester.
2. Resume of school and/or community activities.
3. Two page handwritten or typed essay on "The Importance of Labor Unions."
4. Recent photograph of applicant.

Where to Get Applications

Applications may be obtained from your Local Union or from the Joint Council 7 office.

Joint Council 7 is proud to support the higher education of Teamster families!



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Organizing new members, negotiating good contracts are the union's lifeblood

The year is flying by, and as always, it has been an eventful one for our Locals in Joint Council 7.

At press time, the members of Local 2010 are voting on a tentative agreement with the University of California; getting this far took a major effort by Local 2010's members—aided by strong support from Teamster locals across the state. In March, Local 853 organized more Tech Industry shuttle bus drivers with WeDriveU. Earlier in the year, Local 137 organized more than 1,000 public sector employees in Butte County, and in April, Local 2785 won its first organizing drive in a long time with a freight company. Local 665 has an active organizing campaign with about 400 solid waste and recycling workers in the North Bay, and Locals 856 and 315 continue to bring in new groups from Contra Costa County.

I hope I didn't leave anybody out. What's most important is that many of our locals understand that organizing makes their locals stronger while helping to improve the lives of workers who achieve the benefits of union protection. It is the responsibility of every officer, business agent, and member to always be on the lookout for organizing possibilities, because without organizing, a local cannot survive.

Getting a sense of our new president

We have now watched our new President operate for almost 100 days. While I suspect that those who supported him feel like he is keeping his promises, I wonder how people do not see through the lack of planning, the "shoot from the hip" responses, and the showmanship that has basically been his playbook so far.

The President held meetings with the Building Trades Unions, with which the Teamsters are affiliated, to discuss his plans to put billions of dollars into infrastructure—building dams, bridges, roads and highways. It sounds great, however, the telling part of these conversations is that he has never uttered the words: Union, Project Labor Agreement, Davis Bacon, or Prevailing Wages. If these were mentioned, it would mean that all of this infrastructure work would be done with union labor, paying good wages, providing good healthcare and pensions, and decent, fair working conditions. Guess what? By not mentioning any of these words or phrases, the President keeps the Building Trades unions on the hook, while placating the non-union contractors' associations. All the while, there is no legislation pending to actually fund this work.

The tax cuts that the President has promised will be good only for the 1% and not so good for the rest of the country. Without taxes, there will be little money to spend on infrastructure. Get the picture?

What the President does best is say what people want to hear, but so far, not much is getting done. His first Supreme Court appointment will likely have a

devastating effect on public sector union members. It is almost certain, given the new justice's voting record, that he will vote in favor of cases that take away the right of public unions to have a "fair pay" provision in their contracts. This is tantamount to Right-to-Work in the public sector. That's not good for workers, union or non-union.

We expect that some people will stop paying union dues, and yet will take advantage of union services, thereby undermining the union's strength. There are

freeloaders in every part of life, but by forcing the union to represent them, the strength we have to protect you will be diminished.

Good pension news

For those of you covered by the Western Conference of Teamsters Pension Trust Fund, I am happy to announce that our investments exceeded the 7% rate that we had set as a necessary amount to fund the plan. In 2016, we made between 8.3%-

8.5%, which represents upwards of \$2 billion dollars in investment gains. The plan is funded in the "Green Zone" area, which is right where we want to be.

Improving our communications

The Joint Council is working towards assisting our Local Unions to update how we communicate with members. In this day and age, many of our members want their information quicker, faster and electronically—through texting, tweeting, and email. We are working to accommodate those desires. This will begin happening toward the third quarter of the year.

Preparing for UPS talks

UPS Locals will start preparing for negotiations on the Teamsters' largest contract, UPS, very soon. Our charge is to figure out how to take care of our existing members and deal with the new, non-union players, many of whom work as independent contractors, who threaten our good jobs. This will need thoughtful and well-strategized discussions.

Unfortunately, in recent years, a group of activists who have never negotiated a contract, handled a grievance or represented actual members of our unions, have inserted themselves into the strategy meetings, alleging that they could do a better job. I believe that their only real desire is to undermine the union politically and play into the hands of the people who are attempting to destroy labor.

Make sure you think about what you hear, and that you don't listen to people who have no real-world negotiating experience. Mark my words, they will be out there trying every tactic in the world to get you to believe bad news, rather than listen to reality.

"...organizing makes our locals stronger while helping to improve the lives of workers who achieve the benefits of union protection..."



The robots are coming; the Teamsters are preparing!

This month, **WIRED** Magazine interviewed Joint Council 7 President Rome Aloise about self-driving cars and trucks. The industry calls these “autonomous vehicles” or “AVs” for short. Industry experts estimate that 4 million transportation workers in the United States are going to lose their jobs in the next 5-20 years.

Right now, these cars and trucks are being tested in California. Like most technological innovations, Silicon Valley is at the center of the action. Google started a brand new company called Waymo in Mountain View. Ford has a facility in Palo Alto. Tesla is building them in Fremont. General Motors has partnered with San Francisco-based Lyft. Uber is testing self-driving trucks through their company Otto in San Francisco. And UPS customer Amazon has patented a highway network that controls self-driving trucks and cars and is developing an app to match them with shipments from their distribution centers. They are also testing drones for deliveries and automating their warehouses.

Most experts agree—the first wave to hit will be “platooning,” which is a line of trucks that follow each other closely. Only the first truck has a driver; the rest are controlled by a wireless communication system. When the first truck brakes or speeds up, the rest of the trucks get the signal and follow it. These “platoons” could equal a train of trailers behind one tractor and will dramatically reshape the freight industry in the next ten years.

As Teamsters, we should be very, very concerned about how this technology will impact our jobs. And that is why Joint Council 7 is working on this.

Automation is not a new threat

According to the American Trucking Association, roughly 70% of the goods in this country are moved by truck. Yet we face a driver shortage in freight and virtually every industry where we represent workers who need a commercial driver’s license, including busing, construction, and more.

This is where the technology steps in to fill the vacuum. And everywhere from San Francisco to Sacramento to Washington DC, regulators and elected officials are scrambling to figure out how to adapt to these new technologies.

The safety issues are huge and that issue is getting most of the attention. But nobody has a plan to help workers who lose their jobs because they are replaced by robots.

The issue of automation is not new to us. Just ask Teamsters in the parking industry who lost their jobs to parking kiosks. Or, talk to public employees who used to work reception, only to be replaced by a “take a number” system. But nowhere has this hurt

us more than in food processing, where we once had roughly 100,000 members just in California canneries alone. Although people eat less canned food and NAFTA opened the door for some of our jobs to go to Mexico, automation inside the canneries has taken its toll. We now have only 15,000 members working under the master cannery contract.

Impact on workers

What happened to those workers? Let’s look back to 2012, when Campbell’s Soup shut their Sacramento plant and 700 members of Teamsters

Local 150 lost their jobs. The government swooped in to provide job training assistance to our members. Last year, the *Sacramento Bee* profiled one of our former members by the name of Julie Farris. Her mom worked at Campbell’s for 40 years. She followed her mom there, and as a Teamster

single mother with two kids, she made \$23 an hour plus benefits. She received job training assistance; it took her three years to learn to become an ultrasound technician and find a job. She was forced to move her family in with her mom and struggled to cover costs when she had health issues. In the meantime, Campbell’s soup owner John Dorrance Jr., whose family is the 17th wealthiest in the country according to *Forbes* Magazine, gave up his U.S. Citizenship and moved to Ireland to avoid U.S. taxes.

That example illustrates that job training is not the only answer. We are asking politicians for the time and help to figure out answers. Some experts say the solution is a so-called “Universal Basic Income,” a guaranteed income check for every working-age person in America regardless of employment status. Under this utopian vision, everyone will be able to spend more time with their families because we all won’t be so tied up at work. Sounds good, but who pays for it? The tax-payers.

Maybe a better solution is to tax the companies who displace workers with these new technologies. The money could go toward job training and supplement income for workers. This “robot tax” is being proposed by Microsoft founder Bill Gates and being studied by San Francisco Supervisor Jane Kim, who invited me to be on her advisory panel. I’m not sure if this will work, but I do agree that these companies are making money hand over fist and they should pay for putting people out of work.

Under the leadership of Rome Aloise, Joint Council 7 is meeting with academics, elected officials, industry representatives, and more, to forge a path forward. We are working with the IBT, and at our suggestion there will be a workshop on this issue at the upcoming Teamsters Unity Conference. The robots are coming and we are getting ready for them.



Teamster Pension

Another first!



Maria Ashley Alvarado has been named to serve as a trustee on the Western Conference of Teamsters pension plan—the first woman to serve on the union side of the Trust in its 62-year history. Notably, Ashley was also the first female principal officer of Local 601, and the first to serve on the Executive Board of Joint Council 7.

Joint Council 7

We represent you

Joint Council 7 brings together 23 local unions from Northern California, Central California and the Central Valley, and Northern Nevada. The Council has an executive board made up of officers and officials from many of the Locals.

Here’s who serves you on the Joint Council 7 Executive Board and the Local Union that they’re from:

Rome Aloise, President
Local 853

Carlos Borba, Vice President
Local 315

David Hawley, Secretary-Treasurer
Local 137

Mark Gleason, Recording Secretary
Local 665

Maria Ashley Alvarado, Trustee
Local 601

Peter Finn, Trustee
Local 856

Peter Nuñez, Trustee
Local 431

AROUND THE LOCALS



LOCAL 601

College student, daughter of Teamster, missing



Photo of missing 20-year-old Aly Yeoman from her Facebook page

When you read about people who are missing, you never expect that they'll be in your family. But Daniel Yeoman, a Local 601 member who works at Sunsweet Growers in Yuba City, learned on March 30, that his 20-year-old daughter Alycia "Aly" was missing.

Aly, a Gridley resident and Yuba College student, was last seen driving away from her home. She was reported missing after she failed to report to work as scheduled for two days.

The Sheriff's Office is asking for the the public's help in the ongoing search. Anyone with video or photos, including surveillance footage – from Butte House Road in Yuba City north to the Butte County line in Live Oak, between 9 p.m. March 30 and 2 a.m. March 31 – is asked to call the Sutter County Sheriff's Office, 530-822-7307. The FBI also set up a tip line at 800-225-5324 to receive information pertaining to the case and is offering a \$5,000 reward for information that leads to the location of the missing woman.

Yeoman's family established a GoFundMe account, www.gofundme.com/find-alycia-yeoman, to help bolster the reward offered by the FBI. At press time, the GoFundMe site showed donations totaling \$10,478.

LOCAL 665

Sonoma County solid waste, recycling workers set to organize

More than 400 drivers, sorters, helpers, mechanics, and administrative staff for the North Bay Corporation, have signed cards and attended meetings to discuss the next steps to becoming Teamsters.

"These men and women have been employed under sub-standard working conditions, relative to solid waste Teamsters in the Bay Area, for many decades," said Local 665 Secretary-Treasurer Mark Gleason. "After years of attempting to bring Teamster membership to these workers, we believe we're finally on the path to a union contract."

Solid waste and recycling workers in Sonoma County currently work in 15 separate incorporated or county jurisdictions. Some of the contracts are currently up for bid, and the current employer is up for sale.



Over 400 solid waste and recycling workers have begun a drive to become Local 665 Teamsters.

a decision to grant new solid waste franchises. New awards must include worker protections."

Gleason recognized the IBT Organizing Department for its help with this large effort. "We couldn't have gotten to this point without their assistance and diligence. We greatly appreciate the help."

The organizing drive, which includes public hearings and testimony, is scheduled to continue throughout the summer.

LOCAL 70

100 days of safe driving

MV Transportation of Livermore celebrated its drivers for 100 days of safe driving, and Local 70 was there.

The drivers serve local routes, express routes, and school tripper routes. Safe driving is always a priority, but 100 days of accident-free driving by workers in this type of industry is definitely something to be acknowledged. "Our Teamster drivers recognize that, when serving the public, doing it right as well as safe is what matters," said Business Agent Mark Hawkins.

Congratulations to all the drivers of MV Livermore!



President Dominic Chiovare, Vice-President Jim Fried, Business Agent Mark Hawkins, and Trustees Henry Buchanan, Rich Fierro, and Kelsey Frazier attended the celebration honoring 100 days of safe driving at MV Transportation of Livermore.



Local 890 members get information about the union as they attend the Taylor Farms orientation session.



LOCAL 890

Local welcomes back members for new agricultural season

As spring arrives, Local 890 members once again make their way back to the Salinas area to start the 2017 harvesting season. Local 890 represents a large portion of the agriculture industry including farm workers in the fields, truck drivers, and workers at the salad plants, among others.

About 2,000 members work at Taylor Fresh Foods, also known as Taylor Farms in Salinas. From April 1-5, the company held two orientation sessions each day for their returning employees. Secretary-Treasurer Juan Cabrera, and Business Agents Luis Flores and Jesus Rangel staffed a table outside where they greeted members, answered questions, and distributed contracts and scholarship applications. They also used this opportunity to inform the members about the May 1 March on International Labor Day to raise awareness of how the current U.S. immigration policies have affected our local economy and how America's Salad Bowl needs workers for our local farmers.

LOCAL 2010

Statewide solidarity results in strong contracts at UC

Through organizing and a massive display of strength at worksites statewide, Teamsters Local 2010 ratified two contracts with the University of California for the 800 Skilled Trades workers at UCLA and UCSD and reached a tremendous tentative agreement covering the bargaining unit of over 12,000 Administrative, Clerical, and Support workers (CX-Unit).

"We are proud to have contracts and an agreement that benefit all of the 13,000 members of our Local," said Secretary-Treasurer Jason Rabinowitz. "Our activists and leaders won these deals for our members by building real union power and strength in their workplaces, culminating into direct actions. The active support of our members is what pushed us across the finish line to our settlements."

These historic achievements did not come easily; they were due to the hard work, dedication and unwavering commitment of Local 2010 members, activists, and leaders. Over years of strategic organizing, Local 2010 showed their strength through member power building campaigns, numerous legislative visits, and countless workplace actions which escalated as negotiations progressed.

One-day strikes were held by the Skilled Trades workers on November 16, 2016 at UCLA and on November 17, 2016 at UCSD. Later, as negotiations stalled, UCLA Skilled Trades workers held a five-day strike from January 6-10, 2017 and were joined by the statewide CX-Unit who struck all ten campuses and five medical centers across the state, including UCSF and UC Berkeley, both in protest of unfair labor practices committed against them, as well as

in solidarity with Skilled Trades workers on the final day.

Here are some of the gains won in the CX-Unit Tentative Agreement: Guaranteed 6.1% raise, plus \$1200 lump sum by July 2017, with total increases of 19.4% over the life of the contract; all raises are guaranteed, not subject to "merit" or favoritism, or being "topped out." The contract contains new limits and protections against increases in retirement and medical contributions, and parking fees; protections for guaranteed retirement and health benefits and improvements in workplace rights, including the right to progressive discipline before termination for misconduct.



Skilled Trades workers overwhelmingly ratified their contracts with over 98% of UCSD members and 91% of UCLA members voting to approve the deals.

"After going four years without a contract, the Teamsters were able to come in and settle a fair deal with great

increases," said Jon Kramer, UCLA Plumber. "I am proud to be part of a great organization. I am proud to be a Teamster."

"Everything changed once we became Teamsters," said Herman Ricks, UCSD Electrician. "We showed the University that we are strong and well-organized. Through the work of all of the Teamsters, we won a contract that we can all be proud of."

By standing together as Teamsters, Local 2010 members showed the true power of solidarity. Now the Local will build on these victories and continue to strengthen the Union through internal and external organizing.

LOCAL 853

More shuttle bus drivers join union

Teamsters Local 853 is now the union representative for 30 shuttle bus drivers working at WeDriveU, after workers there chose the union. The contractor supplies drivers for tech companies like LinkedIn and Twitter.

Negotiations for a first-time contract will begin immediately. Local 853 will negotiate with WeDriveU over operational specifics based on client needs.

Wage rates, health benefits and economic working conditions for all Teamster members working in the tech shuttle bus industry are virtually the same. Drivers have seen initial increases in pay of about 25 percent after joining the union.

"We're pleased that yet another group of tech

industry workers have chosen to become Teamsters, after seeing the tremendous gains that Teamster members have made in this industry," said Rome Aloise, Secretary-Treasurer of Local 853. "We're ready to get to work on another contract that vastly improves the lives of workers who help make Silicon Valley so successful. This continues our progress toward creating a level playing field with all the transportation contractors."



The workers join drivers at Yahoo, Facebook, Salesforce, Apple, Genentech, eBay, Cisco, Amtrak, Netflix, Zynga, and PayPal, who have all joined the Teamsters since 2014.

LOCAL 517

New contract for Get Bus

The drivers for Get Bus, Bakersfield's public transportation system, have a new five-year contract with Local 517 that not only includes big raises, but also moves more part-timers into full-time status. The contract was ratified by 95% of the members.

"When we started negotiations, there were two separate seniority lists—for the full-timers and flex (part) timers," explains Secretary-Treasurer Greg Landers. "We were able to merge the lists and now true seniority is being honored."

This change had important ramifications. Immediately, 17 part-timers moved up to full-time, getting a \$27,000/year increase, with full time benefits. This represents a \$9/hour wage increase.

"We started with 70 full timers and 160 flex-timers. With this contract, we'll bring up 5 full-time drivers each year. By the end, we'll have 117 full timers and 120 flex timers," Landers says. "Additionally, the drivers will get a 13.25% increase over the five years."

The members were forced to strike for their last contract, so everyone is pleased with this turn of events. Landers thanked the negotiating team and Get's Management. "They worked closely with us to make this happen."

LOCAL 431

Nor Cal UPS stewards set strategies



Teamsters Local 431 UPS shop stewards attended the Nor Cal Stewards meeting at Local 386's Modesto office in March to provide input on UPS' planned Saturday deliveries. More than 100 shop stewards discussed how to frame the Nor Cal UPS Committee's response.

"The Committee was steadfast in assuring the shop stewards that any changes regarding a Tuesday through Saturday workweek would have to be in accordance with the current labor agreement scheduled to expire on July 31, 2018," said Local 431 President Peter Nuñez.

After the meeting, Local 386 treated the stewards to a delicious barbecue.



Major transport bill will increase work for Teamsters

By BARRY BROAD, California Teamsters Public Affairs Council

The California Legislature is off to a pretty big start this year with the passage of the first major transportation infrastructure funding bill in more than two decades. SB 1, coauthored by the two Transportation Committee Chairs, Senator Jim Beall, (D) San Jose, and Assembly Member Jim Frazier, (D) Brentwood, raises both the gas and diesel fuel taxes as well as imposes a new \$100 fee for each electric car in use. This will fund the repair of California's deteriorating streets and highways.

This is good news for our members who work in the construction industry but the bill also contains significant increases for funding public transit systems. It was necessary to obtain a two-thirds vote for the bill because it contained tax increases. That threshold was met almost entirely with Democratic votes; one Republican member, Senator Anthony Canella, (R) Merced, a moderate Republican, also voted for the bill. State Senator Steve Glazer, (D) Orinda, and Assembly Member Rudy Salas, (D) Bakersfield, were the lone dissenting Democratic votes. The transportation spending bill was pushed very heavily by Governor Brown, Speaker Rendon, and Senate President Pro Tem Kevin de León, which helped overcome the fear and resistance of more conservative Democrats to vote for a tax increase.

We also have some Teamster sponsored legislation to help our members. AB 695 by Assembly Member Raul Bocanegra, (D) Los Angeles, will insure that our members who repair railroads are fully protected by highway safety laws when they are at work. AB 553 by Assembly Member Tom Daly, (D) Santa Ana, will insure that injured workers who are permanently disabled will get their full measure of a \$120 million fund that was created by workers' compensation reform legislation a few years ago. And AB 673 by Assembly Member Kansen Chu, (D) Milpitas, will give transit workers a voice in safety issues during the procurement process when transit agencies purchase new buses.

We are also co-sponsoring an important bill with the California Federation of Labor that will deal with rising prescription drug prices. SB 17 by State Senator Ed Hernandez, (D) West Covina, will require drug companies to give major purchasers, such as our trust funds, advanced notice of price increases, so that we will be able to try to negotiate lower prices or find less expensive and equally effective alternative drugs.

There are always bad bills to worry about. Mirroring the conservative agenda on the federal level, the Republicans have introduced a bill to make California a so-called "Right to Work" state. Assembly Member Matthew Harper, (R) Costa Mesa, is the author of AB 1174, which will prohibit unions from collecting representational fees from non-members, forcing all the other members to support these "free riders." You can bet we will be fighting this one with all we've got.



LOCAL 856

Website provides resources to stop outsourcing

In April, Teamsters 856 announced the launch of its "Stand With 856" campaign aimed at fighting outsourcing in all its forms: offshoring, privatization of public services, and the subcontracting of in-house jobs to cheap outside agencies. The campaign increases awareness of the different types of outsourcing, and also educates members, elected officials, and the general public on the short and long-term dangers outsourcing poses to the local economy and community.

Personal stories featuring Local 856 members on the campaign's website and social media, highlight the invaluable contributions Local 856 Teamsters are making in both the private and public sector. From hotel front desk workers who go above and beyond to ensure out-of-towners have a special stay in San Francisco, to school bus drivers who treat the children they transport as though they were their own, experience and dedication makes a tangible difference.

"When workers have a voice on the job and are compensated fairly with good pay and benefits, there is less turnover, which leads to experience and a better quality of service and product," said Peter Finn, Teamsters 856 Principal Officer and Secretary-Treasurer.

Although Teamsters 856 members work in a wide variety of professions, outsourcing could have a significant impact in all industries where 856 members work, as employers attempt to pad bottom lines at the expense of qualified and devoted employees.

"Outsourcing the skill, knowledge, and experience of dedicated in-house employees who are committed to quality work leads to a poor product and reduced service levels," said Finn. "The end result is that customers and the

public suffer."

Teamsters 856 Steward and United Airlines Mechanic Mikey Albertin puts it this way: "Outsourcing is for quitters."

Albertin, who has spent decades in the airline industry, where outsourcing has become all too commonplace, has seen the devastating effect firsthand: thousands of people put out of work, good middle-class jobs shipped out of the local

economy, degradation of the quality of the service, pensions stolen, morale crushed, and pride in working for the company stripped away.

"All this based on the decision of greedy corporate executives to chase short-term profits over investing in quality and the people that keep the flying public safe," Finn explained. "The decision to outsource is management's decision to give up. They are deciding to quit on their employees, quit on the local economy, and quit on the public."

Several prominent elected leaders at the federal, state, and local levels, including Congresswoman Jackie Speier, Congresswoman Barbara Lee, and Congressman Jared Huffman, have already pledged their support through videos available on the campaign's website, StandWith856.com.

"We need to do everything in our power to educate elected officials and members of the community and call on them to stand with 856 to fight outsourcing," said Finn. "As the campaign ramps up over the coming months, we'll be reaching out to members at their worksites with more information on how we can preserve good, middle-class jobs and combat outsourcing in our communities," said Finn.

Find out more at StandWith856.com.



LOCAL 287

Membership appreciation



On March 11, Teamsters Local 287 celebrated its members in San Jose with lunch and a raffle. One lucky member took home a 55" flat screen TV.



LOCAL 2785

Clock Freight workers choose union



By a vote of 38-2, drivers and warehouse workers at Clock Freight in South San Francisco overwhelmingly voted on Thursday, April 13, to join Teamsters Local 2785.

The workers are fighting for better wages with overtime pay, affordable health care and respect on the job. They are currently forced to work 12-14 hours a day with no overtime pay. They have to pay an average of \$1,000 a month for a sub-standard health care plan. Most have not seen a raise in almost five years and recently 10 workers were terminated for no apparent reason. They have no retirement plan and are fighting for the opportunity to negotiate their terms and conditions of employment.

"It's a great day and I can't wait to negotiate a contract that I can be proud of that protects me and my family's future," said Sam Veafue, a 7-year Clock driver.

"It's about time this company takes these workers seriously," said Joe Cilia, Secretary-Treasurer of Local 2785. "The company is definitely committing wage theft by not paying overtime and the drivers are also forced to work more hours than allowed by DOT."

"I was promised a raise three years ago and haven't seen it yet," said Jose Sol, a seven-year warehouse worker. "I make \$16 an hour and have to work two jobs to provide for my family. The Bay Area isn't cheap."

"We welcome the Clock Freight employees and we will assist Local 2785 in negotiating a contract that addresses the workers' needs," said Ernie Soehl, Director of the Teamsters National Freight Division. "These workers deserve to be treated with respect and dignity for the job they do every day."



YOUR LOCAL UNION PHONE NUMBERS

70	510-569-9317
87	661-327-8594
137	530-243-0232
150	916-392-7070
287	408-453-0287
315	925-228-2246
350	650-757-7290
386	209-526-2755
431	559-486-5410
439	209-948-9592
517	559-627-9993
533	775-348-6060
601	209-948-2800
665	415-828-3669
853	510-895-8853
856	650-635-0111
890	831-424-5743
896	707-644-8896
912	831-724-0683
948	559-625-1061
2010	510-845-2221
2785	415-467-0450
GCIU, Dist Cncl 2.....	800-333-4388

Learn more about your union and get your Teamster news on the web!



Joint Council 7:
www.teamstersjc7.org

International Teamsters:
www.teamster.org

Check the web for your local union's website!

The NLRB's uncertain future

By STEPHANIE PLATENKAMP, Beeson Tayer & Bodine

A transition period follows every change of administration, when the incoming president appoints new leadership to federal agencies. As the federal agency tasked with interpreting and enforcing federal labor law, the National Labor Relations Board (NLRB) is no exception. The Board is governed by a five-member panel appointed by the president to five-year terms. The Board's position on the rights of workers can change substantially depending on whether a Republican or Democratic president has appointed the majority of members.

Currently, there are three sitting Board members and two vacant seats, due to Republican obstruction of Obama's appointments. The Democratic appointees currently hold a majority, with the sole Republican appointee serving as the Acting Chairman. Over the last eight years, the Obama-appointed Board has issued numerous decisions to advance the rights of American workers.

Examples of the Obama Board's great decisions include **United Site Services**, an important ruling on the power of workers to strike in a recent case brought by Teamsters Local 315. In that case, the Board found that the employer had an "independent unlawful purpose" in hiring replacement workers during an economic strike and refusing to reinstate strikers. Previously, companies could claim "economic necessity" as a basis for hiring workers to permanently replace employees out on strike over the terms and conditions of employment; this incentivized employers to hire replacement workers to break a strike. In **United Site Services**, the Board found that the employer unlawfully replaced and refused to reinstate the striking workers because of evidence that it had done so with intent to discriminate and/or discourage union membership. The striking workers were all reinstated with back pay—a huge victory.

In another recent example of the Board reaching a common sense and correct result, **Total Security Management Illinois 1, LLC**, the Board held that an employer must, in the period prior to the ratification of a first contract, provide the newly-elected union with notice and an opportunity to bargain over the discretionary aspects of the decision to impose serious discipline. Serious discipline includes suspension, demotion and termination. If exigent circumstances warrant immediate serious discipline, the employer must still notify and bargain the effects of such decision with the union. As employers sometimes use the period during which a first contract is negotiated to continue its anti-union campaign, such protection of newly-organized unit members is critically important to the success of bargaining a first contract.

As of this writing, the Trump Administration has not announced nominees for the two vacant positions on the Board, and the question of how Trump will alter what has been a pro-worker NLRB remains unanswered.

During the next four years, the Board will rule on important legal questions impacting thousands of workers. The Board will likely hear cases involving the parameters of joint employer liability for purposes of bargaining and liability for unfair practices. Additionally, the new Board could reverse course on the recently-expanded protection of employees in non-union workplaces and invalidate mandatory class action waivers as an infringement on the right to engage in concerted protected activity. The Trump Board may also tackle further defining who has the right to organize as an "employee," an issue moved to the forefront by the proliferation of "gig" employment over the past few years. Notably, the Board will likely also hear cases involving Trump's own businesses, as dozens of unfair labor practice charges against Trump hotels are currently pending at various stages before the Board.

With the many critical issues facing the labor movement, Board rulings can have a significant and lasting impact on organizing and collective bargaining. We can expect Board policy to shift with Trump's appointees. What is more uncertain is how much of the gains of the Obama Board will be reversed.

Launch of Teamster Horsemen chapter

**Teamster Horsemen - Chapter 7 West
First Annual BBQ Cook-off/Bike & Car Show
June 10**

Swiss Park, 5911 Mowry Ave., Newark, CA

Enter your BBQ'ing skills to support the Childhood Leukemia Foundation. In addition to cooking and tasting, there will be a bike & car show, music and vendors, raffle drawings, and more. A day of fun for the whole family!

For registration or sponsorship info: Ray Torres
661-903-2980 or rtorres@teamsters 853.org

Safeway Luncheon

**Safeway Drivers, Mechanics and
Warehousemen**

This will be the last luncheon, so please take this opportunity to enjoy our "last hurrah"!

We invite all retired, former, and current drivers, mechanics and warehousemen, and spouses, who work or have worked in the San Francisco Division of Safeway, to this year's annual luncheon. The affair will include BBQ steak, chicken and all the trimmings, a no-host bar, a great raffle, and an opportunity to visit old friends!

Saturday, August 12, 2017

12 noon - 4 pm

\$37 per head

Napa Elks Lodge: 2840 Soscol Avenue, Napa

Please reserve a seat as soon as possible. For more info, call Dennis Estep at 510-223-2047 or Gerry Tower at 530-604-8896.

Local 431

Baseball Night with the Fresno Grizzlies

Teamsters Local 431 will host "Teamsters Local 431 Baseball Night with the Fresno Grizzlies" for members and their families. Ticket prices include admission, all you can eat dinner, t-shirt for the first 200 and "Star Wars" night with all the characters from the movie. For information, contact Teamsters Local 431 at (559) 486-5410.

Commercial Driver's License Drug & Alcohol Clearinghouse

On February 1, 2017, the Federal Motor Carrier Safety Administration (FMCSA) and U.S. Department of Transportation (DOT) published a 6-page booklet answering frequently asked questions about the implementation of a Commercial Driver's License Drug and Alcohol Clearinghouse.

This brochure is available online at <https://www.fmcsa.dot.gov/regulations/commercial-drivers-license-drug-and-alcohol-clearinghouse>

U.S., Canadian and Mexican employers will be required to provide information, within three business days, about drivers who violate the DOT drug and alcohol testing regulations for commercial driver's license (CDL) holders. Medical Review Officers and Substance Abuse Professionals (SAPs) will also be required to report information. The database will not include follow-up testing plans but failure to complete such plans will be noted.

Any employer considering a current or prospective employee for commercial motor vehicle operation on a public road will be required to check the Clearinghouse for violations by that potential driver. Employers will also be required to check on all CDL drivers employees annually.

If a driver is issued a CDL by a state or renews, transfers or upgrades his/her license, the state must check the clearinghouse for violations.

The objective of the Clearinghouse is to assure that employers do not permit drivers who have vio-

lated DOT drug and alcohol testing regulations to work in safety sensitive positions unless that driver has completed the required evaluation and treatment as recommended by a SAP.

The Clearinghouse will close a loophole that made it difficult for employers to identify drivers who violate the drug and alcohol regulations while working for another employer. In the past, the only way an employer could know if a driver failed a pre-employment test was for the driver to admit it on his/her job application or in an interview.

Implementation will begin on January 4, 2020 and only violations that occur on or after that date will be entered into the database and be available for query.

The Clearinghouse will close a loophole that made it difficult for employers to identify drivers who violate the drug and alcohol regulations while working for another employer.

There are safeguards for drivers regarding their private information which allow a driver to check his/her own record, notification by mail requirements when a driver is added to the list and an administrative process by which a driver can request corrections regarding the accuracy of the information reported.

Drivers must consent before an employer can check their status with the Clearinghouse. Their records, utilizing CDL numbers, will remain in the Clearinghouse database for five years. Social Security numbers will not be used in the database.

TAP and TARP provide SAP evaluations for drivers who work at companies participating in Trust Funds contracted with TAP and TARP. SAP evaluations are conducted at no cost to the employee or driver.

IN MEMORIAM

Local 70

Coudy, Michael
Lewis, Alex
Lynn, Dwight Lewis
Porte, Louis
Roberts, Louis
Scott, Reginald
Wright, Donald

Local 87

Cook, Chuck
Hopkins, Alvin
Wilson, Ronald E.

Local 287

Aldrich, Lyle J.
Barreras, Severo
Bartholomew, Alan
Baxter, Thomas W.
Bishop, Donald D.
Blanchet, Robert
Brown, Melvin J.
Carrillo, Thomas
Carter, Kenneth P.
Cowan, Richard E.
Deocampo, Augustine A.
Earle, Ronald
Enos, Donald E.

Gellepis, Tony
Goodman, Marcus
Hernandez, Gerardo
Lamorte, Vincent
Leal, Guadalupe V.
Lopez, Isauro R.
Marotta, Anthony C.
Marseline, Alverne
McCubbin, Harold
McDonald, Clarence E.
McFarland, James R.
Morse, Paul L.
Netto (Sr.), George G.
Nunes, Joseph
Nunes, Donald
Paris, Carl
Perry, Oliver
Pixley, Ehrmann R.
Quinn, Rex C.
Reagan, Florence H.
Rittmiller, Robert E.
Roberts, Louis L.
Robles, Tony G.
Russell, Franklin
Russo, Angelo
Sakamoto, Terry
Shah, Ashok
Sharp, Duane

Sharp, Duane C.
Silva, Glenn R.
Smith, Beverly
Sousa, Maria
Szczerko (Sr.), Frank J.
Tello, Arnulfo
Toomalatai, Faitasi F.
Turner, Robert C.
Valdez, Ramiro S.
Vallino, James F.
Vangroningen, Catherine
Wagner, Gary
Wixted, Mark
Zwierlein, Ed

Local 350

Ryan, Joanne
Local 386
Bentley, Jim
Compton, Louis
Denys, Quiria
Ferreira, Betty
Garman, Argust
Goodrich, Charles
Hale, Otis
Johnson, Edgar
Krause, James
McVey, William

Nancett, Albert
Podesto, John
Ryans, George
Sears, Sarah
Southerland, Reginald
Starkey, Troy
Virgen, Larry Eugene
Weaver, Evelyn
Weaver, James
White, Betty

Local 431

Embrey, Ronald
Eurich, Ted
Martinez, Nick
McFerrin, Marty
Mendoza, Francisco
Perez, Joe
Petty, John
Rhea, Preston "Buck"
Thompson, Edward

Local 439

Victor Allen
Daniel Lee
Arthur Ming

Local 517

Blankenship, David

Gibe, Rodney
Johnson, Daniel
Rocha, John
Local 853
Gardner, Robert
Johnson, Anthony
Moulds, Gordon
Quintero, Ricardo
Tatum, Jr., Murray

Local 856

Adkins, Ross
Mozzetti, John A.

Local 912

Delgado, Jose
Martinez, Manuel
Sandoval, Felix

Local 948

Rainey, Doralee
Abril (Sr.), Daniel

Local 2785

Cooper III, Willie
Engeda, Ato Tamarat
Moles, Ernest L.
Nava, Jr., Pedro
Peirceall, Richard D.
Welch, Matthew