



## Teamster families lose homes to fires; union steps up again



The parking lot at Local 665's Santa Rosa hall served as the staging area for donations for fire victims. Here, Teamsters and community volunteers take a break from sorting goods to show their solidarity.

After one of the worst natural disasters in California history, the Teamsters came together again to help our brothers and sisters and to support their communities.

The fires that cost at least 100 Teamster families their homes, that destroyed more than 8,400 structures, and that killed 42 people started just after midnight on October 8. Within days, 22 separate fires were raging across Napa, Sonoma, Mendocino, Solano and other Northern California counties.

The toll for Teamster families in the area was immense. About 70 Local 665 members and 22 Local

856 members had their homes destroyed, as did a few members each from Locals 70, 137, 150, 315, and 853. The fire had moved so swiftly that most evacuated with just the clothes on their backs.

For Mike Yates, President of Local 665 who works out of the Local's Santa Rosa office, the fires were personal. He had been out of town on union business, but received a 3 a.m. call from one of his stewards advising him to check on his family. While his home was not in the evacuation zone, his daughter's family camped out at his house.

As the days progressed and fires kept burning, Yates got a call from the manager of the local Les Schwab. "They were getting donations for the fire victims and had nowhere to put them. So we moved into action," Yates says.

"At first, we borrowed two UPS trailers. That quickly turned into four and then into eight. Then, the JC7 truck came up, filled with more donations." Union members and volunteers from community organizations came to the parking lot to sort the donations and move them into the trailers designated

*continued on page 3*

### Important Notice

To: Participants and Beneficiaries of the **Teamsters Life With Dues Benefit Plan** (Trust Fund)

Important information about your rights under the Plan, and under the Employee Retirement Income Security Act, is included in this newspaper on page 8. You should read this information and retain it for future reference.



David Larson is interviewed on the local CBS station when he returned to see if there was anything to salvage from his charred home in Glen Ellen.

### Member saves neighbor; both lose their homes

Early in the morning on October 8, David Larson made one of his most important pick up and deliveries, saving his elderly, disabled neighbor.

Just after midnight, the 25-year UPS veteran and member of Local 665 got a call from his dad who saw on the news that a fire was approaching his Glen Ellen home and moving quickly.

"I put on sneakers, looked out the back door, and saw a huge plume of smoke. I heard the police going down the road giving the evacuation notice. I knew that this was the real thing," he explained.

As Larson made his plan to exit, he remembered his neighbor, Karin Dell, who lives about a half-mile up the hill behind his house. After calling his next door neighbors to make sure they were awake and getting out, Larson tried calling her. Then he got in his car and drove up the hill. "Her house was just glowing orange," he recalls. After helping her gather her cats in their carrier, "I got her and her walker in the car. We drove off with the fire right behind us."

It took a few hours for Larson to find a safe place for Dell and her cats to stay. Then he drove around barricades to get back to his house. "I turned on all my hoses to try to save my house and the area, but the embers were flying and the wind was out of control. I ran into the house to grab my phone, i-pad, and a wad of cash and I got out of there. I came back two hours later, and my house was completely gone."

Larson reports that Dell is staying with family. "She's a tough old lady and is very eager to get the ball rolling to rebuild." Larson is currently staying in a small apartment down the road from his house. He figures it'll take 2-3 years to get his house rebuilt. "Right now, it looks like a nuclear bomb went off. I'm still in a state of shock," Larson says. "UPS has been great, but they're eager for me to get back to work."



## Teamsters take action in a year filled with disaster



As the year comes to a close, I think it would be a safe bet to call this “The Year of the Disaster!” We started out with Houston, then Florida and Puerto Rico, where thousands of Teamster members were seriously impacted by hurricanes and flooding. Then tragedy struck in our own backyard, in Santa Rosa and the surrounding areas.

All in all, thousands of our members have had their homes flooded, burned down, destroyed, and all of their belongings lost to one disaster or another. This is not to forget the horrendous events that cost three of our members their lives at UPS. All around, it has been a devastating year.

However, as Teamsters, we are trained to move into action rather than sit around and complain. Within days of the Houston disaster, we had plans to send a convoy of seven Teamster trucks loaded with articles that Local 988 said that their members needed the most. By the time our trucks arrived, a warehouse had been set up to serve Teamster families who were disadvantaged by the hurricane and flooding. In fact, in the end, there was so much product, the Local Union opened the warehouse to the general public and helped many more people than just our members.

Joint Council 7 sent three of our drivers along with the truck to help and deliver goods. They did a great job and represented our Joint Council extremely well.

We sent money to help the Florida and Puerto Rico Teamsters, and East Coast Locals copied the model we set in Houston.

Then the fires hit. We again moved into action. We collected water, food, refrigerated trailers, and much more to distribute. The International, the Locals, and numerous companies and individuals contributed funds. Many members who were burned out of their homes were given emergency gift cards by the Joint Council and their home locals.

Local 665 basically made their union hall and parking lot a collection and distribution center for those people who were impacted by the fires. Members first, and then the general public, were allowed to pick up needed items. The outpouring of support

was incredible, and the amount of supplies that the Teamsters brought to the table was overwhelming. There are too many individuals to name, but suffice it to say that it was a team effort and again showed the power, strength, resolve and comradery of the Teamsters when it comes to taking care of our own!

### Major negotiations in 2018

With the New Year, we'll be opening negotiations on a number of high profile contracts: UPS, which covers almost all of the Local Unions within the Joint Council and Costco, to name two. Our contracts have been improving year by year; and, hopefully, these will be no exception.

### Disasters in Washington, D.C.

Unfortunately, we have a President, Senate and Congress that are hell-bent on finding ways to undermine unions and workers. Trump's appointee to the NLRB is a documented union buster who obviously will use his influence to award his clients—Safeway, AT&T and Amazon are just a few of more than 50 influential companies that he has represented in “union avoidance” (also known as union-busting) procedures. This will serve to undermine many positive changes we experienced in the last few years of the Obama Labor Board, severely hurting what we do, especially our organizing efforts.

Additionally, with Trump's appointment to the Supreme Court, we expect an adverse ruling involving our public sector members. The case most likely will change a system that requires all workers represented by the union to pay their fair share, either in the form of dues or a designated amount. By effectively making the public sector an open shop, our strength will be undermined as the union will be forced to cover the costs of representing freeloaders who do not pay their fair share. As I have said all along, Trump and the Republicans are not friends to working people.

### Happy holidays!

In closing, I want to wish you and your families a healthy and happy holiday season and a fabulous new year!



Peace  
joy  
love



Joint Council 7  
**TEAMSTER**

USPS 395-880  
ISSN 2154-2643

The Joint Council 7 Teamster is published 5 times per year (February, May, August, October, December) by Teamsters' Joint Council 7: 250 Executive Park Blvd., Suite 3100 San Francisco, CA 94134; 415-467-2552. Periodicals Postage Paid at the San Francisco, CA mailing office.

POSTMASTER: Please send address changes to: Joint Council 7 Teamster: 250 Executive Park Blvd., Suite 3100, San Francisco, CA 94134-3306

### IN MEMORIAM

## Daniel Varela

June 15, 1949 - October 11, 2017

Dan Varela lived life with passion. He loved his family deeply and is survived by his lifelong partner of 50 years, Penny, his five children, and nine grandchildren. He died of cancer in October.

Dan cared fiercely about his Teamster family—he worked tirelessly for 50 years with his union brothers and sisters. He started as a truck driver with Garrett Freightlines. He then served as a Business Agent for Local 70, Local 78 and Local 853. The union he loved gave his family so much—great health care, a meaningful pension, and an abiding belief in the power of collective action against the “powers that be.” Solidarity was his religion.

A life-long athlete, Dan played football at San Leandro

High and Sonoma State. He was also a world-class powerlifter, holding numerous world records in amateur and professional categories. Dan cheered passionately for his beloved 49ers from an early age.

“I knew Dan for over 40 years, starting when we were drivers in Local 70, and throughout his career as a business agent,” says President Rome Aloise. “He had a reputation for being tough, straight-forward and fair. He loved people and wasn't afraid to laugh in the face of a problem that he would ultimately correct. Teamsters owe his family a debt of gratitude for the time he sacrificed for his members and we owe him thanks for his leadership, friendship, and loyalty. He will be missed.”



# Teamsters step up to help members and community after Nor Cal Fires

Continued from page 1



Volunteers on the ready to unload another truck.

for water and food, bedding and towels, clothing, and general household supplies. “The local made radio announcements for more volunteers, and the community really turned out,” Yates says with pride.

After a few days of preparations, the distribution operation opened to the public on October 14—less than a week after the first fires started. “At one point, we had 400 people on the property, including 60-70 volunteers and lots of displaced families who didn’t know if they still had homes,” Yates adds.

Yates and a few other local staff members slept outside in the early days. “We chased out the looters who were coming to steal the stuff that we were giving away for free,” he says.

Except for that, Yates says that he got nothing but help from everyone. “The whole Joint Council has been awesome. There was just an outpouring of help. Everyone called to say ‘what do you need,’ and then they sent it.

“As soon as we heard about the fire and the critical role Local 665 was playing, we arranged to fill our truck with donations and send it up to Santa Rosa,” says Joint Council 7 President Rome Aloise. “We also set up a fund through All Charities Teamsters to accept financial donations and members, employers, and the general public have been more than generous. We were immediately able to make \$500 gift cards available to each Teamster family that lost homes so that they could purchase basic necessities.”

Locals 315 and 70 were able to bring up refrigerated trailers, that were used to store

perishable donations for food programs organized by Catholic Charities, the Salvation Army, and Guy Fieri’s Barbecue. Local 856 brought up supplies in their van.

Chris Griswold from Las Vegas Local 986 sent up a 53-foot trailer filled with jackets, dog food, work boots, and bedding, as per Yates’ request, plus a check for \$25,000 to the All-Charities Fund.

A San Francisco law firm brought up 350 pairs of tennis shoes and all have been distributed.

## How you can help...

To directly support Teamsters in Northern California who lost their homes, please send a check to:

All-Charities Teamsters c/o Joint Council 7  
250 Executive Parkway, Suite 3100  
San Francisco, CA 94134

Teamsters and others in Houston, across Florida and in Puerto Rico still need your help.

To donate online, go to: [tdr.teamster.org](http://tdr.teamster.org)  
Donation checks may be sent to:  
Disaster Relief Fund  
c/o International Brotherhood of Teamsters  
25 Louisiana Ave. NW, Washington, DC 20001

## The union is the community

Yates says that this tragedy enabled the community to see the union in a different light. “We were able to talk about what the Teamsters do for our members and educate people about what it means to be in a union. But more than that, we just focused on how we could help each other and rebuild our community,” Yates says. “Mostly, we kept politics out of it and just did the work that needed to be done.”

Now that the initial shock is over, most of the trailers are back with the companies that lent them out. The Local is still accepting donations for the fire victims, but they’re only looking for new items.

“Fire victims didn’t want to sleep on a comforter that they didn’t know where it came from and they didn’t want used clothes,” Yates explains. “Now, they can go through new merchandise and walk out with a smile.”

If you’re looking to make a donation right now, here’s the current list of needs: new toys, new jackets, warm clothes, new tennis shoes and new women’s shoes.

The Local has partnered with community organizations, including Peer Sonoma and the Crozat Family Foundation, which was founded by the owner of G&C Auto Body, which has several shops in the North Bay and has been storing donated goods. Local 665 expects to continue distributing products through the end of the year at the union hall.

“It’s been incredibly surreal, especially inside the affected areas,” Yates says. “I’ve had my heart ripped out of my chest 50 times. People are still in shock; even with all the help, they don’t have a house to go back to. This community will take years to get back to where it was, if it ever can.”



A view of the donated items getting sorted into trailers.



Unloading donations from Joint Council 7.



Distribution to fire victims starts.



Teamster BBQ wizards prepare meals for volunteers at the Local’s distribution center.



Las Vegas Local 986 filled a 53-footer with needed goods.

# AROUND THE LOCALS



## LOCAL 150

### Yuba County fires: The story of a Teamster, a water truck and heroism



Warnke Trucking Water Truck

Bangor is small town in Yuba County where Teamster member

Debbie Warnke and her husband Mark reside with their family on 40 acres of land. It is also where you will find Debbie's water truck parked alongside their olive trees and livestock. Debbie has been a Teamster owner-operator since 2013, never thinking that, one day, her 4,000-gallon water truck would serve as the tool to help save her home and those of her neighbors.

As the Yuba County fire developed, it made its way to the main road in Bangor, La Porte Road—just across the street from the Warnke's property. With very little time to spare, and fearing that the fire would destroy their home, the Warnkes prepared to evacuate. After loading up the family, Debbie's husband made a decision to stay and fight the fire. Warnke Trucking, LLC was now the town's sole source of water, extinguishing the fire when it hopped over La Porte Road. For hours through the night, Mark operated the water truck, smothering fires as they started.

The Yuba County fire destroyed tens of thousands of acres and took the lives of four residents. Mark Warnke's bravery and heroism saved homes and the post office. Mark was the only resident to stay behind, communicating the status of the fire, homes destroyed and fire containment to residents who were forced to evacuate.

Needless to say, Debbie is very proud of her husband, and Local 150 is proud of their member's sacrifice and courage. Our thoughts and prayers go out to all of the families affected by the NorCal fires of 2017.

## LOCAL 856

### Public employees in Marin County vote to affiliate

In October, MCMEA, an independent association of more than 300 public employees in Marin County, voted overwhelmingly to affiliate with Teamsters 856.

MCMEA members are County professionals in public works, health and human services, the County sheriff's office, information technology services, and more. Teamsters 856 has a long history of advocating for working people in Marin County – the Local also represents the County's district attorneys and probation officers, as well as more than 400 health care workers at Marin General Hospital.

The addition of MCMEA continues the union's steady growth. Local 856 has doubled in size in the last 10 years.



(From left) MCMEA President Eric Swift and Treasurer Felix Meneau are pleased to be affiliated with the Teamsters.

“Our union is growing; and, with it, our ability to provide strong representation for public employees,” said Peter Finn, 856 Secretary-Treasurer/Principal Officer. “We look forward to getting to the bargaining table to fight for a strong contract for MCMEA members.”

Increased responsibilities for MCMEA's Board led them to seek out additional support from a larger union that could represent their members' best interests.

“We were looking for power in numbers,” said Felix Meneau, MCMEA Treasurer. “We want to enhance our existing involvement with our membership and engage them more. It will be great to have extra support and professional negotiators at the bargaining table.”

The board took into account the Teamsters' strength, capacity, and history of winning for working people when they voted unanimously to recommend affiliation to their membership.

“We want Marin to be a place people respect and want to work,” said Meneau. “We want to retain the best employees and seek out the best new employees. The Teamsters can help us be competitive and a place people want to stay.”

According to MCMEA President Eric Swift, immense competition from other agencies and businesses has caused Marin County to consistently lose staff to other counties or the private sector. With negotiations for their next contract beginning in the coming months, MCMEA's leadership and board want to add improvements that will help them retain talent in Marin.

“This will be our first contract together,” said Swift. “I'm looking forward to going through the equity studies and making sure our members are up to par with our counterparts in other counties.”

“We've been on our own for 25 years,” continued Swift. “Now we have the best of two worlds, and we're able to do what's best for our members.”

## LOCAL 2785

### Local hosts first annual picnic



Local 2785's first picnic in September in San Bruno Park was such a success that the event will now be annual. About 300 members and their families turned out for a nice barbecue catered lunch. Big screen TVs and other small items were raffled off.

## LOCAL 70

### Office grand re-opening celebrates going green



Oakland Mayor Libby Schaaf cut the ribbon to Local 70's new parking lot solar array at a “grand re-opening” party on November 4. In addition to the solar system and new LED lighting, which will save the Local thousands of dollars on electricity each month, the union also re-paved its parking lot. The celebration included a delicious barbecue.

## LOCAL 853

### Membership appreciation event brings out record crowd



On November 4, more than 900 Local 853 members attended the annual member appreciation event in San Leandro.

Celebrating Local 853's 80th anniversary, a record number of members came to the Local's 18th annual membership appreciation event at San Leandro's John Muir Junior High School on November 4.

In addition to a great Mexican-style breakfast and gifts for all members in attendance,

they were able to get flu shots and they learned about the state of the union.

Closing out the event was the annual raffle. More than 50 lucky members won a range of electronic gifts, including televisions, speakers, computers, tablets, and much more.



Local 853 Principal Officer Rome Aloise addresses membership with staff behind him.

## LOCAL 2010



At the Northern California stewards training in October, President Catherine Cobb (L) and Executive Director Jason Rabinowitz (R) address the group.

### More than 150 leaders attend stewards training in October

The year is winding down, but our union shows no signs of stopping, as we continue to grow in power and strength. After adding more than 1,400 new skilled trades members just a few months ago, the Local held its biggest steward trainings yet with over 150 members attending in Northern and Southern California, including over 75 skilled trades members.

"Our local union has some of the best stewards in the movement," said Local 2010 Secretary-Treasurer Jason Rabinowitz. "Not only are they well-trained, but they have an unwavering commitment to building member power. Having a packed house at both of our trainings confirms that our union is on the right track."

Trainings were held at Local 853's hall in Oakland on October 17-18 and in Local 2010's Southern California offices in Bellflower on October 26-27.

"It was wonderful having so many new and seasoned stewards eager to learn," said Catherine Cobb, Local 2010 President. "You could feel the energy as everyone exchanged experiences and learned from each other. Everyone was united in helping their fellow workers."

The October stewards trainings were the first to include the SETC skilled trades workers from the UC and CSU system since their affiliation with Local 2010 in September.

"There was an undeniable sense of pride in the room," said Jon Kramer, Plumber at UCLA. "No matter our background or profession, every person in that room was a Teamster."

On the first day, union leaders began learning the fundamentals of unionism and the role stewards play in the workplace. An advanced course was taught on the second day to teach tactics and strategy to win fairness on the job.

"Union stewards are crucial in protecting the rights of our members," said Joshua Gillespie, Electrician at Sonoma State University. "With trainings such as these, I know we will be ready to take on whatever management throws at us."

"Thanks to everyone who came out for our stewards trainings," said Rabinowitz. "Your dedication will help thousands of workers across California."

## LOCAL 315

### UPS driver goes to Puerto Rico to help after hurricane



Tim Davenport meets San Juan mayor Carmen Yulin Cruz at Roberto Clemente Center.

"I got tired of watching it on TV and not being able to do anything. I just wanted to do something," says UPS driver and member of Local 315 Tim Davenport, who took sick days from his job as a feeder driver at UPS North Bay to go to Puerto Rico after the hurricane. "They were looking for people with Class A licenses, and I just figured I could help."

On October 3, Davenport flew to Newark, New Jersey to board a chartered plane filled with union members. "Twenty different unions were represented. They ranged from doctors and nurses to electricians, truck drivers, carpenters, everything," he says.

While Davenport didn't ultimately drive any big rigs, he felt that the help he was able to offer was even more personal. "Mostly, I went out with the Red Cross. I drove a box truck to make deliveries of food, supplies, tarps, tents, and water to outlying areas that FEMA hadn't gotten to yet. One day, we removed debris from a school; another day, we put tarps on roofs that had been blown off."

The group of union volunteers stayed on cots at the Roberto Clemente Coliseum in San Juan, just upstairs from where the mayor had her temporary office. "We had about 25-30 people in a room, and there were some loud snorers," Davenport recalls.

"There was just so much need, and it felt like we hardly made a dent," Davenport explained. "We'd distribute 1-2 days worth of supplies, but they needed so much more. The major cities were not too bad off; but, just outside, it was like a zombie apocalypse movie set. There was no electricity, running water or cell service."

Davenport says that he had the best coffee of his life in Puerto Rico. "People were really thankful and really friendly. We'd be handing out the food, and people would offer us coffee and food back."

By the time Davenport was ready to head home, he says that help from FEMA and the US military was starting to kick in. "It started to get better, but it will take a long time to get back to normal."

Davenport says he always wanted to do something like this, but this was his first time actually doing it. "At first, I was trying to keep it quiet, but my friends and family talked me into talking. Hopefully this will inspire others, because every hand helps out so much."

## Legislative round-up on another big year

We had quite a year in 2017 at the California Legislature. While there was so much bad news coming from Washington D.C., California became the leading state voice for what some have called the progressive pro-worker resistance. Like every year, the Teamsters were at the forefront of that fight. We were instrumental in passing some of the most important legislation in decades, and we were successful in our own legislative program to pass bills to advance our members' interests. Below is a summary of some of the more important bills we worked on.

### Sponsored Legislation

Every year, we take ideas that will resolve some problem our members face or help advance an issue, and we ask a legislator to author a bill on the subject. We then shepherd the bill all the way through the legislative process and hopefully to enactment through the governor's signature. This is referred to as "sponsoring" a bill. This year we had several.

**AB 695** by Assembly Member Raul Bocanegra (D, San Fernando) was introduced on behalf of maintenance-of-way members in our Rail Conference. The bill ensures that California motorists must yield to on-track maintenance equipment operated by our members. This was an important safety bill that passed unanimously through the Legislature and was signed into law by Governor Brown.

**SB 17** by Senator Ed Hernandez

(D, Azusa) was introduced to address the growing problem of prescription drug costs. The cost of prescriptions now exceeds the cost of all physician services combined and the steep price increases seem to be happening at an alarming rate. This affects the level of healthcare we can provide to our members and the amount of money available on the bargaining table for raises and other benefits. In order to help grapple with this problem, SB 17 requires transparency when a drug company wants to substantially increase its prices and requires prior notice to purchasers so they can plan for the increase. The bill was signed into law by the Governor.

**AB 1068** by Assembly Member Lorena Gonzalez Fletcher (D, San Diego) was introduced to help low-level offenders find employment after incarceration in county jail and to help us organize them once they are employed. The measure would have offered a bid preference for companies that provide services or sell goods to state agencies if they hire certain formerly incarcerated persons, provide healthcare and pension benefits, and sign a labor

peace agreement. Unfortunately, the Governor vetoed this bill because he disagreed with the level of contract-

ing preferences offered. We will likely revisit this one.

### Other Important Bills

We were also deeply involved in some very important pieces of legislation that became law this year.

**SB 1** by Senator Jim Beall (D, San Jose) was the culmination of years of negoti-

ation on how to fund desperately needed improvements to our transportation and transit systems. The bill increases various gas taxes and fees on autos to pump \$52 billion in funding over the next ten years to the repair and construction of roads and highways. It also funds transit infrastructure improvements and provides an increase to transit operations funding. This funding package will create thousands of construction and transit jobs over the next decade and will provide relief to the congestion that grips working commuters every day. The Governor signed the bill into law in the spring, and the funding began to come in the fall.

**SB 2** by Senator Toni Atkins (D, San Diego) is designed to address one of California's most vexing problems, affordable housing. The bill creates a permanent and ongoing source of funding for housing. The timing of this bill is incredibly important because we anticipate a loss of housing money from the federal government and some bond funds at the state level have begun to run out.

**SB 306** by Senator Bob Hertzberg (D, Van Nuys) was introduced to put some teeth in California's anti-retaliation laws. As we all know, in a nonunion environment, if a worker complains about safety issues, wage and hour violations, or tries to organize a union, that worker is often fired. This form of retaliation has negative consequences for the worker and the other employees at the worksite. Simply put, they see what happens to people who try to do the right thing and it has a chilling

effect. Even if there is an enforcement action by the Labor Commissioner or through litigation, it may take years to resolve and the aggrieved worker is still out of the worksite. SB 306 seeks to remedy this situation by allowing the Labor Commissioner to seek injunctive relief where a worker has been terminated in retaliation. The injunctive relief includes putting the employee back to work immediately.

**SB 595** by Senator Jim Beall (D, San Jose) is another transportation funding bill focused on the Bay Area. It authorizes a ballot measure in the Bay Area counties to raise bridge tolls to fund transportation and public transit projects that provide congestion relief, particularly around the bridge corridors as well as around the Ports of Oakland and San Francisco. This will, of course, create jobs and will hopefully provide some much needed relief to the traffic Bay Area commuters face on a daily basis.

**AB 398** by Assembly Member Eduardo Garcia (D, Coachella) extends and reforms California's Global Warming Solutions Act. The original law, passed in 2006, sought to reduce greenhouse gas emissions and provide a market based mechanism that would allow businesses to comply with reduction requirements. The law has been under attack by many in the business community as a job killer. AB 398 is designed to address many of those concerns while leaving intact the ability to reduce global warming. AB 398 puts in place several reforms that help Teamster employers, like those in food processing, cut greenhouse gas emissions in a way that will not negatively impact their ability to compete economically and to continue to employ our members.

**AB 450** by Assembly Member David Chiu (D, San Francisco) was introduced as a response to the Trump administration's ramped up immigration enforcement tactics. This year, it became increasingly common to see I.C.E. raids at businesses that were thought to employ undocumented workers. These raids often happen without a warrant and those carrying them out often do so in disregard for the rights of every worker they come into contact with. This bill seeks to address these tactics by prohibiting an employer from letting an immigration enforcement officer enter a worksite area not open to the public or inspect employment records without a warrant. This new law will impose big fines for employers who violate its requirements.

*From workplace safety, prescription drug costs, funding the transportation infrastructure, affordable housing and much more – Teamsters were instrumental in passing some of the most important legislation in decades.*

**Teamster Horsemen  
Chapter 7 West**

*Show N' Shine*

**TOY DRIVE**

**December 16, 2017**  
**10 a.m. - 2 p.m.**

**Local 287 • 1452 S. 4th Street, San Jose**  
**All motorcycles & cars WELCOME!**

*Bring an unwrapped toy for kids  
up to 14 years of age  
or a \$20 donation.*

*All donations benefit The  
Childhood Leukemia Foundation.*

**For more info, contact Ray Torres 661-903-2980**

## Teamsters play a role in fighting the opioid epidemic



The nation is finally waking up to the fact that the opioid epidemic – the result of over-prescription and underground sale of opioids – has ruined the lives of millions of Americans.

“Opioids” include both prescription pain killers intended to treat pain and sold under trade names like OxyContin, oxycodone, morphine, hydrocodone and fentanyl – and illegal drugs like heroin. According to the 2016 National Survey on Drug Use and Health, 2.1 million Americans (and possibly more) have an “opioid use disorder” and approximately 64,000 Americans died of drug overdoses in 2016, most from opioid related drugs. There were 1,925 opioid-related deaths in California alone. One respected health publication predicts that as many as 650,000 Americans will die of opioid overdoses in the next ten years.

### What is being done to combat the opioid epidemic?

On October 26, 2017, the President declared the opioid crisis a “public health emergency,” but stopped short of declaring it a “national emergency.” The difference is critical – a national emergency would have meant immediate availability of additional funding. While the White House has said it will begin to allow medicine commonly used for substance abuse or mental health treatment to be prescribed via “telemedicine” (telephone or video treatment) and allow the federal and state governments to make temporary appointments of specialists to respond to the crisis, the Administration has made no additional funding available to combat the opioid crisis. The White House has said that any additional money will need to be specifically allocated by Congress in the upcoming budget.

Forty nine states, including California, have created prescription drug monitoring programs that collect data on prescriptions for opioids and other controlled substances that medical providers can access online. The goal is to allow doctors to identify any suspicious patterns of opioid use. For example, the system could let a doctor see if her patient was obtaining opioid prescriptions from multiple physicians within a short time span.

Many health plans – including Teamster health plans – are implementing stricter stan-

dards regarding opioid prescriptions like the 2016 Centers for Disease Control voluntary guidelines for prescription of opioids to treat chronic pain. Long-term opioid use often begins with treatment of acute pain such as pain after surgery. One study found that 75% of heroin users in treatment had started with prescription painkillers. Many health plans have also imposed strict quantity limitations on the number of opioid pills that can be prescribed for pain-relief after surgery. According to most experts, three days of treatment is usually sufficient to treat pain after surgery, and more than seven days is rarely needed and can lead to addiction.

The IBT has played a critical role in holding pharmaceutical companies accountable for their role in helping to create the epidemic. After the Teamsters advocacy campaign, shareholders of McKesson Corp., the nation’s largest drug distributor, voted to end the company’s practice of tying incentives to the sale of opioids and other controlled substances.

### Potential solutions

The following steps would go a long way in combating the opioid epidemic:

- **Safer prescribing practices** – This includes ongoing education for doctors about the risks and benefits of opioids, when to prescribe them, what dose to prescribe, and for how long. This also includes exploring alternative pain treatments such as physical therapy or acupuncture.

- **Encouraging medication-assisted treatment** to treat opioid addiction. Treatment with buprenorphine and other medications has been proven to be far more effective than treatment without medication.

- **Overdose prevention** – Naloxone, an overdose antidote, has been proven to reduce overdose deaths when made widely available in the community, especially to first responders, and when prescribed to patients who use heroin or who have been using opioids over the long term.

If you or your family member are covered by a Teamster health fund, you have access to counseling and treatment through the Teamsters Assistance Program (“TAP”) in the Bay Area and the Teamsters Alcohol Rehabilitation Program (“TARP”) in the Central Valley.

Even if you are not covered by a Teamster fund, the resources provided by TAP and TARP may be available to you and your family anyway.

To speak to a TAP counselor call 510-562-3600. To speak to a TARP counselor call 800-522-2877.

**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!**



### 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 .....	415-728-0811
853 .....	510-895-8853
856 .....	650-635-0111
890 .....	831-424-5743
896 .....	707-644-8896
912 .....	831-724-0683
948 .....	559-625-1061
2010 .....	510-845-2221
2785 .....	415-467-0450
GCIU, Dist Cncl 2 .....	800-333-4388



## Dealing with alcohol during the holiday season

The holidays are upon us, and soon we'll be surrounded by relatives and friends, and raising a glass to celebrate the New Year. The champagne is uncorked, the wine flows, and the beer is on ice. To say that holidays are a time of over indulging can be an understatement.

In recent years, Time Magazine ranked the top 10 drinking holidays of the year which included the 4th of July, Cinco de Mayo, Halloween, and New Year's Eve. Also included on the list was Thanksgiving Eve, which is now referred to as "Blackout Wednesday." The multi-billion dollar distilled spirits industry makes more than 25% of its profits during the holiday season, which is also the same time period when more people die in alcohol-related traffic accidents (National Institute on Alcohol Abuse and Alcoholism).

It is not uncommon for people to overindulge during holidays and one can find themselves having one, two, or three drinks in a short space of time and thus putting themselves in a troubling situation if not careful. The National Institute on Alcohol Abuse and Alcoholism defines binge drinking as a pattern of drinking that brings a person's blood alcohol concentration (BAC) to 0.08 or above. This typically happens when men consume five or more drinks, and when women consume four or more drinks in about two hours.

It is important to understand that critical decision making skills and driving abilities are diminished long before a person shows physical signs of intoxication. Alcohol can initially act as a stimulant, causing a person to feel upbeat and excited. With increased drinking alcohol acts as a depressant,

causing the drinker to become sleepy and perhaps pass out. At high levels of drinking, alcohol can cause blackouts, which are periods of amnesia when a person does not remember

what happened while they were intoxicated. At very high levels of alcohol use, drinkers are in danger of life threatening alcohol poisoning due to the suppression of vital life functions.

This holiday season, it would be wise not to underestimate the effects of alcohol. Here are a few things to consider if you choose to drink:

- **Pace yourself.** Know what constitutes a standard drink and have

no more than one per hour, and no more than 4 drinks per day for men and 3 drinks per day for women.

- **Make every other drink a non-alcoholic one.**

- **Make plans to get home safely.** A designated driver is someone who has not had any alcohol, not the one in your group who drank the least.

### For Those Who Are in Recovery:

The holidays can be a stressful time for those who are recovering alcohol-

ics/addicts. There is high potential for relapse, and having people offering drinks during holiday parties can be stressful.

It is possible, however, to be engaged in these holiday events without drinking by learning coping skills to set limits in social situations.

- Have an exit strategy in place, like bringing your own vehicle so you can leave early if you feel uncom-

fortable.

- Attend an AA meeting before the event to get support.
- Have a sober support person on Stand By to check in with for additional support during these events.
- Find a non-alcoholic beverage that you like that will give you something to hold and may prevent people from offering you an alcoholic drink.
- Have a standard response as to why you are not drinking depending on the type of event and if you want people in attendance to know you are in recovery: "I am not drinking tonight," "I am the designated driver tonight," "I don't drink anymore."

Finding new holiday activities that do not involve drinking alcohol can be fun. Keep in mind that it is okay to be choosy about which holiday events to attend, and it is okay to say no if you don't want to attend. Try to be honest with loved ones if you are having a hard time and let them know how to support you. Attend extra self help meetings if needed. Above all, put your sobriety first. Others may not realize what this entails, but it is your number one priority.

For more information, please call TARP at 1-800-522-8277 or TAP at 1-800-253-8326.

*This holiday season, it would be wise not to underestimate the effects of alcohol... Put your sobriety first.*

## Summary Annual Report: TEAMSTERS LIFE WITH DUES BENEFIT PLAN

This is a summary of the annual report of the Teamsters Life With Dues Benefit Plan (EIN 91-1691238, Plan No. 501) for the period ended December 31, 2016. The annual report has been filed with the Department of Labor, as required under the Employee Retirement Income Security Act of 1974 (ERISA).

The Board of Trustees of Teamsters Life With Dues Benefit Plan has committed itself to pay certain death benefit claims incurred under the terms of the plan.

### Insurance Information

The plan has a contract with the Union Labor Life Insurance Company to pay life insurance and accidental death and dismemberment benefit claims incurred under the terms of the plan. Premiums paid for the plan year ending December 31, 2016, totaled \$157,928.

### Basic Financial Statement

The value of plan assets, after subtracting liabilities of the plan, was \$14,828,586 as of December 31, 2016, compared to \$13,642,782 as of January 1, 2016. During the plan year, the plan experienced an increase in its net assets of \$1,185,804. This increase includes unrealized appreciation or depreciation in the value of plan assets; that is, the

difference between the value of the plan's assets at the end of the year and the value of the assets at the beginning of the year or the cost of assets acquired during the year. During the plan year, the plan had total income of \$2,888,502. This income included employer contributions of \$1,741,524 and earnings from investments of \$1,146,978.

Plan expenses were \$1,702,698. These expenses included \$275,573 in administrative expenses and \$1,427,125 in benefits paid to participants and beneficiaries.

### Your Rights to Additional Information

You have the right to receive a copy of the full annual report, or any part thereof, on request. The items listed below are included in that report:

- An accountant's report;
- Financial information and information on payments to service providers;
- Assets held for investment;
- Insurance information, including sales commissions paid by insurance carriers; and
- Information regarding any common or collective trusts in which the plan participates.

To obtain a copy of the full annual report, or any part thereof, write or call the administration

office at 14675 Interurban Avenue South, Suite 107, Tukwila, WA 98168, (206) 441-3151. The charge to cover copying costs will be \$4.00 for the full annual report or \$0.25 per page for any part thereof.

You also have the right to receive from the plan administrator, on request and at no charge, a statement of the assets and liabilities of the plan and accompanying notes, or a statement of income and expenses of the plan and accompanying notes, or both. If you request a copy of the full annual report from the plan administrator, these two statements and accompanying notes will be included as part of that report. The charge to cover copying costs given above does not include a charge for the copying of these portions of the report because these portions are furnished without charge.

You also have the legally protected right to examine the annual report at the main office of the plan, 14675 Interurban Avenue South, Suite 107, Tukwila, WA 98168, and at the U.S. Department of Labor in Washington, DC or to obtain a copy from the U.S. Department of Labor upon payment of copying costs. Requests to the Department should be addressed to: Public Disclosure Room, N-1513, Employee Benefits Security Administration, U.S. Department of Labor, 200 Constitution Avenue, N.W., Washington, DC 20210.