



TEAMSTERS LOCAL UNION No. 1932

Affiliated with the INTERNATIONAL BROTHERHOOD OF TEAMSTERS

The Voice

FALL 2016

PROUDLY REPRESENTING OVER 13,000 PUBLIC EMPLOYEES

ELECTION ISSUE

Korgan's Korner by Randy Korgan

Dear Members,

Welcome to our first Political Action edition! Little did we know that when we embarked upon getting involved in a "few" races here and there that we'd get hit with an avalanche of pent-up demand for change, reflected in a lot of very good candidates coming out of the woodwork.



The bigger picture for us is getting Angela Valles elected to the Board of Supervisors. As we've discussed at just about every membership meeting, we need our elected bodies to represent a vision that understands that it is the working people that elect them and that is who they should be looking out for – not the large corporations who need tax breaks like a hole in the head. . .

Angela Valles comes from a background like most of our members, and understands the needs of our members. Her vision of good paying jobs and a more secure future for working families is very much in line with our own.

I hope you will get involved in her campaign because it really is our campaign too. . .

LIGHTS, CAMERA TEAMSTER WOMEN IN ACTION!

From September 22 – 24th more than 2,000 women from around the country came together for the 16th Annual International Brotherhood of Teamsters Women's Conference. Our very own Business Agent Jacqueline Palone wowed the group - opening the conference with her fantastic voice singing her unique rendition of the National Anthem.

Teamsters Local 1932 sent 22 women to participate in the workshops, classes, and meetings that are meant to educate, inspire and mobilize themselves and the membership alike. Guest speakers pointed out the many struggles as well as the success that Teamster women in a variety of occupations contend with and accomplish.

Local 1932 President Sheri Orellana addressed the group regard

ing the struggles she faces as a woman in her job as a Crime Scene Investigator for the City of Pomona.

The mornings were filled with chances to learn more about what it means to be a Teamster. Many classes were offered, including "Building Power in Our Union", "Shattering the Ceiling: Gender Diversity in the Workplace", and "Winning Union Organizing Campaigns."

Each afternoon concluded with tremendous speakers who discussed topics that included, women's health, mental health, and voter registration. The evenings were filled with mixers and networking opportunities to share experiences.



Teamsters Local 1932
Conference Attendees

One of the afternoons was spent with Teamsters Local 2010, which hosted a rally that closed down downtown Hollywood for a march in support of their members who work for the University of California, and who are in a fight for a fair contract. Everyone, including Teamsters General President James Hoffa and General Secretary Treasurer Ken Hall took up signs and banners and marched from the conference to the historic Grauman's Chinese Theater. Tearful testimonials were given about the difficulties and hardships associated with the low pay in the UC. One powerful statement from Jason Rabinowitz, Teamsters Local 2010 Secretary-Treasurer, summed it up:

"Today, Teamster women delivered a clear message to the University of California: it's time to stop discriminatory pay practic-

es. It's time to bargain in good faith with the union. It's time to pay women—and all workers who make UC work—enough to live!"

The speaker on the final day of the Conference was Los Angeles Mayor Eric Garcetti, who urged delegates to support Hillary Clinton for President, as the only candidate who will fight for equal pay for equal work across the country.



Jacqueline Palone
Singing the National Anthem

At the conclusion of the event, many Local 1932 members stated that they felt that they were "part of something so much bigger and that others will support us when we need help."

Linda Haro stated, *"Something I never felt before was a real sense of comradery. You don't get that sense until you come to one of these conferences and see how many women are on our side and we are not alone. You learn that Teamsters Strong really means REALLY STRONG. It is so much bigger than my one TAD office; it is people from all areas and it is such a nice feeling when you realize you are not alone in this. As long as we are united and Teamsters Strong we can get a strong contract every time."*

Because Local 1932 members are covered by a contract, the MOU provides equality in pay for working for equal work, unlike the rest of the women in our country that get paid seventy-eight cents for every dollar a man makes in the same job. That fact is unacceptable, and we need to change it on many levels throughout society.

Understanding that our MOU covers equality in pay for equal positions, we need to evaluate the ability to promote, and to find ways of getting more women into leadership positions at the workplace.

General Manager Randy Korgan reflected on how honored and humbled he was to have been among these amazing women. Hearing how successful they have become, how much they help other members - yet they still manage to raise their children and somehow find a way to stay involved in their lives including their after-school activities, while in most cases having to do the majority of the household duties. "Now, hopefully, these incredible members will find even more time to attend the History of the Teamsters class held at the local union and learn of the Teamsters role in women's rights over the last 113 years as an organization.

TRAINING OUR MEMBERS!

The last several months has seen tremendous growth in education for Teamsters Local 1932 members, who have attended many workshops, cultivating the tools and developing the skills necessary to become effective advocates at their workplace and in their communities.

Monthly Saturday Steward Training has been taught on an on-going basis, to give our Stewards the tools they need to more effectively represent their members and solve grievances and problems at the lowest level.

Member participation and reception to the program has been overwhelmingly positive. Michelle Ripoly, a Superior Court Steward and participant in the training series reflected *"I want to have as much information as possible to do my job effectively. I am excited that we finally have Union representation after 20 plus years. Go Teamsters!"*



Michelle Ripoly
Superior Court Steward

On August 13 the first Organizing Training was held, with Local 1932 Organizers Peter Sierra and Rommel Martinez leading a two-hour training session on taking the first steps in talking to non-union workers. They focused on the importance of identifying the natural leaders in every group and effective initial introductions, as well breaking the ice in talking about joining the Teamsters.

Training included one-on-one role playing that covered first time contact with employees in an attempt to identify leaders at the worksite.

GET READY FOR TEAMSTER ADVANTAGE

Your Union has been hard at work for the past few months using the power of our numbers to create the BUY LOCAL program we have discussed at membership meetings, and to negotiate for you a discount program that we are calling Teamster Advantage.

Teamster Advantage will begin towards the end of next month, and provide member discounts resulting in significant savings!

To learn more start checking our website now. Member discounts will be added every week and



MEMBERSHIP TRAINING WORKS!



Rich Smith
City of Redlands Steward

One of the greatest examples of the fruits of this training is exemplified by Rich Smith, who has taken probably all the Training courses. Rich is a Chief Steward and Board Member, who works for the City of Redlands as a Traffic Signal Technician II.

Rich took his training and applied it to protect one of his members recently, who was facing suspension for an incident in which progressive discipline had not been followed by the City. Rich, along with the Teamsters Business Agent, took the appeal through three levels of the grievance procedure and all the way to the City Manager level. As a result his of persistence in the Union's fight for justice, the proposed suspension was reduced to a written reprimand.

When Rich was asked what he saw as the Teamster difference he reported, *"The feeling of support, that I am not going it alone. I never once considered calling a Business Agent at the Association. I never felt that the former Association was*

capable of handling the situation. I have been a steward for 12 years, but I have been at my best for the last 18 months because of my Business Agent Carlos Gonzales and the Teamsters Union as well."

For more training information, please email Local 1932 Business Agent and Training Director Natalie Harts at nharts@teamsters1932.org.

REBUILDING AFTER THE BLUE CUT FIRE



Many staff and members got involved in volunteering their time and resources to the devastating Blue Cut Fire in the San Bernardino Mountains. The City of Fontana donated the use of their community and logistics center where volunteers, including Local 1932 Staff and Leaders, along with members of the Fontana Police Officers Association, worked together to bring whatever relief they could to its citizens.

After witnessing the devastation and being stuck in the valley looking up at the billowing wall of smoke, Board Member and Steward Laura Schultz decided to assist with the effort to help the often overlooked animal population by starting a food bank in partnership with Mira Loma Feed. After donations of feed piled up to the sum of \$500 to \$600 anyone else would have ended the effort, considering it a job well done. Not Laura; she presented to the Board the fact that Mae Ola's Place, a Phelan based rescue ranch, took in the bulk of the displaced ranch animals and still had a need for Veterinarian care and General Operating expenses.

She had been impressed with their Facebook page and after witnessing them in action she was sure that they were everything they claimed to be and more. After hearing her report, the Teamsters Local 1932 Board of Directors voted to donate \$1,500 to the rescue.

Laura is still volunteering at least once a week to help out with the additional chores on the ranch. The need is still there because some of the animals such as horses, goats, and countless chickens will be stranded there until the owners have rebuilt from the ashes.

Fellow Board Member Kathleen Brennen recently went with Laura to "muck" stalls and enjoyed some one on one time with some of the biggest personalities on the ranch. The resident king of the turkeys affectionately named Jalapeno, a stubborn pigeon that does not know when to quit, many horses that give loving nips and donkeys that love jumping around and

MEMBER ADVANTAGE!



How the Program Works

All Local 1932 members will receive a Teamster Advantage membership card that will entitle you to discounts that will include significant discounts with car buying, groceries, restaurants, car repair, and home – just to name a few. These discounts are not offered to the public but have been negotiated exclusively with Local 1932.

next month. After the program begins new opportunities will continue to grow!

making half-asses of themselves delighted guests and volunteers alike. With a population of 86 displaced horses and mules that still need care and love, there is an open standing invitation for Teamsters members to go mucking with Laura any Saturday; Laura is a shining example of the Teamster spirit of giving back to the community.

For more information on Mae Ola's Place, including contact info to schedule a visit or volunteer your time, please visit www.meaola.org; Mae Ola's Place is a nonprofit therapy ranch, open to the public year round.



Laura Schultz
TAD Steward & Trustee

POLITICAL ACTION CAN CHANGE OUR LIVES!

With a historical election right around the corner, the Political Action Committee, under the direction of Business Agent and Political Coordinator Beth Zendejas, has been working overtime the last few months. Hundreds of hours have been donated by multiple committees to ensure our members have a Teamster endorsed candidate on their local ballot this November 8th.

Local political candidate interviews were held in many locations, including Victorville, San Bernardino, Fontana, and the Joint Council 42 offices in Pomona. Candidate interviews were held for those individuals seeking the endorsement of the Teamsters Union on a local level, and the interviews that were conducted covered local races in the cities of Ontario, Pomona, Rancho Cucamonga, Fontana, Colton, Redlands, Needles, Hesperia, Victorville, and Apple Valley.

HIGH DESERT TRI-CITY TOWN HALL MEETING

On Wednesday, September 14, Teamsters Local 1932 held their first High Desert Tri-City Town Hall meeting in Victorville. The historic event brought political candidates together with Teamsters members to discuss views and topics of concern of voters in the cities of Victorville, Hesperia, and Apple Valley.

Secretary-Treasurer Randy Korgan opened the event by speaking upon the need for jobs in the area, the impact of temp agencies on High Desert cities, and how the the High Desert is turning into the next Alameda Corridor.

Beth Zendejas, Political Coordinator and Business Agent, who planned the event with Staff Supervisor Steve Matthews, stated "We hope this meeting leads to our playing a positive role in helping elect strong leadership in the elections we get involved with this year."

Angela Valles, candidate for Board of Supervisors, First District, set the tone by talking about her vision for the High Desert. *"As Supervisor, I will spearhead a collaborative effort with cities, school districts, and community organizations to ensure our children, families, and elderly have opportunities to get involved in their communities."*



Randy Korgan
General Manager/Secretary Treasurer

Angela then told her moving story, growing up in poverty and witnessing injustice first-hand. She clearly has never forgotten where she has come from, and that is why she will make a great advocate for working families if elected.

Additional candidates spoke next in seeking endorsements for their bids to be elected for City Council positions in Hesperia, Victorville, and Apple Valley.

After each candidate was allowed to speak for a few minutes they were asked a range of questions by panelists Steve Matthews, Barbara Whittington, and David Fox. Topics included where each candidate stood on providing good, well paying jobs in the area, prevention of further unemployment and economic loss, and the support of the minimum wage increase.

ONTARIO TRI-CITY MEETING WELL ATTENDED

A few weeks earlier Local 1932 held its first Tri-Cities political Candidates Forum in Ontario, including candidates from Ontario, Fontana and Rancho Cucamonga. With over one hundred members attending, this, along with the Victorville Forum, were two historically auspicious beginnings, with a lot more promise on the way!



Ontario Participants

High Desert Endorsements
 Jiles Smith- Town of Apple Valley City Council
 Tona Belt- Needles City Council
 Clayton Hazlewood- Needles City Council
 Shawn Gundmonson- Needles City Council
 Maria T. Gomez-Hesperia Unified School District Board

LOCAL 1932 ENDORSEMENTS



Scott Markovich
Assembly District 33
scottmarkovichhasaplan.com



Eloise Reyes
Assembly District 47
reyesforassembly.com



Angela Valles
Board of Supervisors District 1
vallesforsupervisor.com



Frank Reyes
San Bernardino Community College
Governing Board, District 1



Randall Cenicerros
San Bernardino Valley
Municipal Water District
Division 2



Sarah Zamora
Colton City Council
District 6



Frank Navarro
Colton City Council
District 3



Bruce Bennett
Colton City Council
District 5



Elliott Rothman
Pomona Mayor
rothmanforpomona.com



Debra Martin
Pomona City Council
@debra4pomona



Remington Cordova
Pomona City Council
remingtoncordova.com



Rubio Gonzalez
Pomona City Council
welcometopomona.com



Mario Saucedo
Redlands Unified
School District Board



Ivan Ramirez
Redlands City Council



John James
Redlands City Council



Lynne Kennedy
Rancho Cucamonga
City Council



Lydia Salazar-Wiebert
Fontana City Council



Jesse Sandoval
Fontana City Council



Blanca Gomez
Victorville City Council
votebiancagomez.com



William Berghoff
Victorville City Council
williamberghoff.com

CHINO MEMBERS WIN GRIEVANCE OVER BULLET PROOF VESTS



Because Code Enforcement Officers can sometimes be targets when they wear uniforms that resemble police officers - especially as they come to serve violations of City Codes - our five Code Enforcement members asked their union for help in the form of being provided bullet-proof vests.

Lizet Avalos, Chief Steward for the members there, took up the cause. Bullet proof vests cost a couple of thousand dollars each and so there was more than a little resistance, but after some back and forth the City agreed and our five members there have their vests.



Thank you Lizet!

CALL BACK COMPENSATION VICTORY



Interoffice Memo

DATE: September 15, 2016

FROM: ROBERT GUILLEN, Deputy Chief
Detention and Correction Bureau

TO: ALL BUREAU EMPLOYEES
Detention and Corrections Bureau

SUBJECT CALL-BACK COMPENSATION

The purpose of this memorandum is to assist in providing clarification regarding when regular professional staff employees are eligible to receive call-back pay. In accordance with the requirements of the Consolidated Memorandum of Understanding (MOU), please refer to the following scenarios going forward:

- Employee is eligible for call-back pay if the employee is scheduled to work and is called

Over the last several months, Teamsters Local 1932 has been dealing with a misinterpretation of the Call Back article of the MOU with the Sheriff's Department. Many of our members were being denied Call Back pay inappropriately. After filing grievances, bringing forth complaints and meeting with the Department a clarifying memo has been distributed throughout the Department in regards to when members are entitled to Call Back pay. Members who were denied Call Back pay to which they were eligible are having their pay adjusted to include the Call Back pay which they have earned. Here is a copy of the memo outlining the clarifications provided to the Department to ensure our members are being paid appropriately.

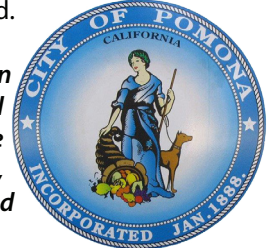
CITY OF POMONA FINALLY GETS A PAY INCREASE

The two hundred and forty Pomona General Employees were fit to be tied. The City was offering no raise while it was putting more and more money into their Reserve Fund, going from 2.5% to 17%.

The members demonstrated at a City Council meeting. Nobody budged. Local 1932 then declared Impasse when the MOU expired on June 30 and still got nowhere with the stalemate.

Because the November election meant that three Council seats would be up, along with Mayor Rothman running for re-election, Local 1932 started to gear up for its endorsement process, and, with futures on the line, things began to crack. When all was said and done the City came in with a raise and the MOU was overwhelmingly ratified.

"Our political involvement really can make a difference," reflected Local 1932 President Sheri Orellana. "We now need to get Mayor Rothman, Debra Martin, Rubio Gonzales, and Remington Cordova elected!"



City of Pomona Employees
Pictured with Debra Martin (second row center)

MOHAVE AQMD WINS A MAJOR BATTLE



Local 1932 was tasked with its first negotiations representing the membership at Mohave AQMD, and walked into a hornets nest, as the outgoing General Manager -

who, rumor has it, was not happy about having to retire on June 30, decided to take it out on the employees. He did this by offering five years of no raises, plus a 7% PEPR pay cut, which was not mandated by law, the elimination of the formula that protected employees from huge health care cost increases, and a lot more.

Impasse was declared and things were going nowhere until the new Executive Director Brad Poiriez took the helm and the MOU was settled in one meeting with all takeaways rescinded and a pay raise included as well.

"We now have a Labor-Management Committee that meets on a monthly basis," reports Chief Steward Tracy Walters, "and

employee morale has increased considerably."A big thank you! To the Negotiating Committee that included Tracy, as well as Sheri Haggard, Barbara Lods and Sarah Strout.

WEST COVINA FINALLY SETTLES

It is hard to believe that it was not too long ago that an Agreement was reached for the MOU that expired on June 30, 2015! Some of this has to do with the City digging out from the recession, and not sure about its finances. A pay increase was finally agreed to, effective July 1, 2015, and now the membership is expecting more of the same as it has been told so far to expect another difficult year with no pay increase offered so far for July 1, 2016. Jan Poirer, who has been active in the Union and on the Negotiating Committee for almost her entire thirty-eight years she has worked for the City, points out that we've heard this all before and the membership needs to "stay the course", and with her continued leadership it will . . .



WHY WE FIGHT FOR DISTRIBUTIVE JUSTICE

Aristotle wrote that justice consists in what is lawful and fair, with fairness involving equitable distributions and the correction of what is inequitable.

Manure is like money. If it is spread around flowers bloom and all is well, but when concentrated too much in one place or among just a very few, things start to really stink!

GRIEVANCE RESOLVED AND MEMBERS BENEFIT

A grievance was filed in regards to members being denied their 16 hours of Perfect Attendance leave when the County and Teamsters Local 1932 disagreed on the interpretation of the language in the MOU. This grievance was brought forward by Laura Shultz from the Transitional Assistance Department, when she was denied her Perfect Attendance Leave due to her coding of OCU time in EMACs.

In working through the Grievance process, there were four County employees affected by this when the records were pulled. After initial discussions were held without resolution, Teamsters were moving forward to Mediation. A last minute settlement was reached awarding the Perfect Attendance Leave hours for the four (4) members and a side letter was developed to clarify the contract language.

The clarifying information contained in the Side Letter includes the following from Leave Provision Article, Section 2, Sick Leave, Subsection (i), Perfect Attendance:

b. salary/leave Replacement: any benefit provided in lieu of using sick leave accruals or going without pay, including , but not limited to 4850-Safety Occupational benefits, short

term disability (partial and full integration), worker's compensation benefits (including those provided under Section 2, Subsection (g) of the Leave Provisions Article), Military leave (partial and full) , Medical Emergency Leave and other similar salary or leave replacement benefit;



LIKE US ON FACEBOOK! SCAN QR CODE



Re-Elect



LOUIS FIORINO

FOR SBCERA BOARD OF RETIREMENT

- > Vice Chairman of the San Bernardino County Board of Retirement
- > Former Chairman of the Retirement Investment Committee
- > Member of the SBCERA Administrative Committee
- > Series 7 Licensed by FINRA, formerly the National Assn. of Securities Dealers (NASD)
- > Completed advanced Trustee Training on Governance, Pension Management & Investment at Stanford, UCLA, UC Berkley & Wharton Business School

Protecting our current assets and improving our investment return is my #1 priority.

Over the last five years, our investments have earned over \$1.96 billion for SBCERA.

I NEED YOUR VOTE!

Thank you for your support.

You will receive your ballot in the mail from the Registrar of Voters the week of November 7th.



SAN BERNARDINO PUBLIC EMPLOYEES
TEAMSTERS LOCAL UNION NO. 1932
433 North Sierra Way
San Bernardino, CA 92410

Office: (909) 889-8337 • Email: Info@teamsters1932.org • www.Teamsters1932.org

TEAMSTER RECOMMENDATIONS ON STATEWIDE PROPOSITIONS

PROPOSITION 51

School Bonds. Funding for K-12 School and Community College Facilities. Initiative Statutory Amendment.

RECOMMENDATION: YES

PROPOSITION 52

State Fees on Hospitals. Federal Medi-Cal Matching Funds. Initiative Statutory and Constitutional Amendment.

RECOMMENDATION: YES

PROPOSITION 53

Revenue Bonds. Statewide Voter Approval. Initiative Constitutional Amendment

RECOMMENDATION: NO

PROPOSITION 54

LEGISLATURE. LEGISLATION AND PROCEEDINGS. Initiative Constitutional Amendment and Statute.

RECOMMENDATION: NO

PROPOSITION 55

TAX EXTENSION TO FUND EDUCATION AND HEALTHCARE. Initiative Statute.

RECOMMENDATION: YES

PROPOSITION 56

CIGARETTE TAX TO FUND HEALTHCARE, TOBACCO USE PREVENTION, RESEARCH, AND LAW ENFORCEMENT Initiative Constitutional Amendment and Statute.

RECOMMENDATION: YES

PROPOSITION 57

CRIMINAL SENTENCES. JUVENILE CRIMINAL PROCEEDINGS AND SENTENCING Initiative Constitutional Amendment and Statute.

RECOMMENDATION: NO

PROPOSITION 58

English language education. SB 1174 (Chapter 753, Statutes of 2014), Lara

RECOMMENDATION: YES

PROPOSITION 59

California Overturn of Citizens United Act Advisory Question (2016)

RECOMMENDATION: YES

PROPOSITION 60

Adult Films. Condoms. Health Requirements. Initiative Statute

RECOMMENDATION: NONE

PROPOSITION 61

State Prescription Drug Purchases. Pricing Standards. Initiative Statute.

RECOMMENDATION: YES

PROPOSITION 62

DEATH PENALTY. REPEAL. Initiative Statute.

RECOMMENDATION: NO

PROPOSITION 63

Firearms. Ammunition Sales Initiative Statute.

RECOMMENDATION: NONE

PROPOSITION 64

MARIJUANA LEGALIZATION. Initiative Statute.

RECOMMENDATION: NEUTRAL

PROPOSITION 65

Carry-Out Bags. Charges. Initiative Statute.

RECOMMENDATION: NO

PROPOSITION 66

Death Penalty. Procedures

RECOMMENDATION: NO

PROPOSITION 67

Referendum to Overturn Ban on Single-Use Plastic Bags

RECOMMENDATION: YES