



Automation will impact jobs; how much is up to us

By Doug Bloch
Joint Council 7 Political Director

In the past few six months, the issues around automation and driverless trucks have become a major focus for Joint Council 7. You may ask why Teamsters should care about automation. The answer is the potential “robot apocalypse.” Some people estimate upwards of four million transportation workers will lose their jobs to automation in the next 5-20 years. Whether and how that happens will depend on how our employers and our union act on the issue of automation.

Right now, as many of you know, the Teamsters are in bargaining with United Parcel Service. Covering more than 250,000 workers, UPS is not only our largest employer, but it’s the single largest collective bargaining agreement in the country.

Amazon is UPS’ largest 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.

UPS is right there with Amazon. UPS invested in Mountain View-based Peloton Technology, which is testing truck platooning here in California. Platooning is where you have a line of trucks that follow each other closely. Only the first truck has a driver; the rest are controlled by a wireless



In the next 10 years, truck platooning, with only a driver in the front vehicle, may be coming to a highway near you. (Photo: FHWA)

communication system. This is coming in the next 10 years.

Who gets to decide what happens in the future?

We know that the technology is coming, but what happens is up in the air. We have the opportunity to make sure new technology benefits everyone in our society, not just the shareholders and CEOs of large corporations.

Last year, we actually negotiated a deal with Peloton Technology and Assemblymember Marc Berman that guarantees a driver in every truck within their platoon while they are testing in California.

In Washington D.C., the Teamsters, with the help of Senator Dianne Feinstein, have so far successfully kept large-scale commercial vehicles of 10,000 pounds or more out of federal legislation that will make it easier for these companies to deploy driverless vehicles.

Our union is pushing the state and federal government to make sure that workers have a seat at the table in defining problems that we want technology to solve. We are challenging the companies behind automation to explain what problems they are actually trying to solve and whether the solution make things better or worse.

Let’s talk about some of the justifications for self-driving vehicles, especially trucks and buses. Many people talk about lower emissions, cost savings, and safer highways. We also hear about the shortage of available drivers and the looming crisis around that.

The Teamsters know why these jobs are hard to fill. Prior to the deregulation of trucking by the

federal government in the 1980s, thanks to our National Master Freight Agreement, driving a truck was a good middle-class job.

Truck driving was almost mythical. I remember my dad had a CB radio in his pickup truck. We listened to trucking songs on the radio. Smokey and the Bandit was a hit movie.

The Teamsters were the largest union in the country and there really was no non-union trucking. After deregulation, the phoenix that rose out of the ashes was this model of hiring truck drivers as “independent contractors” instead of employees.

This independent contractor model is something we’ve been fighting at the ports, in construction, and other places. It is the same business model that FedEx, Uber, and Lyft use to hire their drivers.

Many companies deliberately misclassify their workers as independent contractors. This scam allows trucking companies and their customers to outsource almost all the costs and risks of trucking onto the backs of the workers. The companies don’t pay payroll taxes, worker’s compensation, or much of anything, allowing them to undercut our employers and the social safety net.

Independent contractors are treated as small businesses under the law and as such they have no legal right to organize a union. In very little time, trucking went from a good job to one where drivers work an average of 60 hours a week, making less than minimum wage; they have no health insurance, unemployment, worker’s comp, or social security. No wonder there is a driver shortage!

I humbly suggest that the industry is using

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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, 2018, 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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PRESIDENT'S REPORT

BY DAVE HAWLEY

Janus v. AFSCME Supreme Court decision could weaken unions

Janus v. AFSCME is a case currently before the Supreme Court that may have a significant impact on the power of unions. In my view, this case is an effort by powerful corporate interests to outlaw "fair share" for public employees, allowing some public employees to become "free riders," not obligated to pay any dues.

Under current law, public employees are not required to join the union, but are required to pay their fair share for representation. Fair share reduces dues by the percentage of resources the union uses to support political causes and matters unrelated to the normal union duties of collective bargaining and union representation.

The *Janus* lawsuit is backed and funded by ultra-conservative groups like the National Right to Work Foundation. If fair share is outlawed nationally, our Locals will be required to represent members that refuse to pay any dues, including taking their discharge cases to arbitration. These free riders will also continue to enjoy all the benefits we negotiate, including our excellent Teamsters health and pension plans.

If *Janus* prevails, it will bring new strength to those who want a national right to work law for all workers, including the private sector. Obviously, this would reduce the resources unions have to fight for better wages and benefits. It will also reduce our political influence in fighting anti-worker legislation and supporting pro-worker legislation such as paid family leave, sick leave, overtime, job safety, and more. These important rights were achieved by utilizing the resources of unionized workers and their Local Unions.

As an IBT representative, I have had the opportunity to assist in contract negotiations for newly-organized units in full Right-to-Work states like Georgia and Florida. I was amazed that those states have no hours of work laws (like overtime or breaks), and no state disability benefits. If you get sick or injured off the

job, you are on your own with no income to support you or your family. Nevada has been a right-to-work state since 1952—our members and the Local union leadership know how much harder it is to maintain union strength under those constraints. Those of us who live and work in California need to protect the worker-friendly laws and benefits we fought so hard to attain.

Joint Council 7 is working with all our Locals in planning for the worst-case scenario from this Supreme Court decision. We've held member communication workshops and we are planning for others, including training on how to run an effective new member orientation program. We are looking at introducing legislation that would require free riders to pay for the cost of representation if they need help from the Local. We have already passed legislation for the public sector that allows us time to speak to and sign up workers at new hire orientations.

The threat of an adverse decision in the *Janus* case is a real eye opener for our California locals and we must rise to the occasion. We expect the Supreme Court to render their decision by the end of June.

Plan to vote in June primaries

On June 5 in California, and June 12 in Nevada, you will have an opportunity to vote in the primary election. Our Political Director, Doug Bloch, and a team of Teamsters has worked hard to develop a list of endorsements of labor-friendly candidates — from federal and state races to local races as well. Please review this list before you mark your ballot.

If you're one who says that your vote doesn't count, just think back to a special election in March for the Virginia House of Delegates. The vote ended in an exact tie, broken by a coin toss. Every vote truly does count!

TEAMSTER-ENDORSED CANDIDATES • June 5 Primary

US CONGRESS

- CD 1 Audrey Denny (D) & Jessica Holcombe (D)
- CD 2 Jared Huffman (D)
- CD 3 John Garamendi (D)
- CD 4 Regina Bateson (D), Roza Calderon (D), Jessica Morse (D)
- CD 5 Mike Thompson (D)
- CD 6 Doris Matsui (D)
- CD 7 No endorsement
- CD 9 Jerry McNerney (D)
- CD 10 Josh Harder (D)
- CD 11 Mark DeSaulnier (D)
- CD 12 Nancy Pelosi (D)
- CD 13 Barbara Lee (D)
- CD 14 Jackie Speier (D)
- CD 15 Eric Swalwell (D)
- CD 16 No endorsement
- CD 17 Ro Khanna (D)
- CD 18 Anna Eshoo (D)
- CD 19 Zoe Lofgren (D)
- CD 20 Jimmy Panetta (D)
- CD 21 TJ Cox (D)

- CD 22 Andrew Janz (D)
- CD 23 Tatiana Matta (D)

STATE SENATE

- SD 2 Mike McGuire (D)
- SD 4 Phillip Kim (D)
- SD 6 Richard Pan (D)
- SD 8 Tom Pratt (D)
- SD 10 Bob Wieckowski (D)
- SD 12 Anna Caballero (D)
- SD 14 Melissa Hurtado (D)
- SD 16 Ruth Musser-Lopez (D)

STATE ASSEMBLY

- AD 1 Caleen Sisk (D)
- AD 2 Jim Wood (D)
- AD 3 No endorsement
- AD 4 Cecilia Aguiar-Curry (D)
- AD 5 Carla Neal (D)
- AD 6 Jackie Smith (D)
- AD 7 Kevin McCarty (D)
- AD 8 Ken Cooley (D)
- AD 9 Jim Cooper (D)
- AD 10 Marc Levine (D)

- AD 11 Jim Frazier (D)
- AD 12 No endorsement
- AD 13 Susan Eggman (D)
- AD 14 Tim Grayson (D)
- AD 15 Jovanka Beckles (D) ****IBT 856 member**
- AD 16 Rebecca Bauer-Kahan (D)
- AD 17 David Chu (D)
- AD 18 Rob Bonta (D)
- AD 19 Phil Ting (D)
- AD 20 Bill Quirk (D)
- AD 21 Adam Gray (D)
- AD 22 Kevin Mullin (D)
- AD 23 Aileen Rizo (D)
- AD 24 Marc Berman (D)
- AD 25 Kansen Chu (D)
- AD 26 Jose Sigala (D)
- AD 27 Ash Kalra (D)
- AD 28 No endorsement

The impact of automation on Teamster jobs

(continued from page 1)

autonomous vehicles to solve a problem that they themselves created.

The question before us now is whether increased automation will make things worse? Research being done by our partners at the UC Berkeley Labor Center and Working Partnerships USA points to that being a very real possibility if government doesn't intervene.

Earlier this year, I was interviewed by *The Atlantic* magazine on this very issue. I was asked to respond to a report by Uber predicting an actual net increase in jobs due to driverless trucks. They predict that as long-haul gets taken over by driverless trucks, more transfer hubs will be built outside urban areas, where human drivers will take over to do the "last mile" because city streets are too difficult for driverless trucks to manage.

But the report was totally silent on the issues of job quality. Will these be good union jobs or will they be more "independent contractor" jobs?

And how will the changes impact people like our UPS drivers? Where else can someone with a high school diploma make a living wage plus family health care and a pension?

What should be done about it?

The Teamsters are not against technology or innovation. We are not trying to stop it and we are not under the illusion that we are going to protect all of our jobs. But we are going to do our best to protect our members and we need the help of elected officials. That is why our involvement in politics is so important.

We can't trust the companies to write the rules. We

need commitments from them to retain and retrain incumbent workers. We need them to work with us to create strong programs for workers to learn the new skills – with training programs directly linked to jobs. And we need to make sure these are quality jobs.

That is where the real innovation can happen. Real innovation should make our jobs easier and safer. It should reduce the gap between the haves and have nots.

We can't trust the companies to write the rules....this is a moment of opportunity that demands big thinking and leadership.

In my opinion, those are the problems we should working to solve.

Now this may sound very pie in the sky but this is a moment of opportunity that demands big thinking and leadership. The last time we had massive unemployment in this country was during the Great Depression, when roughly 25% of the country

was unemployed and 15 million workers were on the streets.

What was the Government's response? In 1935 we got the National Labor Relations Act, which gave workers the right to organize a union. We got the Social Security Act. And the government began the Works Progress Administration, an eight-year program that spent billions of tax dollars and put 8.5 million Americans to work building bridges, roads, buildings, parks, and more. This was all followed up in 1938, when we got the Fair Labor Standards Act. That gave us the eight-hour day, overtime, and an end to child labor.

With a changing economy, it's time again for government to "go big." To that end, the Teamsters and the California Labor Federation are pushing legislation to establish a California commission to look at technology, automation, and the future of work. You will definitely hear more in the future.

Teamster Endorsements

STATE CONSTITUTIONAL OFFICERS

Governor Gavin Newsom (D)
 Lt. Governor Dr. Ed Hernandez (D)
 Attorney General Xavier Becerra (D)
 Secretary of State Alex Padilla (D)
 State Controller Betty Yee (D)
 State Treasurer Fiona Ma (D)
 Sprntndnt of Public Instruction.. Tony Thurmond (D)
 Insurance Commissioner Ricardo Lara (D)
 Board of Equalization District 2 Malia Cohen (D)

BALLOT INITIATIVES

Prop. 68: California Drought, Water, Parks, Climate, Coastal Protection, and Outdoor Access For All Act of 2018 **Yes**
 Prop. 69: Motor vehicle fees and taxes: restrictions on expenditures: Appropriations limit **Yes**
 Prop. 70: Greenhouse Gas Reduction Reserve Fund **No**
 Prop. 71: Ballot Measures: Effective date **Yes**
 Prop. 72: Property tax: new construction exclusion: Rainwater capture system **Yes**
 Regional Measure 3: Raise bridge tolls to fund transit improvements **Yes**

NEVADA ENDORSEMENTS

Primary June 12

Lt. Governor Kate Marshall (D)
 *Her father and grandfather were Teamsters*
 Attorney General Aaron Ford (D)
 Washoe County Commissioner District 5
 Greg Smith (D)

TEAMSTER-ENDORSED CANDIDATES • June 5 Primary

ALAMEDA COUNTY

BOS District 2 Richard Valle
 BOS District 3 Wilma Chan
 District Attorney Nancy O'Malley
 Assessor Phong La
 Auditor-Controller Irella Blackwood
 Treasurer/Tax Collector
 Henry (Hank) Levy
 Board Of Education, 1st Trustee Area
 Joaquin J. Rivera
 Alameda County Measure A (Childcare and Early Education) **Yes**
 Oakland Measure D (Protect Oakland Libraries) **Yes**
 Emeryville Measure C (Affordable housing projects) **Yes**
 San Lorenzo Measure B (Repairs and improvements for schools) **Yes**

CALAVERAS COUNTY

BOS District 3 Michael Oliveira
 BOS District 5 Ben Stopper

CONTRA COSTA COUNTY:

BOS District 1 John Gioia
 BOS District 4 Karen Mitchoff
 Suprindnt of Schools Cheryl Hansen

FRESNO COUNTY

Clerk/Registrar of Voters Brandi Orth
 District Attorney Lisa Smittcamp
 BOS District 1 Brian Pacheco
 BOS District 4 Eddie Valero
 Fresno City Cndl Dist 1... Esmeralda Z. Soria
 Fresno City Cndl Dist 5 Luis Chavez
 Fresno City Cndl Dist 7 Nelson Esparza

MADERA COUNTY

BOS District 2 Al Galvez
 District Attorney Sally Moreno

MARIN COUNTY:

District Attorney AJ Brady ****IBT 856 member**
 BOS District 1 Damon Connolly
 BOS District 5 Judy Arnold

MERCED COUNTY

BOS District 5 .. Patricia Ramos-Anderson
 District Attorney Larry Morse

SAN MATEO COUNTY

BOS District 3 Don Horsley

SACRAMENTO COUNTY

Sacramento City Council - District 1
 Angelique Ashby

SAN FRANCISCO COUNTY

San Francisco Mayor (Ranked choice)
 1. London Breed 2. Mark Leno

SAN JOAQUIN COUNTY

BOS District 2 Kathy Miller
 BOS District 4 Julie Damron-Brown
 Sheriff Pat Withrow
 District Attorney Tori Verber Salazar
 Assessor Steve Bestolarides
 Superintendent James Mousalimas
 Auditor-Controller Jay Wilverding
 Stockton City Cndl Dist 1 Sol Jobrack
 Stockton City Cndl Dist 3 ... Susan Lofthus
 Stockton City Cndl Dist 5 ... Christina Fugazi

SANTA CLARA COUNTY

BOS District 4: Dual endorsement
 Dominic Caserta and Donald Rocha
 Sheriff Laurie Smith
 Board of Educ, Area 7 Claudia Rossi
 San Jose City Council District 3
 Raul Peralez
 San Jose City Council District 5
 Magdalena Carrasco
 San Jose City Council District 7
 Maya Esparza
 San Jose City Council District 9
 Shay Franco-Clausen

SONOMA COUNTY

BOS District 2 David Rabbitt
 BOS District 4 James Gore
 Sheriff: Dual Endorsement
 Ernesto Olivares and Mark Essick

STANISLAUS COUNTY

BOS District 3 Tony Madrigal
 BOS District 4 Frank Damrell
 Sheriff: Dual.. Juan Alanis and Jeff Dirkse
 District Attorney: Dual Endorsement
 Patrick Kolasinski and John Mayne

TULARE COUNTY

BOS District 4 Eddie Valero
 BOS District 5 Virginia Gurrola

TOULOMNE COUNTY

BOS District 2 Ryan Campbell

*NOTE:

BOS is the Board of Supervisors for that county.
 All offices listed are County offices unless otherwise indicated.

AROUND THE LOCALS



LOCAL 87

Local is on the move



Some of the Local 87 members on the pipeline crew.

Thirteen member owner-operators have been working on a 7-mile SoCal Gas Pipeline project, just outside of northwest Bakersfield since just before Christmas, 2017. They expect to finish this work by June, 2018.

"This is the first time we've worked with the contractor Henkels & McCoy in many years," says Business Agent John Morales. "Our guys on the ground have a great rapport with the Superintendent; he sees every day that they're good workers. The company is bidding on a lot more work in our area and we fully expect to be on their team when it comes through."

LOCAL 517

Resolving issues with GET



Shop stewards Yolanda Hamen, Brian Bezdek, Rosa Rubio and Nick Blanchard participated in a Joint Labor Relations Committee (JLRC) meeting with Golden Empire Transit (GET) on March 21. They successfully resolves outstanding contract issues.

LOCAL 665

Another solid waste organizing victory in the North Bay

Less than a year after a 400 workers in Sonoma's solid waste and recycling industry voted to become union members, Local 665 scored another win with an 80% Yes vote in an NLRB election to represent workers at most of North Bay transfer stations and the county landfill.

"These workers were employees of the County of Sonoma until they were out-sourced about five years ago" says Local 665 Secretary-Treasurer Mark Gleason. "They are very aware of the benefits that were taken away when Republic Services, one of the largest global waste management conglomerates in the nation, took over."

Gleason credited the Local's Santa Rosa organizing team with carrying out the strategy to achieve this



New members at Republic Services in Sonoma County meet to discuss proposals for first contact.

round-the-clock. These three made sure that this unit stayed together in the face of fierce anti-union messaging by this employer. This victory would not have happened without their solid and unrelenting efforts," Gleason added.

The Local has forwarded notice to Republic Services to begin negotiations immediately. Watch this space for progress on the talks.

victory for solid waste workers.

"Local 665 President Mike Yates, and Business Agents Juan Gallo and Tom Wood stayed with this effort from the beginning. Workers are on the job at the solid waste worksites nearly

LOCAL 856

More W Hotel workers vote to join Teamsters

Reservations, front desk, concierge, and rooms control employees at the W San Francisco hotel have joined the more than 1,000 hospitality workers already represented by Teamsters 856 after a resounding yes vote in February.

For Priya Kumari, the choice to join Teamsters 856 was an easy one. After years of talking with members of Teamsters 665 and UNITE HERE Local 2 who work in other departments at the W, she realized what a difference a strong collective bargaining agreement could make. "I wanted to see policies and procedures that management has to abide by," said Priya, who's been a front desk agent at the W for seven years.

Things began to move quickly after W employees met with Teamsters 856 President Mike Lagomarsino, Representative Liliana Cortez, and Member Organizer Kathleen Romero to learn more about the benefits of forming a union.

"The time was right," said Liliana. "With changes



(L-R) Florina Rebusi, Andy Ma Ta Fong, Cesar Landeros, Priya Kumari and their coworkers at the W Hotel are the newest members of Local 856.

being made at the hotel, the workers wanted protections and they were ready to have a seat and a voice at the table."

In early February, a majority of the 17 workers requested voluntary recognition of the union. But, when they were met with silence, the Local was forced to file for an election with the National Labor Relations Board.

In an act of solidarity, the members of UNITE HERE Local 2 and Teamsters Local 665 participated in an action where they all wore Teamsters 856 pins on the same day.

When the election was held on February 28, 100% of the workers who voted chose to become Teamsters 856 members.

"I was really happy it was 100%," said Cesar Landeros, a rooms controller. "Some people had doubts and may have been scared, but in the end, they realized standing together was the best thing to do. Now we're ready for negotiations."

LOCAL 2785

Union solidarity against bad actor

On February 22, Local 2785 joined 148 union members from Sign And Display Local 510, IBEW Local 6, and IATSE Local 16 at Fort Mason in a unified protest against Dynamic Events of Denver, a company that pays substandard wages and benefits.

"This is common practice at Fort Mason, which is federal property. Companies hide under federal law rather than follow local area standards," explains Business Agent Terry Mullady.



Teamsters Local 2785 members join other unions to call out a company that pays substandard wages.

LOCAL 350

Winning member grievances is what the union does



Local 350 has its members' backs! Above left (from L): Recording Secretary/Business Agent Sergio Arranaga, member Gareth Wilely who won his grievance against Recology Sunset, and Business Agent Juan Coca. Above Right (from L): Coca, member Teneya Sims, who works at West Coast Recycling, and Arranaga after they helped Sims win her grievance and regain her job. "Without Sergio and Juan, this would not have been possible. They believed in me and fought hard. I'm glad to be back on the job," Sims said.

LOCAL 601

Getting ready to start Cannery negotiations



(From left) Members Jessie Diez, Pedro Perez, Cesar Garcia, Guillermo Paez, Leoncio Ramirez, Jeremy Jones, Juan Ocegueda, Local 601 President Manuel Rodriguez, and Thomas Ayala from Pacific Coast Producers in D.C. met in Lodi in April. "We are getting ready to start the busy season of the pack and the upcoming negotiations of our agreement of the master contract California Processors, Inc. and Teamsters California Cannery Council covering over 10,000 members.

LOCAL 431

Members go canvassing to learn about community needs

On April 14, 30 union members, including a strong group from Local 431, spent two hours talking to community members in Fresno about issues, such as schools and neighborhood safety.

"The purpose was not to target any particular candidate or politician, but for the Central Labor Council to gather information to pass on to elected officials and candidates," says Business Agent Steven Sharp. "It's a great way to get to know the community and the people in it."

LOCAL 896

Shasta Hayward

The Local's contract with Shasta Hayward, makers of LaCroix, has been expired since August 2017. The members have twice indicated that they are worth more than the company's offer by overwhelmingly turning down the proposed five-year proposals. Bargaining is set to continue the week of May 21. Many thanks to Stewards Tanya Walker and Gerald Young for their work in bargaining and communicating with the members.

Anheuser Busch

Bargaining prep has begun for the Anheuser-Busch, InBev CBAs scheduled to expire in March of 2019. Proposals will be submitted to IBT for review in early May. Additionally, Business Agent Brian Indelicato reports that the Local expedited and extended Step 2 grievance resolutions in April. With the assistance of Secretary-Treasurer Phil Cooper, IBT Rep Bud Benack, Stewards Christine Peters, Lonnie Wilson, Mike Hunt, Jamie Simmons, Mason Hurst, and Mike Deforme, the majority of outstanding issues were resolved.



Teamsters Local 431 members join the Fresno Central Labor Council in a day of community canvassing.

LOCAL 287

STA workers vote for contract instead of decert

Student Transport of America (STA) employs about 88 bus drivers in San Jose. The contract expired August 31, 2017, but when new business agent Jerry Cordova organized a proposal meeting, some members thought they were attending a meeting to decertify the union instead.

Cordova addressed their complaints and promised to take care of grievances and to return phone calls. "It was definitely a challenge to rebuild trust," he recalls.

When negotiations began, Cordova and former Business Agent George Netto were joined by two stewards: Keilli Watson and Jorge Garcia.

"The company wanted to re-write half the contract; but after five meetings, they gave us all of our top priorities and much more," Cordova says. "We got \$4 in wage increases over the five years. We also got more sick leave, and language for stewards to do investigations on the clock."

Members voted overwhelmingly to ratify the contract at the end of August, and there's no longer talk of decertification.

LOCAL 315

I AM 2018: A civil rights and labor campaign revival



Teamsters join a packed house to celebrate 50th anniversary of Memphis sanitation workers strike.

Local 315 President Alberto Ruiz, Secretary-Treasurer Don E. Garcia, and other Joint Council 7 representatives paid tribute to the 50th Anniversary of the Sanitation Workers Strike of 1968 and Reverend Dr. Martin Luther King Jr. at the Mason Temple Church of God in Christ in Memphis, TN. They joined civil rights and union leadership at the Mountain Top Conference, a title referring to the last speech given by King 50 years ago when he preached "I've Been to the Mountain Top" before sanitation workers at the same church.

Program speakers included King's children, Dr. Bernice King and Martin Luther King III, who reflected on the how their father changed the world view, from once disparaging him in life to honoring his legacy after his assassination. AFSCME International President Lee Saunders honored today's sanitation workers who are still seeking worker safety. A video of former President Barack Obama advised, "As long as we're still trying, Dr. King's soul is still rejoicing."

LOCAL 890

Salinas

Notice is hereby given of the nomination and election of the following officers of Local 890: President (Principal Officer), Secretary-Treasurer, Vice President, Recording Secretary, and three Trustees for a three (3) year term.

Nominations

Nominations will be accepted at a Special Membership Meeting of Teamsters Local Union No. 890 to be held on Thursday, August 9, 2018 at 8:00 p.m. at the Teamsters Union Hall located at 207 N Sanborn Rd., Salinas, California 93905.

Nominations must be made and seconded from the floor by members of Local Union No. 890, in good standing with dues paid through July 2018. Any back dues or fees may be paid at the Local Union office through 5:00 p.m. on Thursday, August 9, 2018. Nominees must accept nomination in person, or if absent, in writing for only one office. Written acceptances must be submitted to the Local Union President.

Eligibility to Nominate or Run for Office

To be eligible to be nominated for Local Union office, a member must satisfy the requirements of Article II, Section 4 of the International Constitution. An eligible candidate must be a member in continuous good standing of Local Union 890 and actively employed in the craft within the jurisdiction of the Local, for twenty-four (24) months prior to the month of nomination. "Continuous good standing" is defined as compliance with the requirements regarding the timely payment of dues, together with no interruptions in active membership because of suspensions, expulsions, withdrawals, transfers or failures to pay fines or assessments.

A member on dues check-off will not lose good standing as a result of a delay or default by the employer in sending dues to the Local or because of an employer's failure to make the proper deductions from the member's pay in any month in which the member had any earnings from which deductions could have been made.

The eligibility of seasonal workers in the seasonal food industry to nominate candidates is governed by Article XXII, Section 4 (c) of the IBT Constitution. Such persons shall be eligible to nominate candidates if they: 1) were in regular employment during some period of the twelve (12) months prior to the election and 2) produce satisfactory evidence that their dues were paid up through the last month of employment.

Potential candidates are encouraged to check their eligibility, and the eligibility of their nominators and seconders, prior to the nominations meeting by submitting a written request to the Local Union President.

Election

The election will be conducted by mail ballot. Ballots will be mailed to all active members and new applicants eligible for membership in Local Union No. 890 on or about Monday, August 20, 2018. All ballots must be received at the designated return address by 10:00 a.m. on Tuesday, September 11, 2018. Members who have not received a ballot by Thursday August 30, 2018, may call UniLect Election Services at this toll-free number: (855) 240-0363 to request a ballot. Duplicate ballots may be requested through Thursday, September 6, 2018.

To assure that the maximum number of members receive a ballot, the Local Union will make all efforts to correct incorrect addresses. You may also call the Local Union at this toll free number: (800) 300-5743, properly identify yourself, and provide the Local Union with the correct address. You can also leave a message on the Local's voice mail. You must properly notify the Local Union of any address change by August 8, 2018.

Eligibility to Vote

To be eligible to vote in this election a member of Local 890 must be in good standing with their initiation fees and dues paid through August 2018. Members have until 3:00 p.m. on Tuesday, September 11, 2018 to pay their initiation fees or dues at the Local Union office in order to have their votes counted. Under the International Constitution, any member on dues checkoff shall not lose good standing as a result of failure by an employer to send deducted dues to the Local or to make proper deduction from the member's pay in any month in which a member has any earnings from which dues could have been deducted.

The eligibility of seasonal workers in the seasonal food industry to vote is governed by Article XXII, Section 4 (c) of the IBT Constitution. Such persons shall be eligible to vote if they: 1) were in regular employment during some period of the twelve (12) months prior to the election and 2) produce satisfactory evidence that their dues were paid up through the last month of employment.

Protests

Any pre-election protests must be filed with the Local Union 890 Secretary-Treasurer in accordance with the provisions of Article XXII Section 5(a) of the International Constitution. Any post-election protest must be filed with Joint Council 7 in accordance with Article XXII, Section 5(b) on the International Constitution.

Copies of the Articles of the International Constitution, the Local Union 890 Bylaws and the rules governing the conduct of this election are available, upon request from the Local Union.

Fraternally, Crescencio Diaz, President

AVISO DE NOMINACIONES Y ELECCION DE OFICIALES DEL LOCAL 890

Por la presente se da aviso respecto al nombramiento y la elección de los siguientes oficiales del Local 890 de la Unión: Presidente (Oficial Principal), Secretario-Tesorero, Vice-Presidente, Secretario de Actas y tres Fiduciarios por un término de tres (3) años.

Nominaciones

Se aceptarán nominaciones en la Reunión Especial de Miembros de Teamsters Local 890 el día Jueves 9 de Agosto, 2018 a las 8:00 p.m. en el Salón de la Unión Teamsters Local 890 con dirección en el 207 N Sanborn Rd., Salinas, CA 93905.

Las nominaciones se tienen que proponer y secundar desde el piso de la asamblea por miembros del Local 890, acreditados con sus cuotas pagadas hasta el mes de Julio de 2018. Cualquier cuota o deuda atrasada se puede pagar en la oficina del Local 890 hasta las 5:00 p.m. el Jueves 9 de Agosto del 2018. Los nominados tienen que aceptar su nominación en persona o si están ausentes, por escrito para solo un puesto. Las aceptaciones escritas tienen que someterse al Presidente del Local de la Unión.

Elegibilidad para Nominar o Correr para Oficina

Para ser elegible para ser nominado para un puesto del Local de la Unión, el miembro tiene que satisfacer los requisitos del Artículo II, Sección 4 de la Constitución Internacional. Un candidato elegible tiene que estar al corriente y acreditado continuamente con el Local 890 de la Unión y estar empleado activamente en el oficio bajo la jurisdicción del Local por 24 meses previos al mes de la nominación. "La acreditación continua" se define como cumplimiento con los requisitos respecto al pago puntual de las cuotas, y ninguna interrupción de la membresía activa debido a suspensiones, expulsiones, retiros, traspasos o incumplimiento de pago de multas o cuotas.

Un miembro que trabaje en una compañía donde le rebajan las cuotas de su cheque no perderá su buen estado con la Unión como resultado de la tardanza o falta de pago por parte de la compañía o debido a que la compañía haga las deducciones apropiadas en cualquier mes cuando el miembro tuvo las ganancias para que dichas deducciones se pudieran haber hecho.

La elegibilidad de trabajadores temporales en la industria temporal de alimentos para nominar candidatos es gobernada por el Artículo XXII, Sección 4 (c) de la Constitución Internacional. Dichas personas serán elegibles para nominar si ellos: 1) estuvieron empleados durante algún periodo de doce (12) meses antes de la elección y 2) producir evidencia satisfactoria de que sus cuotas fueron pagadas hasta el último mes de empleo.

Los candidatos potenciales deben de revisar su elegibilidad, y la elegibilidad de sus nominadores y secundadores, antes de la junta de nominaciones sometiendo una petición por escrito al Presidente del Local de la Unión.

Elección

La elección será conducida por balota por correo. Las balotas se enviarán por

correo a todos los miembros activos y nuevos solicitantes elegibles para membrecía en el Local 890 aproximadamente el día Lunes 20 de Agosto del 2018. Todas las balotas deben ser recibidas en el remitente designado para las 10:00 a.m. el Martes 11 de Septiembre del 2018. Miembros quienes no hayan recibido una balota para el Jueves 30 de Agosto del 2018 pueden llamar gratis a UniLect Election Services al siguiente número: (855) 240-0363 para pedir una balota. Balotas duplicadas pueden pedirse hasta el Jueves 6 de Septiembre del 2018.

Para asegurar que el máximo número de miembros reciban su balota, el Local de la Unión hará todo lo posible por corregir direcciones incorrectas. Usted también puede llamar al Local de la Unión a su número gratuito (800) 300-5743, e identificarse apropiadamente, y proveer al Local su dirección correcta. También puede dejar un mensaje en la contestadora de recados del Local. Usted tiene que notificar al Local de su cambio de dirección para el día Miércoles 8 de Agosto de 2018.

Elegibilidad para Votar

Para ser elegible para votar en esta elección un miembro del Local 890 tiene que estar en buen estado con respecto a sus cuotas y cuotas de iniciación tienen que estar pagadas hasta el mes de Agosto, 2018. Los miembros tienen hasta las 3:00 p.m. el día Martes 11 de Septiembre del 2018 para pagar sus cuotas y cuotas de iniciación en la oficina del Local de la Unión para que sus votos sean contados. Bajo la Constitución Internacional, cualquier miembro que trabaje en una compañía donde le rebajan las cuotas de su cheque no perderá su buen estado con la unión como resultado de la tardanza o falta de pago por parte de la compañía o debido a que la compañía no haga las deducciones apropiadas en cualquier mes cuando el miembro tuvo las ganancias para que dichas deducciones se pudieran haber hecho.

La elegibilidad para votar de los empleados temporales de la industria de alimentos está gobernada por el Artículo XXII, Sección 4 (c) de la Constitución de IBT. Dichas personas serán elegibles para votar si ellos: 1) están empleados durante algún periodo de los doce (12) meses antes de la elección y 2) producir evidencia satisfactoria de que sus cuotas fueron pagadas hasta el último mes de empleo.

Protestas

Cualquiera protesta de pre-elección tiene que ser archivada con el Secretario Tesorero del Local 890 de acuerdo con las provisiones del Artículo XXII Sección 5(a) de la Constitución Internacional. Cualquier protesta post elección tiene que ser archivada con el Concilio Unido 7 de acuerdo con el Artículo XXII, Sección 5(b) de la Constitución Internacional.

Hay copias disponibles de los Artículos de la Constitución Internacional, de los Estatutos del Local 890 y las Reglas que gobiernan la manera como se conducen las elecciones y estas se pueden solicitar al Local de la Unión.

*Fraternalmente,
Crescencio Díaz, Presidente*

LOCAL 287

San Jose

Notice is hereby given of the nomination and election of the following officers of Local 287: Secretary-Treasurer, President, Vice-President, Recording-Secretary, three Trustees and three Business Agents. The term of office for these officers will commence on January 1, 2019 and conclude on December 31, 2021.

Nominations

Nominations will be accepted at a Special Membership Meeting of Local Union 287 to be held at Teamsters Local No. 287, 1452 North Fourth Street, San Jose, CA 95112 on September 11, 2018 at 7:00 p.m.

Nominations must be made and seconded from the floor by members of Local Union 287, in good standing with dues paid through August 2018. Any back dues or fees may be paid at the Local Union office through 4:00 p.m. on September 11, 2018. Nominees must accept nomination in person, or if absent, in writing for only one office. Written acceptances must be submitted to the Local Union Secretary-Treasurer.

Eligibility to Run for Office

To be eligible to be nominated for Local Union office, a member must be in continuous good standing in Local

Union 287 and actively employed in the craft within the jurisdiction of the Local for twenty-four months prior to the month of nomination. "Continuous good standing" is defined as compliance with the requirements regarding the timely payment of dues, together with no interruptions in active membership because of suspension, expulsions, withdrawals, transfer or failures to pay fines or assessments.

A member on dues check off will not lose good standing as a result of a delay or default by the employer in sending dues to the Local or because of an employer's failure to make the proper deduction from the member's pay in any month in which the member had any earnings from which deductions could have been made.

Election

The election will be conducted by mail ballot. Ballots will be mailed to all active members and new applicants eligible for membership in Local Union 287 on or about September 25, 2018. All ballots must be received at the designated Post Office Box by 12:00 p.m. on October 25, 2018 to be counted. Ballots will be picked up from the Post Office and taken to the Local Union Office and counted on October 25, 2018. Members who have not received a ballot by October 2, 2018, should call UniLect Election Services' Answering Service at 1-855-240-0363 to request a ballot. Duplicate ballots may be requested through October 18, 2018.

Eligibility to Vote

To be eligible to vote in this election a member of Local Union 287 must be in good standing with initiation fees and dues paid through September 2018. Members have until 4:00 p.m. on October 22, 2018 to pay their initiation fees or dues at the Local Union Office in order to have their votes counted. Under the International Constitution, any member on dues checkoff shall not lose good standing as a result of a failure by an employer send deducted dues to the Local or to make a proper deduction from the member's pay in any month in which a member has any earnings from which dues could have been deducted.

Elected officers of the Local Union shall, by virtue of such election, be delegates to any Joint Council with which the Local is affiliated, as well as to any convention of any subordinate body which may take place during their term of office. Elected Local Union Officers shall be delegates to such bodies in the order of priority set forth in the Local Union Bylaws.

Copies of the Articles of the International constitution, the Local Union 287 Bylaws and the Rules governing the conduct of this election are available, upon request, from the Local Union.

Please take notice of the International Constitution Provisions applicable to all nominations and elections in Teamsters Locals which are stated in this publication.

Jerry Cordova, Secretary-Treasurer

The case that has all of Silicon Valley shaking in its boots

The California Supreme Court issued a crushing blow to the "gig economy" in a late-April ruling. In *Dynamex Operations West v. Lee*, the Court imposed a standard that will make it much harder for employers to escape state employment standards by calling their workers "independent contractors" when there is little to nothing "independent" about their work.

Dynamex is a nationwide package and document delivery company (for Home Depot and Office Depot among others), which decided to reclassify all its employee drivers as independent contractors. In other words, on Monday, their delivery drivers were employees and on Tuesday – with no change in their day-to-day job duties – they were suddenly "independent contractors," required to:

- Provide their own vehicles and pay for all of their transportation expenses, including fuel, tolls, vehicle maintenance and insurance, taxes, and workers' compensation insurance;
- Accept a percentage of the delivery fee paid by the customer on a per delivery basis or a flat fee basis per item delivered (instead of wages);
- Work without any guarantee of the number or type of deliveries they will be offered; and
- Wear Dynamex shirts and badges (purchased at their own expense).

It's all about the ABCs

After exhaustively reviewing relevant cases, the California Supreme Court adopted the "ABC test." Under the ABC test, a company that wants to classify workers as independent contractors has the burden of establishing that the worker,

A. Is free from control and direction of the hirer in connection with the performance of the work, both under the contract for the performance of such work and in fact; and

B. Performs work that is outside the usual course of the hiring entity's business; and

C. Is customarily engaged in an independently established trade, occupation, or business of the same nature as the work performed for the company.

Applying these three tests, the Court offered the following example:

[W]hen a retail store hires an outside plumber to repair a leak in a bathroom on its premises or hires an outside electrician to install a new electrical line, the services of the plumber or electrician are not part of the store's usual course of business... On the other hand, when a clothing manufacturing company hires work-at-home seamstresses to make dresses from cloth and patterns supplied by the company that will thereafter be sold by the company... or when a bakery hires cake decorators to work on a regular

basis on its custom-designed cakes... the workers are part of the hiring entity's usual business operation...

In short, what the case holds is that employers are at risk for state law back pay and penalties when they seek to force their workers to bear the risk of on-the-job injury, deprive them of meal and rest breaks, and escape overtime obligations by pretending that they are "independent contractors."

If California law will no longer tolerate this scam, does it follow that employees misclassified under state law as independent contractors can now also be organized under the National Labor Relations Act or have

the protections of federal wage and hour laws?

That's the next fight: If employers have to conform to this new case, it is going to be hard to argue that a worker that is an employee for California purposes remains an "independent" non-employee for federal purposes.*

What will this case mean for Uber, Lyft, Flowers, Google, Apple and other companies whose business model is built on the fiction that they do not employ their workers? It means that they have to assume the costs and obligations of other employers who have played by the rules and that the legal barriers to organizing these companies are coming down.



YOUR LOCAL UNION PHONE NUMBERS

70	510-569-9317	601	209-948-2800
87	661-327-8594	665	415-728-0811
137	530-243-0232	853	510-895-8853
150	916-392-7070	856	650-635-0111
287	408-453-0287	890	831-424-5743
315	925-228-2246	896	707-644-8896
350	650-757-7290	912	831-724-0683
386	209-526-2755	948	559-625-1061
431	559-486-5410	2010	510-845-2221
439	209-948-9592	2785	415-467-0450
517	559-627-9993	GCIU, DC 2	800-333-4388
533	775-348-6060		

Here are a few corrections from the Bulletin Board listings in the last issue of this paper:

Local 350

Incorrect dates were listed for the upcoming Quarterly meetings in San Francisco & San Jose. Here are the correct ones:

San Francisco General Membership Meetings:

Location: Electrician's Hall, 55 Fillmore Street
San Francisco, CA 94117

March 8, 2018, Thursday, at 6:00 p.m.

June 14, 2018, Thursday, at 6:00 p.m.

September 13, 2018, Thursday, at 6 p.m.

San Francisco Christmas Meeting:

December 13, 2018, Thursday, at 6:00 p.m.

Location: Best Western Grosvenor
380 South Airport Blvd.,
South San Francisco

San Jose General Membership Meetings:

Location: Teamsters Local 287

1452 North Fourth Street, San Jose

March 28, 2018, Wednesday, at 7:00 p.m.

June 27, 2018, Wednesday, at 7:00 p.m.

September 26, 2018, Wednesday, at 7:00 p.m.

San Jose Christmas Meeting:

December 19, 2018, Wednesday, at 7:00 p.m.

DoubleTree by Hilton San Jose

2050 Gateway Place, San Jose, CA 95110

John Bouchard, Secretary-Treasurer

Local 533

All meetings are held at the Teamsters Local 533 Hall, 1190 Selmi Drive #100, Reno, NV 89512. Meetings are on the third Thursday of each month **at different times** (check with the Local for the correct time each month.)
Upcoming dates: May 17 • June 21 • July 19
• August 16 • September 20 • October 18 •
November 15 • December 20.

*Debbie Calkins
Secretary-Treasurer*

Safeway Luncheon

Attn: Safeway Drivers, Mechanics and Warehousemen

Good news - the Safeway Luncheon will continue! 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 4, 2018

12 noon - 4 pm

\$38 per head

Napa Elks Lodge: 2840 Soscol Avenue, Napa

Please reserve a seat as soon as possible. For more info, call Orissa Kruse (Hep's daughter) at 707-364-8341 or e-mail her at Jacksno1@comcast.net; or call Katie McCullough at 707-364-8343.



The importance of Aftercare

Alcohol and drug addiction is a complex, demanding and frustrating chronic condition, but effective treatment can help to improve the lives of people who struggle with it. Addiction treatment is not a process that ends after an initial treatment program. Taking steps to live an alcohol- and drug-free lifestyle is a long-term commitment. The process can include a wide variety of treatment options and supports. As part of the continuum of care, the Aftercare component is a vital part of overall long-term recovery.

Alcoholism and drug addiction are life-long illnesses for which there is not cure. Spending 30 days in an inpatient treatment facility is a very good beginning, but there is more work to do. This is where an aftercare plan of ongoing support can give a newly-sober person the tools and support he or she needs in order to make it through their early recovery phase with their physical and emotional sobriety intact.

Although the duration for any formal treatment will vary (30, 60, 90 days), it will approach an ending point. Ongoing recovery maintenance efforts are encouraged to continue. This is where careful aftercare planning becomes very important. Substance abuse treatment programs will include referrals to after care programs and supports during the discharge planning stage of the treatment episode.

What is Aftercare?

Aftercare is a general term used to describe any ongoing or follow-up treatment that occurs after an initial treatment program is completed. The main goals of aftercare programs include:

- To maintain recovery from substance abuse.
- To find ways to prevent relapse.
- To achieve a life filled with rewarding relationships and a sense of purpose.

One of the most dangerous times in early sobriety

is the period directly after an individual completes a treatment program and returns home. During this time, a person has more freedom than they had during their treatment stay and are now forced to deal with daily life stressors once again. One of the biggest challenges is trying to find an entirely new network of friends. Without the proper support in place, a newly sober person may become overwhelmed and return to active alcohol or drug use as a means to cope with these uncomfortable feelings.

Another reason why continuing support is essential is that in some cases, long standing substance abuse can alter normal functioning of the brain. Some of these changes may not instantly reverse once a person has stopped use of alcohol or drugs. The mental and physical effects of chemical addiction serve to reaffirm the need for long-term support.

An Aftercare plan is comprised of many elements, including counseling, therapeutic services, support groups, recreational activities, and more. Aftercare can help secure long-term recovery by connecting with sober people and resources, from substance abuse specialists to other individuals who are walking the road of recovery. An individual can receive guidance on mending relationships and learn how to cope with work issues without the use of drugs or alcohol. Possibly the most important aspect of Aftercare is that it is done in real time; as situations arise, they can be dealt with.

Support groups and social networking offer recovering people the ongoing encouragement and support they need to sustain a long-term recovery. Both TAP and TARP have Aftercare groups that meet regularly to provide encouragement and support to recovering individuals and their family members as well.

For more information on Aftercare groups, call TAP at 800-253-8326 or TARP at 800-522-8277.



IN MEMORIAM

LOCAL 87

Browning, Margorie
Fanell, Ralph D.
Frank, Richard

LOCAL 287

Contreras, Jr.,
Manuel

LOCAL 315

Berry, Herman
Brookins, Chett
Burgess, Troy
Comstock, Glenn
Flores, James
Lagorio, Victor
Noble, John
Picos, Arturo
Robinson, William
Rojo Pered, Salvador
Stratton, Al

LOCAL 350

Gordon, Jeremy

LOCAL 386

Chiapusio, Beverly
Corona, Francisco
Cruz, Martin
Gaxiola, Thomas
Graybeal, Wayne
Hernandez, Joaquin
Keyes, Tom
Molthen, Luke
Nelson, Kevin
Seward, Tyler
Shepherd, Lonnie
Vanderburg, Bobby

LOCAL 431

Barton, Larry
Chrisma, Walt
Esqueda, Tony
Lloyd, James W.
Matthews, Jr., Harley
C.
Parsley, Roy
Peterson, Roy
Saldana, Ruth
Simis, Steve
Smith, Arthur

LOCAL 439

Chin, Andrew
Hadley, Mark
Loughlin, Andrew
Marsh, Clayton
Palacio, Joe
Smith, David

LOCAL 517

Castillo, David
Johnson, Michael
McGaha, Charles
Ray, Darrel
Sangha, Sukhdev
Welch, Edward T.

LOCAL 665

Brown, W.T. (former
Local 665 Trustee)
Castro, Reynaldo
D'Arby, James
Martinez, Mario
Picardo, Dominador
Singh, Ranjit

LOCAL 853

Cavan, Higinio
Darnell, Jimmy
Gimbel, Roy
Hernandez, Ceferio
Lagorio, Jr., Victor A.
Laulusa, Ioane
Martin, Joseph
Pike, Henry E.
Satterwhite, Carolyn

LOCAL 856

Einerson, John
Gutierrez, Rodolfo
Valenzuela,
Guillermo
Vanegas, Angeles
Williams, Ellen

LOCAL 890

Romero Fuentes,
Liberto
Garcia, Trinidad

LOCAL 2785

Burciaga, John J.
Camacho, Robert
Lawrence
Ciarlanti, Richard
John
Cummings, William
Debiagio, Daniel
Hage, Robert
Smith, Robert A.