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CONNECTIONS
Teamsters Local 853
2100 Merced Street, Suite B
San Leandro, CA 94577



Another busy and successful year

By ROME ALOISE

Another year is coming to an end—seemingly before it ever got started. 2001 was a very busy year for Local 853, for our International Union and for our country.

While the year had its difficult moments, it was also a very successful year for our members. Again, we led the way for all locals participating in the various industry negotiations.

Industry-wide settlements

Early in the year we completed the Dairy negotiations with Dean Foods, Dreyer's Plant, Foster Farms, Challenge and Dairy Fresh. These companies basically followed the pattern established in the record-setting Berkeley Farms negotiations, completed in September, 2000.

Following the example set by the Dairy industry members, the Ready Mix ACA negotiations involving RMC Pacific and Central Concrete began in April. Chair-

ed by Local 853 for four participating Local Unions, these talks resulted in the best agreement in the history of the ACAnegotiations. The employer proposal was recommended unanimously by the Shop Stewards who participated in the negotiations.

The other independent companies—Bode Gravel, Mission and Berkeley Ready Mix—signed basically the same agreement. Our members at Granite Rock had to strike for all of 23 hours to convince their employer to agree to the package.

Many of our smaller independent negotiations also settled with good agreements.

Beware

On the cautionary side, the cost of health benefits soared in the last two years, with both of our major plans announcing increases of nearly 15% beginning at the first of the 2002 calendar year. This trend will surely continue, and I can safely pre-

dict that it will result in continued increases of our plan contributions.

Major negotiations in 2002 will involve Gillig Corporation, and the Liquor industry.

Elections and more

This has been a year of Teamster elections. Early in the year, our Local elected delegates for the International convention in June; we nominated officers for the Local in November, and participated in the National elections for IBT Executive Board and General President.

I would like to thank the membership for their vote of confidence and trust at our November 5th nomination meeting by granting the Executive Board a white ballot. This honor, from a membership as active and militant as ours, is especially gratifying.

I cannot tell you the pride that it gives me to be granted this vote of confidence. We will all continue to work tirelessly for the good of our members and your families.

After 9-11

The tragic events of September 11 have affected our lives and the economic conditions of our state and nation.

From my discussions with members of the Local, I know that many of us felt a patriotic surge and commitment to protecting our country from any further attacks of this type.

However, with the economy slowing and layoffs beginning to become part of the news again, we are bound to feel the effects of the tragedy on a local level in our upcoming negotiations.

In closing, the tragic events in New York, Washington and Pennsylvania should make us all appreciate our friends, families and loved ones much more this holiday season.

Make sure that you take time to give thanks to whatever or whomever you pray to, for the blessings of living in the USA, having a union job, and just being alive.

Happy Holidays to all!

853 joins victory march at Basic



Members of Teamsters Local 890 won their 25-month strike at Basic Vegetable. Local 853 was there for the march and celebration!

On Labor Day, International President Jim Hoffa led the 700 striking members of Local 890 up the hill to Basic Vegetable's dehydration plant. They were joined by more than 1,500 Teamsters and friends from around the Bay Area. "The International is proud

to stand here," Hoffa said. "We have made history."

Local 853 members went to King City for the first rally in July, 1999, and the Local had made a monthly donation to the strike fund ever since.

"The workers at Basic got a fair deal after a long hard struggle," says Secretary-Treasurer Rome Aloise. "Solidarity works."

Local 853 — organizing and building a stronger union



Happy Holidays
and best wishes
for a prosperous
new year

From the
officers and staff
of Teamsters Local 853

- Rome Aloise • John Becker • Antonio Christian •
- Pete Gemma • Julie Molina • Mike Furtado •
- Harvey Gomes • Bob Strela • Dan Harrington •
- Pete Easton • Stu Helfer • Phil Tarantino •
- Jesse Casqueiro • Bo Morgan • Janine Vanier •
- Henrietta Boe • Janice Johnson • Lydia Pinedo •
- Jennifer Payne • Eveone Miller

Christian and Aloise—first 853 reps at IBT convention podium



Recording Secretary Antonio Christian gave the invocation at the Teamsters' International Convention on June 26 in Las Vegas. As Chairman of the Pension and Benefit Committee, Rome Aloise made that committee's presentation. This marked the first time that Local 853 members have been at the IBT podium and Local 853 is one of the few to have two speakers.

Hoffa elected to new five-year term with strong support from Local 853 members

Of all the local unions in the 13 Western States, Local 853's membership posted the second highest margin for IBT General President Jim Hoffa in his successful run for a second term at the helm of the International Union.

Local 853 members voted for the Hoffa slate by 1,203 to 190, an 86% margin—the eighth-highest margin in the nation.

"The vote reflects the support and assistance we have consistently received from the General President since he took office in 1998," said Local 853 Secretary-Treasurer Rome Aloise. "He's been there for us whenever we needed him. He's made the other officers and staff of the International available to us. And he will remain a good friend of ours."

"The International knows that Local 853 is an active and involved union. We get their immediate and serious attention when we need it."

The strength of Northern California Teamsters in the new Hoffa administration was also re-emphasized with the overwhelming election of Chuck Mack, President of Joint Council 7, to serve as Western Regional Vice President, and Frank Gallegos, President of Local 890 in Salinas, to serve as International Trustee.

The election process

Ballots were mailed to all 1.4 million Teamsters on October 9 and they had until November 12 to vote. Somewhat disappointingly, only 25% of the members, nationally, exercised their right to vote.

Aloise attended the vote count as did several union officials from Joint Council 7 and many rank and file members from around the country.

"From Tuesday through Friday, hun-



Secretary-Treasurer Rome Aloise and General President Jim Hoffa celebrate the victory after the vote count concluded in Washington, D.C.

dreds of workers counted ballots for 14 or 15 hours each day," explained Aloise.

"The election was a monument to Teamster democracy. Now it's time for the government to get out of our business."

"In a few short years, Jim Hoffa and his

team, including Chuck Mack, have made a great start toward rebuilding our union after all the troubles of recent years. I look forward to working with Hoffa as we continue to make our union the biggest, strongest and greatest in the world."

Aloise/Becker slate re-elected

At the nominations of Local 853 officers held on November 5, 2001, the membership showed their faith and confidence in the leadership of their Local by granting them a "White Ballot." All officers were elected without opposition for a three-year term beginning in January, 2002.

The re-elected Executive Board is comprised of Secretary-Treasurer/Principal Officer, Rome Aloise, President John C. Becker, Sr., Vice President Pete Gemma, Recording Secretary Antonio Christian, and Trustees Harvey Gomes, Mike Furtado and Julie Molina.

"One of the highest honors that can be bestowed on a Union Official is to have the trust and confidence of those workers he or she represents," said Secretary-Treasurer Rome Aloise at the culmination of the nomination meeting as he thanked the membership on behalf of the Executive Board. "By granting us a White Ballot, the membership has indicated that they trust and feel confident in their elected officials. We will continue to work hard for our members and their families."

Announcements

Extra Check for pensioners

The Western Conference of Teamsters Pension Trust approved the payment of the Extra Check for the year 2002 for those pensioners who retired before January 1, 1985, or to their eligible survivors. The checks will be mailed on or about February 5, 2002.

The amounts for the Extra Check will be the same as those issued in 2000 and 2001: \$1,100 for retired participants and \$550 for their eligible survivors. To be entitled to the 2002 Extra Check payment, recipients must be alive through December 31, 2001.

Funding for Extra Checks is based on the prior calendar year's investment performance. With the economic downturn, the trustees had to utilize their "Rainy Day Fund," to provide the benefit this year. The Trustees remind members that Extra Checks are neither automatic nor guaranteed, rather, they are subject to discussion, deliberation, and to economic realities.

WCT Pension Plan Q&A

On the second Wednesday of every month, representatives from the Western Conference of Teamsters Pension Administrator come to Local 853's San Leandro offices. If you want to know what your pension benefit will be upon retirement, need to fill out retirement papers, or are just curious about your contribution record, this is the place to be. The counselor will bring your records. You must make an appointment first by calling 510-895-8853 or 800-400-1250.

SIP 401(k) Enrollment

In addition to your traditional pension plan, most Local 853 members have the advantage of also being eligible for the SIP401(k) Plan. If you are not yet enrolled, or wish to increase your pre-tax deferred amounts—check with your business agent, your company's HR department, or call 1-800-4-PRETAX [1-800-477-3829].

Monthly Meetings

Local 853's membership meetings are held the Second Thursday of each month at 7:00 p.m. They alternate between the West Bay and East Bay halls:

- 1700 Marina Blvd., San Leandro, or
- 1103 Airport Blvd., South San Francisco

Call 510-895-8853 to confirm the location.

Teamsters Local 853

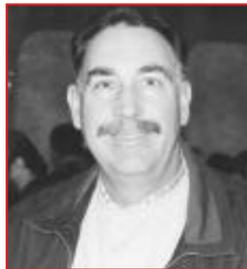
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Voice of the members

What will you do for the union in the coming year?



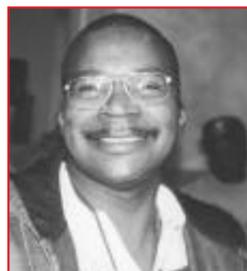
Tom Gardner
Westside Building Materials

"I support the union and the men who make the decisions...on the front lines. I talk to my men about what the union is doing and encourage them to get involved."



Lillie Edwards
Federated — Hayward

"I do my best to make people aware of their rights as members. I hope to keep things smooth between the workers and the company."



Jerome Doss
Genesis Distribution

"We have high attrition at the company...so many new people. So I stood forward to serve as steward. I hope to keep the guys informed about what's going on and let them know about their benefits."

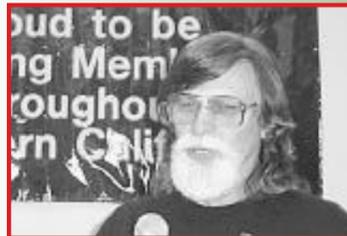


Guido Bassi
Weyerhaeuser

"I've kept the company busy with complaints. I try to keep the members updated about what's going on, but have a hard time getting them involved."

membership appreciation

November 3, 2001



Jack Magee opens the meeting with the national anthem

Well over 400 members attended the 5th annual Local 853 Membership Appreciation Day on November 3, 2001. "Many locals have copied our idea," says Secretary-Treasurer Rome Aloise, "but none have equaled the attendance, enthusiasm and sheer excitement of the Local 853 bash!"

Long-time member and ready-mix driver Jack Magee opened the meeting in spectacular fashion by singing the national anthem, which resulted in a standing ovation by his sisters and brothers.

Before the patriotic spirit wore off, the membership watched the video produced for the opening of the Teamsters' International

Convention.

The video, produced prior to the June event, had a "proud to be an American Teamster" theme which certainly mirrored everyone's mood at the appreciation meeting. There was hardly a dry eye in the room.

Aloise made brief comments on the highlights of the year (see Secretary

Treasurer's Report). "What's behind Local 853's strength, respect and admiration from within the labor community is simple," he said "The reasons are involved and active members, hard working officers and officials, and a strong and sound economic base."

After Aloise's "State of the Union" comments, the raffle began. More than 60 members won tools, t-shirts, jackets, hats, DVD players, and television sets.

Every member who attended also received a Local 853 windbreaker in gorgeous green with a gold emblem. In fact, because of the full house, some members will have to wait until a new order of jackets arrive.

"All in all, it was the most successful membership appreciation event yet," Aloise said proudly.



Above: Terry Post, shop steward at Bode Gravel, takes home the grand prize—a 25" TV. Below Left: Secretary-Treasurer Rome Aloise gives the 'State of the Union'; Right: Members choose from DVDs, toolsets, boom boxes, and other gadgets.



Carving out a contract at Granite Rock

It took a 23-hour strike for the 35 members at Granite Rock Ready Mix in Redwood City to get a contract. But their solidarity resulted in an excellent deal.

Granite Rock is not a signatory employer to the ACA Master Ready Mix Agreement, but the company has historically followed the lead of the Association for increases, conditions and premiums.

This year things were different. In the past, Granite Rock's CEO Bruce Woolpert always met or exceeded the industry standard. This year, however, Woolpert offered the industry monetary increases, but included a number of take-aways.

"The members in Redwood City would not purchase monetary increases by agreeing to take-aways," explained Business Representative Phil Tarantino.

Construction Division Director Pete Gemma added that "the members of Local 853 working at Granite Rock are entitled to the same monetary benefits and premiums as every other ready mix member in the Local."

Unfortunately, the negotiating meetings went from bad to

worse when the company added plant closure language to the agreement. "The company's language is not enough to compensate the members for their years of service to this employer," stated Secretary-Treasurer Rome Aloise, who

was brought in to the negotiations at the end.

Once the union determined that they were at impasse, the negotiating team requested the company's final offer. They predicted that the members would reject the offer, and the

members did—unanimously.

On August 27, Local 853 members at Granite Rock went on strike. The Mobile Command Center showed up to the picket line, bringing lunch and commanding notice.

"The company was frantic," reports Tarantino. "They offered several updated proposals, but by the end of day one, no settlement was reached." Members were given their picket assignments and prepared for day two.

At 11 p.m. that evening, after Woolpert and Aloise kept the fax machines buzzing with proposals, Aloise scheduled a new vote for 5 a.m. Shop Steward John Mason and driver Wayne Nolan contacted all the members by phone.

After less than 24 hours, the members accepted their new contract and ended the strike. Their agreement provides for the industry standard or better on all matters.

"The one common denominator that the company had not expected from the TEAM in Redwood City," says Tarantino, "was that they were truly TEAMsters."

Recent organizing victories . . .

- ◆ The Right Away Redy Mix Pleasanton Yard voted overwhelmingly in favor of union representation in the face of a long and hard anti-Teamster campaign.
- ◆ Despite an unlawful and very bitter campaign on the part of Double "D" Transportation, the equipment transport drivers have decided that being Teamster is the way to go. The company has a 50 year history of anti-Teamster animosity and is trying everything in its power to avoid negotiations.
- ◆ The drivers at H&N Fish Co. in San Francisco have voted for Teamster representation. The drivers are looking forward to the benefits and protection of a Local 853 contract.
- ◆ The National Labor Relations Board has ruled against True World Foods for misconduct in the company's anti-union campaign. A new election will be scheduled shortly.
- ◆ Glesby Wholesale is trying to hold off a Teamster victory by bringing legal challenges against employees who voted for Teamster representation. Local 853's lawyers are on the case, working to ensure that the will of the workers is carried out.

Teamsters Local 853 welcomes all workers who want to enjoy the benefits of Union representation. If you have any contacts at non-union companies, be sure to call Local 853's organizers, Jesse Casqueiro or Bo Morgan, at 510-895-8853.

Voice of the members

What will you do for the union in the coming year?



Ted Ramirez
Spicer Paper

"I've taught the younger workers what it is to stand up for what is right, and to see the value of a union."



Maria Tavares
Macy's Warehouse

"I'm just starting as shop steward. I just hope to do a good job for the members and for the union."



Jose Sigui
Barkoff Container

My goal is to get people together, united and involved. We have to be a team...or else there is no 'Teamsters!'"



Dennis Koenig
VWR — Brisbane

"Being steward means doing just about everything. There hasn't been a day that we haven't filed a grievance."