



# TEAMSTERS LOCAL UNION No. 1932

Affiliated with the INTERNATIONAL BROTHERHOOD OF TEAMSTERS

# The Voice

Winter 2016

PROUDLY REPRESENTING OVER 15,000 PUBLIC EMPLOYEES

## Korgan's Korner by Randy Korgan

Dear Members,



Many years from now it is my belief that when historians look back on the history of Local 1932, they will agree that 2016 was a watershed year.

Last year was the year of transition, we were challenged with turning an Association that had seen better days into a vibrant, strong Teamster local.

We did this through replacing most of the old staff, hiring an even greater number of strong leaders where some had been rank-and-file Teamster Stewards, primarily from the private sector, in addition to rank and file stewards from within 1932s bargaining units.

We did this through constant training and education with over 100 of our members taking classes in Union Leadership at our office for college credit from Los Angeles Trade Tech's Labor Studies Program.

We did this by holding separate meetings for our County supervisors and County managers, enabling us to better understand their issues.

We did this by recently holding a meeting with our Agency leadership that includes more than 2,000 City and Special District members.

We did this by teaching Solidarity by having our members show up to help our brothers and sisters who needed help with their negotiations in Victorville (Mojave AQMD), Hesperia, Pomona, and Fontana. We need

to live by the old union slogan that says, "An injury to one is an injury to all."

We did this by electing a number of members to City Councils throughout the Inland Empire, when we thought we were not even close to embarking on these campaigns.

Finally, I think our greatest achievement was getting so many members involved that had never been involved before, and having so many new members become Stewards as part of this effort.

This year our greatest challenge will be to continue to build on this success and to educate our members about the attacks on you, your pensions and the Labor Movement in general. As a result we will be drilling down on our opportunities in local government without losing focus on what affects all of us on a nation scale.

Regardless of the targets that many may put on our backs, we will stand together and fight - as one united movement - so we can begin 2018 with the same energy and enthusiasm as we are today.

I want to thank the thousands of members and stewards that have become involved, participated, and made an impact, you clearly helped change the outcome of many of our recent victories, while building a great foundation for the future.

## Over 500 Preschool Workers Join Local 1932!



San Bernardino County Preschool Services Division  
Fontana Citrus Location

On November 4, 2016, formally turned in to County Human Resources in the form of Authorization for Representation cards, requesting that 503 Preschool employees be represented by Local 1932.

There are 38 preschools that employ Head Start preschool teachers, custodians, food service workers and other classifications throughout San Bernardino County, all considered "contract employees." "These employees are educating and serving our children daily while earning a substandard wage compared to other workers in their field," reports Local 1932 Organizer Pete Sierra, who lead the effort, along with Local 1932 Organizer Rommel Martinez and Joint Council 42 Organizers Scott Berghoefer and Doug Martinez.

## STEWARDS IN ACTION: MEET ABRAHAM GALLEGOS

The response to the organizing drive was overwhelming, and, reported Pete, "teachers began calling their friends from other schools and had them meet up with the Organizers at their schools and nearby coffee shops to get educated on the process of getting an actual contract with their employer, a contract that will give them a voice on their job." On seeing the impression organizing efforts made on PSD workers, Rommel said, "many of the teachers worked tirelessly to help the Union gather the required signatures to address wages, hours, and working conditions as they felt this having union representation was long overdue."

The organization of so many workers was not an easy task and not an easy path. When asked about difficulties and contributions to the effort to organize PSD, Pete reflected, "At one point, early in the campaign, a manager from the Dept. of Preschool Services began instructing preschool supervisors to refuse Teamster Organizers onto public school property, in violation of PERB regulations. It was at this crucial point Teamsters Local 1932 Members Kathleen Brennan, Lavette Camacho and Abe Gallegos stepped in as Volunteer Organizers. Through their efforts, Supervisors allowed our Volunteer Organizers on the property. Volunteer Organizer Geoff Mosher also played a significant role in organizing these workers and volunteered countless hours doing behind the scenes work."

"As we go to press Local 1932 has just filed with majority support, on the Supervisors in Preschool Services as a separate bargaining unit!"

## HESPERIA MEMBERS FIGHT FOR A FAIR CONTRACT



On October 18, almost one hundred City of Hesperia Teamster members as well as Teamsters from throughout the Inland Empire came together in a show of solidarity, sending the message that they want a fair Contract.

When asked his opinion on this first action, Stephen Verheyen, a Hesperia Meter Reader said that "since the Teamsters, we have realized what 'Brotherhood' is all about! This has been a great change for the best interest of all us members!"

Another showing of support is scheduled for February 7 City Council meeting, schedule to start at 6:00 p.m. and, "With greater support comes a greater chance we will have a good Contract," reports Business Agent Supervisor Steve Matthews.

See you there!



Abraham Gallegos is an Eligibility Worker II, employed by the Transitional Assistance Department (TAD-75).

He reports "As a Volunteer Organizer, I enjoy going out and meeting new people helping to make a difference in people's lives, and getting to hear the stories behind why they need a Union. As a Steward, I especially enjoy fighting for the rights of my coworkers on a regular basis. I have yet to file an actual grievance; simply knowing that there is a strong, knowledgeable Union presence in my workplace limits issues past the most basic level."



Marching in solidarity with Teamsters Local 2010

When asked what it means to be a Steward, Abraham replied, "To provide people with a voice. To make sure that everybody is treated fairly, and to make sure that we have checks and balances in the workplace."

He explained the origin of his commitment: "My family has always been Union; it has what has gotten us through tough times. My mother Lucy and grandmother were on the front picket lines during the Cesar Chavez time period. After that ended, my mom went back to school and got a degree and joined LA County as a union employee. As a child I saw the benefit of being Union."

On the Steward Trainings held every month by Local 1932 he reflected,

"I think that everybody should be involved and at least should participate in a couple of classes because it really opens your eyes. It helps you to realize what everyone had to endure to get to what we have now and what you need to do to continue that road. With the knowledge that you get through classes, you are able to apply it not only in the workplace but in everyday life as well."

When asked what he thought was different about the Teamsters, he responded, "The biggest difference I see is the dedication to the members. Our union encourages growth by actively educating us and giving us the tools to be more effective. This is available to all members who want to take part in it. Learning to organize has to be my favorite difference our union has made; not only are we giving workers a stronger voice. Our union fights for equality, better pay, and benefits. Which strengthens our community and makes a bigger influence in the political field."

## BIKE RIDE TO FIND A CURE FOR MS



Pictured above is Courts member Lisa Curl

Lisa Curl, Probate Examiner out of the Superior Court of California, San Bernardino County

Participated in the October 2016 Bike MS: Bay to Bay Ride and personally raised a total of \$5,735.

She was diagnosed in 2008 with MS, and started riding for MS in 2012. She joined "Team Disney" in 2013 and has been riding with them every year ever since.

The event is a two day event that requires them to ride 100 miles the first day and then 50 miles the second day.

## PRE DIEM NURSES FIRST MOU AGREEMENT!

Negotiations have concluded for the thirty-five Per Diem Nurses that Local 1932 has organized, resulting in a number of wage and benefit increases!

They include: First time scheduled pay increases, to coincide with the other County employees represented by Local 1932; \$1.00 and \$1.50 per hour shift differential per hour increase depending on the Unit they are assigned to; due process rights; pay when called off if they are not given notice before showing up.

"We are very pleased with this first MOU," stated Diana Brown-Barney, who was on the Negotiating Committee and who has agreed to become the first Steward for Per Diem LVN's for Local 1932.



Fred Lowe introducing Diana Brown-Barney at the December Membership Meeting.

## NEGOTIATIONS BEGIN FOR CONTRACT RESPIRATORY THERAPISTS



Negotiations have begun for the forty Contract Respiratory Therapists, with a lot of critical issues involved in this area of healthcare where there are critical shortages.

## CLOSE THE EXECUTIVE PAY TAX LOOPHOLES!

The Teamsters Union recently released a statement supporting legislation sponsored by Rep. Lloyd Doggett from Texas and Jack Reed from Rhode Island, to close the tax loopholes that allow corporations to claim commission and performance-based executive compensation as a tax deduction.

"This loophole gives corporations incentive to give top executives massive bonuses that they can then turn around and deduct from their corporate revenue for tax purposes," said Teamsters General Secretary-Treasurer Ken Hall. "This loophole has played a large part in the current trend of ever-increasing excessive executive bonuses."

## RELIEF FOR PART-TIME WORKERS PROPOSED

Minutes after being sworn in for the 2017-18 legislative session at the State Capitol, California Assemblywoman Lorena Gonzalez (D-San Diego) introduced the Opportunity to Work Act, in an effort to fight the growing trend of underemployment among the state's 3.5 million part-time employees.

Assembly Bill 5, known as the Opportunity to Work Act, would ensure that, if a company of 10 or more employees has more hours of work available and an existing part-time employee who is qualified to do that job, the employer has to offer them those hours before hiring another part-time worker.

"Even as we've won increases in the minimum wage to help part-time workers, that just won't cut it if you can't get enough hours of work," said Gonzalez, who chairs the Assembly Select Committee on Women in the Workplace. "The Opportunity to Work Act will provide a boost to the millions of workers in California who want to work more so they can afford the necessities of life and to take care of themselves and their families in a time when housing costs, student debt, and surprise expenses are increasingly difficult to manage."

As Federal Reserve economists have noted, "one of the defining features of the recovery from the Great Recession has been the rise in the number of people employed part-time," as opposed to having regained full-time jobs. Since 2014, the percent of part-time workers in California has risen to 20 percent, and the Bureau of Labor Statistics reports that more than 1 million of those Californians have their work hours capped involuntarily.



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## NEW LAWS FOR THE NEW YEAR

By Dennis J. Hayes

This year, as with most years, the State Legislature passed and Governor Brown signed, hundreds of new laws. Here are some of the new laws that will affect employees in the coming years.

### **Pay equity based on race and ethnicity (SB 1063)**

The new Wage and Equality Act extends California's Fair Pay Act protections in Labor Code section 1197.5 to race and ethnicity. The concept of equal pay for equal work is now the law of the land. From now on, it will now be unlawful to pay employees less than employees of another race or ethnicity for "substantially similar work" unless a different rate results from (1) a seniority or merit system, (2) a system that measures earnings by quantity or quality of production, or (3) some other factor such as education, training, or experience.

### **Increased paid family leave and state disability benefits (AB 908)**

Effective January 1, 2018, state Paid Family Leave (PFL) and State Disability Insurance (SDI) wage-replacement benefits will increase to 60 or 70 percent of a participant's wages (from the current level of 55 percent), depending on income level and up to the statutory cap. In addition, the current seven-day waiting period for PFL benefits will be eliminated as of January 1, 2018. PFL benefits, which are wholly funded by employee contributions, provide up to six weeks of wage-



replacement benefits for bonding with a new child or to care for an ill family member.

### **Juvenile criminal history (AB 1843)**

Labor Code section 432.7 restrictions on inquiries regarding criminal history have been expanded to prohibit asking an applicant to disclose juvenile convictions.

### **Notice of domestic violence leave and accommodation rights (AB 2337)**

Employers will be required to provide written notice to new employees, and to current employees upon request, of the time off and accommodation rights under Labor Code sections 230 and 230.1 protecting victims of domestic violence, sexual assault, and stalking. The Labor Commissioner, no later than July 1, 2017, must develop a model notice that employers can use, and employers will not be required to comply until this sample is available.

### **Minimum Wage Violations (AB 2899)**

By prior enactment, the minimum wage increases on January 1, 2017 to \$11.00 per hour.

### **Marijuana Restrictions Going Up In Smoke**

Before Election Day 2016, twenty-five states legalized marijuana in some form. Four states and the District of Columbia previously legalized marijuana for recreation use, including Alaska, Oregon, Colorado and Washington. With the 2016 elections, Nevada, Maine, Massachusetts and California all voted to legalize recreational marijuana as well. Arizona rejected recreational use but still allows medical marijuana. Florida, North Dakota and Arkansas also approved medical marijuana initiatives.