



CONNECTIONS

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Fall, 2018

Best bus contract in nation

Shuttle bus drivers ratify new agreement

When 350 tech shuttle bus drivers who work for Hallcon and WeDriveU gathered in Newark in June, they had a real conundrum: do they accept the employer's three-year contract offer, which included sizable raises, great language, and a chunk of money into their 401(k) plan? Or do they hold out to get into the pension plan? By an overwhelming majority, they rejected the company's offer. On September 22, they came back to Newark and, by another resounding majority, they accepted the richest contract in the industry.

After the drivers voted down the company's June offer, the talks progressed slowly. To push things ahead, the union held an action at the Castro Street bus stop in San Francisco, where they stopped buses for 3-5 minutes to distribute information about negotiations to the riders. Not long after, the companies brought in a few dozen replacement workers who wore vests proudly proclaiming 'Strike Relief.' "We knew that the companies could never replace all of our drivers, and could never afford to house and feed outside drivers for long," says Business Rep Stacy Murphy. "But it's a useful scare tactic that employers use."

The bargaining team met with a Federal Mediator on September 11, and the talks were hot and heavy. While the companies refused to consider a pension, by holding out and not accepting the initial contract, the drivers got \$1.17 more per hour and numerous other improvements than had they accepted the original deal. In all, the drivers will each bring home more than \$50,000 in wage and retirement increases over three years, and that number could be even higher if they take advantage of the company match on their 401(k).

When presenting the proposal, Business



Above, the negotiating team is pleased with the strong vote of support for the new contract. Below (L), a vote yes. (R) Members Lynn Door and Anthony Terry tally the votes.

Rep Adolph Felix asked who had been driving with the two companies before the first contract three years ago. He wanted to remind everybody that before they came into the union, the drivers had no overtime pay, no holidays, meager vacations, no coverage for their split shifts and were earning just \$16/hour. "And now you're the highest paid drivers in the country."

That move into the middle class came from having a union. "As a result of your fight, school bus drivers went from \$13 to \$21 per hour in wages. Paratransit driver wages have been brought up significantly as well. You've done a job for everyone in this industry across Northern California, and it's now spreading to Seattle," Felix explained.

Most important, the union positioned itself well for the next contract. "Ultimately,

the companies weren't ready to commit to a pension plan. But we were able to use that as leverage to get everything else that we wanted," Felix told the drivers. That includes a signing bonus, many language improvements, an 8-hour guarantee, and much more. "And that means that there won't be anything but a pension for them to offer in the next contract."

Ultimately, he added, "the company didn't give you anything. You fought for it. The federal mediator said that the bargaining team was the most engaged, hardworking committee he has ever seen."

The team thanked the drivers for their fortitude, and reminded them that the most important thing they can do before this contract expires is help organize the rest of the industry.

Time to vote!

By DENNIS HART

Yes, it is that time of the year again, and yes, your Union is asking all of you and your family to support Local, State and National candidates and Propositions that support working families.

Your Local, your Joint Council and your International Union spend a lot of time evaluating candidates and issues that affect working people, and that is what leads to their recommendations. We have included those endorsements in the this newsletter.

I will give you one recent example of how politics affected more than 800 of Local 853's members. Local 853 members employed at WeDriveU and Loop had turned down an offer from their employers, and the Local rejected the company's Last, Best, and Final offer. But, instead of striking, the Local, with help from other Locals and the Joint Council, took action against the companies one morning in San Francisco. The Local also petitioned for a hearing in front of the Board of Supervisors stating that the companies were not in compliance with the Labor Harmony Agreement with the City of San Francisco.

So what happened? The Board of Supervisors wrote the companies a letter demanding that they appear at a hearing to explain their lack of labor peace. If they could not, they were in jeopardy of losing

their right to use bus stops across the city. As soon as the companies received the letter, they asked to return to bargaining with a Federal Mediator, which we did, and proceeded to get one of the best contracts for shuttle drivers in the nation, as described on the front page.

This only happened because, over the years, we've been engaged in the political



process in San Francisco and have worked to ensure that people are elected to the Board of Supervisors who understand our issues and how city policies impact union members. And once they're in office, we've continued to educate them about the power they have to make the city one that works for working people.

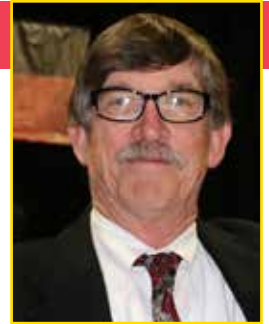
Another example is with Gillig. For

years, our local transit agency, AC Transit, was only buying buses from a European company, even though the largest bus manufacturer in the U.S. was located in their very county. Our first step was to work to get people elected to the AC Transit Board of Supervisors who understood the value of supporting local companies. Soon, AC Transit was contracting with Gillig for more buses each year.

Then, when Gillig grew so much—hiring hundreds of new workers at good Teamster wages—and the company needed to expand beyond its longtime Hayward facility, we went into action again. Gillig was being courted with tax breaks and other incentives by numerous states to relocate. We worked with the State of California to ensure that they could stay—not only in the state, but in the county—keeping those good jobs local.

We work to get the best contracts, but we also must be involved in politics, and we need each and every one of you to back us up.

SO VOTE.... Take our recommendations seriously, because every vote counts. And, the next time a D.R.I.V.E. Representative shows up at your worksite, sign up. EVERY VOTE COUNTS!



Announcements

WCT Pension Plan Q&A

On the second Wednesday of every month, a representative from the WCT Pension Trust Fund comes to Local 853's Oakland office to answer your pension questions. Call 510-895-8853 or 800-400-1250 for an appointment.

Check out Local 853's website

Go to www.teamsters853.org to see what the Local has been up to between newsletters. Also get business forms and other union resources.

Charge your union dues

What's more convenient than paying your union dues with a credit card? For more information on getting set up, call the Local Union office at 510-895-8853.

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Postmaster: Send address changes to: Teamsters Local 853, 7750 Pardee Lane, Oakland, CA 94621.

Members: Send address changes and comments to the above address or e-mail us at connections@teamsters853.org

SIP 401(k) enrollment

Most Local 853 members are eligible for the SIP 401(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 union meetings

Local 853's membership meetings are held the second Thursday of each month at 7:00 p.m. at the union hall: 7750 Pardee Lane, Oakland, CA, 94621.

Endorsements - November 6 General Election

CALIFORNIA STATEWIDE

Governor Gavin Newsom
Lt. Governor Ed Hernandez
Attorney General ... No Recommendation
Secretary of State Alex Padilla
State Controller Betty Yee
State Treasurer Fiona Ma
Superintendent of Public Instruction
..... Tony Thurmond
Insurance Commissioner Ricardo Lara
Board of Equalization Dis 2. Malia Cohen

U.S. SENATE

Senator Dianne Feinstein

CALIFORNIA SENATE

District 2 Mike McGuire
District 8 Tom Pratt
District 10 Bob Wieckowski

U.S. CONGRESS

District 2 Jared Huffman
District 3 John Garamendi
District 9 Jerry Mcnerney
District 10 Josh Harder
District 11 Mark Desaulnier
District 12 Nancy Pelosi
District 13 Barbara Lee
District 14 Jackie Spier
District 15 Eric Swallow
District 17 Ro Khanna
District 18 Anna Eshoo
District 19 Zoe Lofgren
District 20 Jimmy Panetta

CALIFORNIA ASSEMBLY

District 4 Cecilia Aguiar-Curry
District 10 Marc Levine
District 11 Jim Frazier
District 13 Susan Eggman
District 14 Tim Grayson
District 15 Jovanka Beckles *Teamster
District 16 Rebecca Bauer-Kahan
District 17 David Chu
District 18 Rob Bonta
District 19 Phil Ting
District 20 Bill Quirk
District 22 Kevin Mullin
District 24 Marc Berman
District 25 Kansen Chu
District 27 Ash Kalra
District 28 Evan Low

STATE BALLOT INITIATIVES

Prop 1 YES
Prop 2 YES
Prop 3 YES
Prop 4 YES
Prop 5 YES

Prop 6 NO
Prop 7 YES
Prop 8 YES
Prop 9 NO
Prop 10 No Recommendation
Prop 11 NO
Prop 12 NO

ALAMEDA COUNTY

Assessor Phong La
AC Transit
Director At Large Joel Young
Director Ward 4 Mark Williams
Director Ward 6 Elsa Ortiz
BART Board of Directors
District 4 Robert Rayburn
District 6 Anu Natarajan

City of Alameda

City Council Jim Oddie
..... John Knox-White
Hospital Board Dennis Popalardo
City of Alameda Board of Education
..... Mia Bonta
..... Gary Lym

City of Berkeley

City Council Dist. 1 Igor Tregub
City Council Dist. 4 Kate Harrison
City Council Dist. 7 Rigel Robinson
City Council Dist. 8 Mary Kay Lacey
Berkeley School District
..... Ty Alper
..... Kadija Brown
..... Julie Sinai

City of Dublin

Mayor Dave Haubert
City Council Jean Josie
..... Sean Kumagai

City of Emeryville

City Council Scott Donohue
..... Dianne Martinez

City of Fremont

City Council Dist. 2 Rick Jones
City Council Dist. 3 avid Bonacorsi
City Council Dist. 4 Craig Steckler

Fremont Unified School District

Director Dianne Jones
..... Fahria Khan

City of Hayward

Mayor Barbara Halliday
City Council Sara Lamnin
..... Marvin Peixoto

Hayward Unified School District

Director Lisa Brunner
..... Todd Davis

City of Livermore

City Council Patricia Munro

City of Newark

City Council Mike Bucci

City of Oakland

Mayor (Rank Choice) 1. Libby Schaaaf
City Council (Rank Choice)
District 2 1. Abel Guillen
..... 2. Nikki Fortunato-Bas
District 4 1. Sheng Thao
..... 2. Pam Harris
..... 3. Joseph Tanios
District 6 1. Natasha Middleton
..... 2. Loren Taylor
..... 3. Mya Whitaker

Oakland Unified School District

District 2 No Recommendation
District 4 Clarissa Doutherd
District 6 Shanathi Gonzales

City of San Leandro

Mayor Pauline Cutter
City Council Dist. 1 Deborah Cox
City Council Dist. 3 Lee Thomas
City Council Dist. 5 Corina Lopez

City of Union City

City Council Emily Duncan
..... Harris Mojadedi

Peralta Community College District

Area 3 Corean Todd *Teamster
Area 5 Cindi Reiss

Chabot Las Positas Districts

Board Area 2 Linda Granger

New Haven Unified School Board

..... Linda Canlas

Ohlone College District

Area 1 Vivian Larsen
Area 2 Long Love Jhmat
Area 2 Short Tawney Warren

Eden Township Healthcare

Director Mariellen Faria
..... Roxanne Lewis
..... Felix Martinez *Teamster

EMBUD

Director Ward 3 Marguerite Young
Director Ward 4 Andy Katz
Director Ward 7 Frank Mellon

Oro Loma Sanitary District

Director Rita Duncan
..... Fred Simon
..... Open

Broadmoor

Police Commission Marta Bookbinder

Endorsements - November 6 General Election

LOCAL CITY MEASURES

Alameda Measure K.....NO
Berkeley Measure O.....YES
Berkeley Measure P.....YES
Emeryville Cannabis Tax.....YES
Hayward Measure T.....YES
Livermore Measure U.....YES
Oakland Measure AA.....YES
Oakland Measure V.....YES
Oakland Measure W.....YES
Oakland Measure X.....YES
Oakland Measure Y.....YES
Oakland Measure Z.....YES
Union City Measure DD.....YES

County & Regional Measures

East Bay Regional Parks Measure FF..YES
Hayward U.S.D. Measure H.....YES
Peralta Comm College Measure E.....YES
Peralta Comm College Measure G.....YES

CITY & COUNTY OF SAN FRANCISCO

Supervisor (Rank Choice)

Supervisor Dist. 2.....1. Catherine Stefani
.....2. Schuyler Hudak
.....3. Nick Josefowitz
Supervisor Dist. 4.....1. Gordon Mar
Supervisor Dist. 6.....1. Matt Haney
.....2. Christine Johnson
Supervisor Dist. 8...1. Rafael Mandelman
Supervisor Dist. 10...1. Shamann Walton
.....2. Theo Ellington
Board of Education
.....Monica Chincilla
.....Alison Collins
.....Li Miao Lovett
.....Faauuga Moliga

Board of Trustees
.....Brigitte Davila
.....John Rizzo
.....Thea Selby

BART Board

District 8.....Johnathan Lyens

MEASURES

Prop A.....YES
Prop B.....NO
Prop C.....YES
Prop D.....YES
Prop E.....YES

CONTRA COSTA COUNTY

City of Concord

City Council Dist. 3.....Dominic Aliano
City Council Dist. 5.....Tim Mcgallian

City of Pittsburg

City Council.....Marilyn "Merl" Craft
.....Shanelle Scales-Preston
.....Holland Barrett White

City of Richmond

City Council.....Demnlus Johnson, III
*Teamster

City of Walnut Creek

City Council.....Matt Francois

Mount Diablo Unified School District

.....Cherise Khaund

West Contra Costa County School Board

.....Valerie Cuevas
.....Madeline Kronenberg
.....Consuelo Lara

County & Regional Measures

Mt. Diablo USD Measure J.....YES

MARIN COUNTY

District Attorney..Lori Frugoli *Teamster

County & Regional Measures

Marin Measure W.....YES

SAN JOAQUIN COUNTY

City of Manteca

Mayor.....Steve Debrum
City Council.....Mike Morowit
.....Jose Nuno

City of Lathrop

Mayor.....Sonny Dhaliwal
City Council.....Paul Akinjo
.....Steve Dresser

City of Lodi

City Council Dist. 1...Dr. Alan Nakanishi

City of Stockton

City Council Dist. 3.....Susan Loftus
City Council Dist. 5.....Christina Fugazi

City of Tracy

Mayor.....Robert Rickman
City Council.....Dan Arreola
.....Dotty Nygard

San Joaquin Delta College

District 1.....Janet Rivera
District 4 (Dual).....Charles Jennings
.....Dianne Oren
District 7.....Catherine Mathis

Stockton Unified School District

Trustee Area 2.....Angel Ann Flores
Trustee Area 5.....Maria Mendez
Trustee Area 7.....Candelaria Vargas

Lincoln Unified School District

Trustee Area 1.....Samantha Chan

Tracy Unified School District

.....Steve Abercrombie
.....James B. Young, Sr.
.....Simran Kaur

Local City Measures

Lodi Measure L.....YES

County & Regional Measures

San Joaquin Measure B.....YES

SAN MATEO COUNTY

City of Pacifica

City Council.....Sue Beckmeyer
.....Mike O'Neill
.....Adonica Shaw

City of Daly City

City Council.....Ray Buenaventura
.....Pamela Digiovanni
.....Rod Daus-Magbual

City of Millbrae

City Council.....Reuben Holoher
.....You You Xue

City of Belmont

City Council.....Julia Mates

City of San Carlos

City Council.....Laura Parmer-Lohan
.....Sara McDowell
.....Adam Rak

City of South San Francisco

City Council.....Mark Addiego
.....Pardeep Gupta
.....Mark Nagales

Harbor District.....Henry Sutter

SANTA CLARA COUNTY

Supervisor Dist. 4.....Don Rocha
Assessor.....Larry Stone

City of San Jose

City Council Dist. 7.....
.....Mya Esparza

City of Campbell

City Council.....Ann Souza

City of Cupertino

City Council.....Darcy Paul
City Council.....Tara Sreekrishnan
City Council.....Savita Vaidhyanathan
City Council.....Hung Wei (Open)

City of Gilroy

City Council.....Tom Fischer
City Council.....Carol Marques
City Council..Peter Leroe-Munoz (Open)

City of Milpitas

Mayor.....Bob Nunez
City Council.....Marsha Grilli
City Council...Karina Dominguez (Open)
City Council.....Van Lan Truong (Open)
City Council.....Carmen Montano (Open)

More Endorsements

SANTA CLARA COUNTY (cont.)

City of Morgan Hill

Mayor Richard Constantine
 Council Dist. B.....Matthew Loewenstein
 Yvonne Martinez Beltran

City of Mountain View

City Council Ellen Kamei
 City Council Lucas Ramirez
 City Council Pat Showalter
 City Council Lenny Siegel

City of Palo Alto

City Council Cory Wolbach

City of Santa Clara

Mayor Lisa Gillmor
 City Council Dist. 2..... Nancy Biagini
 City Council Dist. 3.....Sam Kumar
 City Clerk Hosam Haggag

City of Saratoga

City Council Rishi Kumar

City of Sunnyvale

City Council Seat 1 Gustav Larsson
 City Council Seat 2.....Joshua Grossman
 Glenn Hendricks
 City Council Seat 3..... Mason Fong
 Board of Education Area 2. Kathleen King
 Board of Education Area 6..... Peter Ortiz
 Board of Education Area 7.. Claudia Rossi

Gavilan Comm College District Board

Area 5..... Jeanie Wallace

Alum Rock Union Elem School District

..... Ernesto Bejarano
 Raymond Mueller
 Andres Quintero
 Bryce Huynh (Open)

Berryessa School District

..... Thelma B. Boac
 David Cohen
 Hugo Jimenez

Cupertino School District

..... Wil Fluewelling

Evergreen School District

..... Patricia Andrade
 Christopher Corpus
 Marisa Hanson

East Side Union High School District

..... Frank Biehl
 J. Manuel Herrera
 Kristin Rivers

Franklin McKinley School District

..... Maimona Afzal Berta

Fremont Union High School District

..... Benaifer Dastoor
 Naomi Nakano-Matsumoto

Milpitas Unified School District

..... Chris Norwood
 Kelly Uip-Chuan

Morgan Hill Unified School District

Area 4..... Carol Gittens
 Area 5..... Angelica Diaz
 Area 1..... Peter Mandel
 Wendy Sullivan

Mountain View Whisman School District

..... Devon Conley

Oak Grove School District

Area 2..... Tami C. Moore
 Area 5..... Brian LoBue

San Jose Unified School District

Area 2..... Helen Chapman
 Area 4..... Brian Wheatley

Santa Clara Unified School District

Area 2 Vickie Fairchild
 Jodi Muirhead
 Sheriff..... Laurie Smith

Open Space Authority

District 5 Shay Franco-Clausen
 District 6 Mike Potter

Water District

District 1 John Varela
 District 6 Tony Estremera
 District 7 Gary Kremen

El Camino Healthcare

District Board Jim Davis
 District Board Peter Fung
 District BoardR. Michael Kasperzak, Jr.

Measures

Measure A..... YES
 Measure S..... YES
 Council SalaryNO
 Measure V YES
 Measure R YES
 Measure F YES

SONOMA COUNTY

City of Santa Rosa

City Council Dist. 2..... John Sawyer
 City Council Dist. 4..... Mary Watts

City of Petaluma

Mayor Mike Harris
 City Council Scott Alonso

Town of Windsor

Town Council..... Esther Lemus
 Mark Millan

County & Regional Measures

Sonoma Measure O YES

Upcoming events

Saturday, November 3

**Local 853 Member
 Appreciation Event**

9:30 a.m. - 11:00 a.m.

NOTE NEW LOCATION!

San Leandro High School
 2200 Bancroft Ave., San Leandro



Join the 853 crowd!

Ready mix drivers win big in 9th Circuit Court

On October 10, 2015, Governor Jerry Brown signed AB 219 into law, providing that all ready mix drivers in the state who deliver to publicly funded jobs would be entitled to prevailing wages for that work.

For decades, our signatory ready mix companies had pleaded with the union to “level the playing field,” which meant they wanted us to organize non-union ready mix companies to reduce the gap in wages and benefits between union and non-union employers. The passage of AB 219 did just that. However, instead of being happy, union and non-union contractors alike challenged the law. After losing each case, the

employers’ final challenge (hopefully) was argued before a three-judge panel at the 9th Circuit Court of Appeals in Pasadena on March 7, 2018.

In September, the judges ruled 3-0 against the employers’ arguments. As lawyer Scott A. Kronland said, “It was a complete win.”

This overwhelming victory was realized because of all the people who fought for it. Special recognition to our advocate Barry Broad; Cesar Diaz and Robbie Hunter from the State Building and Construction Trades Council; Assembly Member Tom Daly; Joint Council 7 Political Director Doug Bloch; and everybody who lobbied with us.



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Local 853 – organizing and building a stronger union

Local 853 members & staff at Teamster Women's and Black Caucus Conferences



Local 853 staff and members attended the Teamsters National Black Caucus (TNBC) in Houston in August.



Local 853 staff and members joined more than 1,200 union members at the Teamster Women's Conference in Orlando in September.



Business Agent Lennie Kuhls was surprised to be recognized and honored for her 50 years of service to the union. Here, she's on stage with Becky Strzechowski, VP and Chair of the Women's Conference and General President James Hoffa.



Business Rep and Local 853 Vice President Stacy Murphy spoke at the Women's Conference about the recent successes of the Teamster passenger transportation division before introducing a speaker.