



### UNION SPONSORS RICK LOZANO CHARITY EVENT



Fox 11 Los Angeles Reporter Rick Lozano stopped by our monthly Stewards Meeting in August to join forces with us in creating a better Inland Empire.

Local 1932 is proud to sponsor the upcoming 911 FIGHT NIGHT event at Citizens Business Bank Arena in Ontario on Sept. 9th. First responders from local Fire and Police Departments will face off in a night of boxing, with all proceeds benefiting Christmas Cheer All Year, a non-profit organization created by Mr. Lozano to bring Christmas gifts to underprivileged youth.

Tickets for the event will soon be on sale at Union Hall in San Bernardino. ●

## The Fight for our Retirement Security Here At Home

by Randy Korgan, Teamsters 1932  
General Manager/Secretary-Treasurer

The one thing that Americans, even across party lines, are overwhelmingly supportive of is the idea that working people should retire to a secure pension and dignified economic conditions.

The National Institute on Retirement Security (NIRS), a non-profit research and education organization, recently commissioned a nationwide public opinion research project which produced some promising data for any campaign that seeks to unite good people, no matter their political party affiliation, in their common goal of retirement security for all working people.

If you're a Teamster throughout the Inland Empire, by now you've realized that a good pension is the Teamster way. Unfortunately, due to Corporate America's deep-pocketed political lobbying efforts, a majority of Americans do not benefit from the same type of stability offered by defined-benefit pension plans like Teamster-negotiated-for plans always are.



These people notice the hard-earned results of our collective bargaining. According to NIRS, some 71% of Americans say that pensions like ours do more to help workers achieve a secure retirement than any type of private retirement plan.

Additionally, we can be emboldened by the fact that Americans overwhelmingly support using strong, stable defined-benefit pension plans to recruit and retain dedicated public sector workers like those of Teamsters Local 1932.

Despite this, we cannot forget that the

Continued on pg. 5

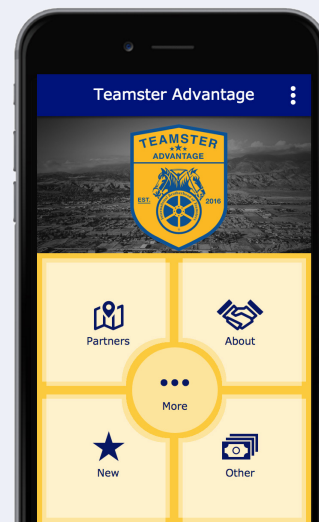
## Teamster Advantage Mobile App Now Available Across All App Stores

Teamster Advantage, our members-only local business discount program, has been advancing at lightspeed since being founded in November 2016. With over 150 local business partners offering members discounts in order to help stimulate the economies of our home communities, Teamster Advantage has become your destination for shopping locally.

It's all become so much easier to save and strengthen the Inland Empire at the same time, with the launch of the official Team-

ster Advantage mobile app, now available on Apple and Android App Stores.

The app includes a directory of all Teamster Advantage partners, sorted by distance, so that users may find the nearest discount opportunity. Also included is the contact information for each business so that users may avoid the drive and ask about that specific product that they've been looking for — all directly from the app. Download it today! ●





## ONTARIO TEAMSTERS STAND TOGETHER AT CITY HALL

Ontario City employees are in the middle of fierce negotiations. Because much of the issues stem from the City's negotiating team stalling productive discussion, Ontario City Teamsters showed up in mass to the Ontario City Council meeting on June 20<sup>th</sup> to make their voice heard.

Loud and proud, one after another, Teamster members went up during public comment time to make sure that the City Council and City Manager Al Boling know who in fact puts the City's mission and values into practice — the workers themselves.

Kathy Hickey, a Steward in the City's Recreation Department, told the Council, "[City workers] all place great value in the work that we do and in our commitment to the community. It is important that the city recognize our valuable contribution in providing valuable services to our community members."

Alexis Vaughn, an Assistant Planner, said that she is proud to provide residents with what they need, adding, "I am here showing my support for fellow Teamsters and I would just like to be compensated fairly with a contract that reflects not only my

great service but everyone else's too."

Members showed what Teamster power is all about — standing together and aiming to win.

Negotiations are still ongoing and members are united in their support for their bargaining team. ●

**Watch video of the inspiring evening at Ontario City Hall online at:**

**[Teamsters1932.org/Ontario](http://Teamsters1932.org/Ontario)**

## Top 10 Reasons to Support Locally Owned Businesses

*The following was originally published by the Institute for Local Self-Reliance ([www.ilsr.org](http://www.ilsr.org)), a national nonprofit organization working to strengthen independent businesses and local economies.*

### 1. Local Character and Prosperity

In an increasingly homogenized world, communities that preserve their one-of-a-kind businesses and distinctive character have an economic advantage.

### 2. Community Well-Being

Locally owned businesses build strong communities by sustaining vibrant town centers, linking neighbors in a web of economic and social relationships, and contributing to local causes.

### 3. Local Decision-Making

Local ownership ensures that important decisions are made locally by people who live in the community and who will feel the impacts of those decisions.

### 4. Keeping Dollars in the Local Economy

Compared to chain stores, locally owned businesses recycle a much larger share of their revenue back into the local economy, enriching the whole community.

### 5. Job and Wages

Locally owned businesses create more jobs locally and, in some sectors, provide better wages and benefits than chains do.

### 6. Entrepreneurship

Entrepreneurship fuels America's economic innovation and prosperity, and serves as a key means for families to move out of low-wage jobs and into the middle class.

### 7. Public Benefits and Costs

Local stores in town centers require comparatively little infrastructure and make more efficient use of public services relative to big

box stores and strip shopping malls.

### 8. Environmental Sustainability

Local stores help to sustain vibrant, compact, walkable town centers—which in turn are essential to reducing sprawl, automobile use, habitat loss, and air and water pollution.

### 9. Competition

A marketplace of tens of thousands of small businesses is the best way to ensure innovation and low prices over the long-term.

### 10. Product Diversity

A multitude of small businesses, each selecting products based, not on a national sales plan, but

on their own interests and the needs of their local customers, guarantees a much broader range of product choices.

**Support Local Business with Teamster Advantage!** ●



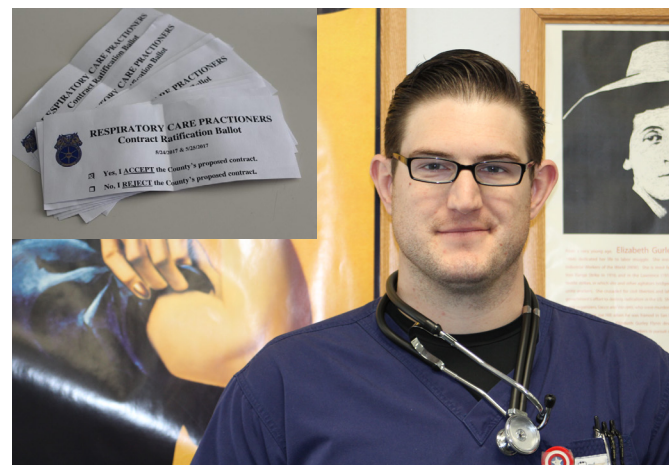
## ARMC RESPIRATORY THERAPISTS RATIFY FIRST CONTRACT

Contract Respiratory Therapists at Arrowhead Regional Medical Center (ARMC) ratified their first contract on May 24<sup>th</sup>. They are the first medical contract group in San Bernardino County history to secure a collective bargaining agreement.

With their new memorandum of understanding, the group of Respiratory Therapists now have a grievance procedure and guaranteed pay increases, as well as first chance opportunity to become staff members at the hospital. Low levels of recruitment and retention at ARMC, the new Teamsters say, is hurting the quality of care provided for patients at the medical facility — but their first contract will help change this worrying state of affairs.

Thomas Seaton, a Respiratory Therapist who has been at ARMC for three years (pictured below), says, “This first contract is a push in the right direction toward fixing our recruitment and retention issues and we’re excited to fight for more solutions in the future.”

The unit is adamant that this is only the beginning, and they’re ready to transform ARMC for the better in the coming years. Collective bargaining and collective power through Local 1932 will be key in keeping a high-level of patient care. “It’s exciting to know that now we’ll be sticking up for one another through our Union,” says Seaton. “We’ll be ready to negotiate with the County come 2019.” ●



## TEAMSTER KIDS BREAK CAMP ATTENDANCE RECORD

In a follow-up from last season’s The Voice, Teamsters Local 1932 is happy to report that the over 40 Teamster children that our Union sponsored for registration at the 2nd Annual Teamsters Joint Council 42 Unplugged Summer Camp at Laurel Pines were all smiles after attending the camp throughout July 23-27.

The hundreds of camp-goers, all related to Teamster members from throughout Joint Council 42, broke a camp record for attendance. In these tech-crazed days, the beautiful and refreshing nature of Laurel Pines camp gave attendees a chance to unplug and instead connect with one another.

Justyn Bulmer, age 11, and son of a Teamsters Local 1932 member, says the camp was “fun and cool,” adding, “we played outside a lot!”

“This camp became a second home for me,” says Lauren Rodriguez, a daughter of Teamster members from Local 1932 and Local 63, and a second-year camp-goer. “Last years camp was amazing, yet it was needing a push, and this year — thanks to the Teamsters — they were able to do more for not just the camp but for the kids, too.”

Becky Lepins, a counselor at Youth Helpers, the organization running the camp, says children at the camp are “in an environment that is safe, but allows them the opportunity to make decisions, try new things and grow in themselves. Children will take these experiences home, into their communities, and will benefit from it throughout their entire lives.”

Interested in having a loved one attend this fun camp? Email Natalie Harts at [nharts@teamsters1932.org](mailto:nharts@teamsters1932.org) to get on our camp mailing list. ●



### Teamster’s Night at Angels Stadium

Join the Teamsters at Angel Stadium on Thursday, 8/24. The Angels will host the Texas Rangers in an American League West Division showdown on Teamster’s Night!

Teamsters and friends/family may purchase discounted lower level seats for just \$22 each! The first 300 tickets purchased in section 101 will also receive a free Mike Trout item! **Tickets at: [Teamsters1932.org/Angels](http://Teamsters1932.org/Angels)**

# The Origins of Right-to-Work: Vance Muse and the Maintenance of Jim Crow Labor Relations

by Michael Pierce, associate professor at University of Arkansas  
First published by the Labor and Working-Class History Association



The Founding Fathers of “Right to Work”: Vance Muse (left) and William Ruggles (right), a Southern news editor who coined the term.

As Kentucky legislators pass a measure outlawing the union shop and Missouri’s General Assembly contemplates doing the same, it is worth remembering that so-called Right-to-Work laws originated as means to maintain Jim Crow labor relations. No one was more important in placing Right-to-Work on the conservatives’ political agenda than Vance Muse of the Christian American Association (CAA), a larger-than-life Texan whose own grandson described him as “a white supremacist, an anti-Semite, and a Communist-baiter, a man who beat on labor unions not on behalf of working people, as he said, but because he was paid to do so.”

Muse had long made a lucrative living lobbying throughout the South on behalf of conservative and corporate interests or, in the words of one of his critics, “playing rich industrialists as suckers.” Over the course of his career, he fought women’s suffrage, worked to defeat the constitutional amendment prohibiting child labor, lobbied for high tariffs, and sought to repeal the eight-hour day law for railroaders. He was also active in the Committee for the Americanization of the Supreme Court, which targeted Justice Felix Frankfurter, a

Vienna-born Jewish man, for his votes in labor cases.

In 1936, Muse incorporated the CAA to fight against President Franklin Roosevelt’s New Deal, offering up a toxic mix of anti-Semitism, racism, and anti-unionism. By the early 1940s, Muse and the CAA, like many southern conservatives, focused much of their wrath on the labor movement, especially the unions associated with the Congress of Industri-

al Organizations (CIO). The CAA solicited wealthy southern planters and industrialists for funds to help break the “stranglehold radical labor has on our government through the enactment of anti-union laws.”

Muse and the CAA initially had little luck selling their Right-to-Work amendment but did have success peddling a pre-packaged anti-strike law to planters and industrialists first in Texas and then later in Mississippi and Arkansas. This law made strikers, but not strikebreakers or management, criminally liable for any violence that occurred on the picket line. For a fee, Muse and his organization would lobby legislators and mobilize public support through newspaper advertisements, direct mail campaigns, and a speakers’ bureau. In Arkansas, Muse and the Christian Americans portrayed the anti-strike measure as a means to allow “peace officers to quell disturbances and keep the color line drawn in our social affairs” and promised that it would “protect the Southern Negro from communistic propaganda and influences.”

The Arkansas Farm Bureau Federation and allied industrialists were so pleased with the CAA’s success in passing the anti-strike measure that they agreed to

underwrite a campaign in 1944 to secure a Right-to-Work amendment for the Arkansas constitution. This placed Arkansas alongside Florida and California as the first states where voters could cast ballots for Right-to-Work laws. While Muse and the Christian Americans consulted with the campaigns in California and Florida, they led the one in Arkansas.

During the Arkansas campaign, the Christian Americans insisted that right-to-work was essential for the maintenance of the color line in labor relations. One piece of literature warned that if the amendment failed “white women and white men will be forced into organizations with black African apes . . . whom they will have to call ‘brother’ or lose their jobs.” Similarly, the Arkansas Farm Bureau Federation justified its support of Right-to-Work by citing organized labor’s threat to Jim Crow. It accused the CIO of “trying to pit tenant against landlord and black against white.”

In November 1944, Arkansas and Florida became the first states to enact Right-to-Work laws (California voters rejected the measure). In both states, few blacks could cast free ballots, election fraud was rampant, and political power was concentrated in the hands of an elite. Right-to-Work laws sought to make it stay that way, to deprive the least powerful of a voice, and to make sure that workers remained divided along racial lines. The current push for Right-to-Work in Kentucky and Missouri (along with the fueling of nativism) does something similar—it is an attempt to persuade white working people that unions and racialized others are more responsible for their plight than the choices made by capital. ●

Learn more at  
[Teamsters1932.org/RTW](https://Teamsters1932.org/RTW)



**Labor United: Hundreds of union members from throughout 14 different labor unions will unite to win, together.**



Continued from pg. 1 (Retirement):

same people that have stopped any major expansion of retirement security to working people, both union and not, are aiming to destroy any attempts to provide public workers with publically funded pension plans like ours.

As Teamsters Local 1932 Board Member Louis Fiorino described in our last issue of The Voice, these well-funded attacks on our retirement security are happening now. Locally, we must begin to show up to San Bernardino County Employees Retirement Association Board meetings to contend any harmful changes to your pension. Statewide and nationally, we must campaign to beat back corporate-sponsored attempts to break working people down.

Recently, Local 1932 helped to create a coalition with 14 different unions throughout the Inland Empire. Labor here at home will unite to support each other when needed. Start to organize with your Union today — our Member Power, and that of our 14 coalitions partners, will be the foundation needed in making sure the public's belief in the promise of a secure retirement is not endangered, and in the end, bettered. ●

## COUNTY EMPLOYEES GAIN RAISE ON 7/22

“This is the second to last pay increase scheduled for a total of 7%. Before these increases we weren't getting anything -- all we were getting were things taken away from us -- and between the longevity, the equity, and the post-incentive for having college credits, it all adds up.

It feels wonderful. You could potentially earn hundreds of dollars more a month because of all these negotiated-for incentives.”

— Donna Haggerty  
Desert Dispatch  
Sheriff's Dept.



Local 1932 members at San Bernardino County are enjoying another salary increase as of July 22, 2017.

The raise is a result of our Union's current memorandum of understanding with the County. It was ratified in December 2015, only a few months after Teamster affiliation. A huge driver in the agreed-upon raises was member power — with an inspiring rally in August 2015 at the Ontario Convention Center, proving to the County that our Union, although relatively new, was ready to win. ●

## LOCAL 1932 HONORS 2017 SCHOLARSHIP RECIPIENTS

On June 20<sup>th</sup>, Teamsters Local 1932 was proud and honored to have our 2017 Member & Member Dependent Scholarship Recipients at Union Hall.

Congratulations to members Cristian Zepeda, Edwin Henderson, member dependents Anayissa Robollo, Jalyn Hayes, Katelyn Stephens, and Seth Allen Bloomer. We are proud to have such excellence in our Teamster family.

The members and member dependents will be our guests at September's Annual Membership Meeting, so be sure to say hello and wish them the best in their educational pursuits! ●



**Local 1932's Board of Directors stand with this year's scholarship recipients and a few of their parents on June 20th. Don't forget to apply for next year's scholarship in early 2018.**



## NEW MEMBER POWER AWARD HONORS LEADERSHIP

Our union is the collective voice of public employees throughout the San Bernardino County region. When we stand together and use our strength in numbers, we have the ability to change our workplace for the better — it's about Member Power.

While we're all in this together, thousands of members have shown the exceptional ability to leverage and build power as leaders in the workplace. Whether it's keeping you updated with the latest news, projects, and events, or just answering your basic contractual questions, members who do these things deserve to be recognized.

To recognize leaders in the worksite, every month our Union celebrates a Member Power Award winner.

On May 17<sup>th</sup>, with Teamsters packing Union Hall for our General Membership Meeting, our Union named its first ever Member Power Award winner: Barbara Whittington of the San Bernardino County Transitional Assistance Department. Barbara was nominated by fellow Teamster Betty Figueroa who recognized her constant presence and contributions at 1932 events, trainings, and meetings.

Beyond this, however, every day Barbara defends the rights of her fellow Teamsters through her role as Steward. "I am active in our Union not only because of what I would gain but for what my fellow co-workers gain too," says Whittington. "In today's labor force we need to stand together and fight to keep the working class strong and healthy."

Because of Barbara and members like her who will become the subsequent winners of this award, our Union is building power daily — it'll be the power we need to win the wages, benefits, working conditions, and healthy cities we need throughout the Inland Empire.

"If you are not involved, I have to ask you why you aren't. It's important you do," Whittington says. "If we do not come together to stand up for what we deserve, then who will?"

Our second Member Power Award winner is Marcie Larkin of the West Valley Detention Center. Marcie was nominated by several Teamsters. One commented, "Marcie dedicates a lot of her own time for the union cause." This was undoubtedly

true — Marcie has near-perfect attendance at Teamster special events, training sessions, and meetings. Another who nominated Marcie said, "She's a team player and a gem. The hardest working Steward I've ever seen. She works because she cares for us."

Marcie was honored at July 5<sup>th</sup>'s County Steward meeting at Union Hall. She encouraged the room of County Stewards to continue learning at such meetings, saying that she uses the lessons to help her own fellow Teamsters at West Valley Detention Center. ●

**Want your go-to Teamster at work to be recognized? Nominate at:**

**[Teamsters1932.org/AugustAward](https://Teamsters1932.org/AugustAward)**

**Life Insurance Policy Benefits** for Local 1932 members have recently increased from \$1000 to \$5000.

Is your beneficiary information current? Ask your Business Agent for more information:

**[Teamsters1932.org/The-Union/Business-Agents](https://Teamsters1932.org/The-Union/Business-Agents)**



**Do you know someone at a non-union worksite who should benefit from the **power** in union membership?**

**Tell them to go to [Teamsters1932.org/Organize](https://Teamsters1932.org/Organize) to help build a movement *today*.**

# HOW TEAMSTERS LOCAL 1932 TRANSFORMS THE INLAND EMPIRE

## ACADEMIA

Local 1932 is partnering with professors of Economics and Public Policy from California State University San Bernardino, UC Riverside, and the University of Redlands, to publish research that proves why the pro-corporate status-quo favored by local leaders is *wrong*.



## MEMBERS

Member power is how our Union wins. Whether its members gathering at City Council meetings to make our collective voice heard, or everyday enforcement of the contracts negotiated by and for the public workers of the Inland Empire, it's crucial we stand together as Teamsters.



## STEWARDS

Stewards are being trained by seasoned Union veterans to help do their part in being your go-to Teamster when help is immediately needed at work. Want to step up and become a Steward? Ask your Business Agent about the process today!



## LOCAL BUSINESS

Local 1932 partners with hundreds of local businesses to provide discounts to members throughout the Inland Empire. By shopping locally with our partners, and avoiding corporate big business, we strengthen our community's tax base to, in turn, strengthen public services after strategic political lobbying.



## ELECTEDS

Our Union prides itself in drawing a strict line when it comes to pushing politicians to put working people first. With a thorough and transparent endorsement process and a watchful eye in everyday governance, our Union is careful to scrutinize politicians to move toward policies that help working people here at home.



## Boy Scouts Earn American Labor Merit Badge with Local 1932



On the morning of June 24<sup>th</sup>, Boy Scout Troop 205 of Chino-Chino Hills visited Teamsters Local 1932 for a lesson on American Labor.

Teamsters Robert Nevarez, Fred Lowe, Doug Martinez, and Carlos Gonzales taught the Boy Scouts the history of organized working people over the centuries while also touching on the present struggles facing working people in the Inland Empire, as well as the rest of the country.

Successfully completing the lesson earned the Boy Scouts in attendance their American Labor merit badge. Congratulations to these Boy Scouts of Troop 205! We, at Teamsters Local 1932, are honored and proud to have helped them learn what makes America work. ●



San Bernardino Public Employees  
Teamsters Local No. 1932  
433 North Sierra Way  
San Bernardino, CA – 92410



Non-Profit Org  
U.S. Postage  
**PAID**  
San Bernardino, CA  
Permit #3342

**(909-889-8377) — [www.Teamsters1932.org](http://www.Teamsters1932.org)**



### Upcoming Member Events

**8/12** — Stewards Training Session  
#3: Union Hall, 8:30 AM - 3:30 PM

**8/26** — Volunteer Organizers  
Training Session #3: Union Hall,  
8:30 AM - 12:30 PM

**8/31-12/14** — Labor Studies Degree  
Course: Collective Bargaining:  
Union Hall, Thursdays, 6 - 9:10 PM

**8/24** — Teamsters Night at Angels  
Stadium: Tickets at  
[Teamsters1932.org/Angels](http://Teamsters1932.org/Angels)

**8/30** — Member Appreciation Day:  
Union Hall, 11:30 AM - 1 PM

**10/21** — Major Member Event:  
Glen Helen Regional Park, TBD

### **ANNUAL GENERAL MEMBERSHIP MEETING NOTICE**

**Date: September 26<sup>th</sup>  
7:30 PM**

**Location: 433 N. Sierra Way  
San Bernardino, CA  
92410**

Add these member events to your scheduler by visiting their respective event page at:  
[Teamsters1932.org/Events](http://Teamsters1932.org/Events)

Contact Business Agent and Training Coordinator Natalie Harts to attend the trainings/courses listed  
above: [nharts@teamsters1932.org](mailto:nharts@teamsters1932.org) — 909-386-1272

***Member Power  
Teamster Power***



***Stand Together  
Win Together***

Sign up for an account at [Teamsters1932.org](http://Teamsters1932.org) to view member resources, including calendars, benefits, contracts, and more! Stay connected to Teamster and labor news at [Facebook.com/TeamstersLocal1932](https://www.facebook.com/TeamstersLocal1932) or [Twitter.com/1932Teamsters](https://twitter.com/1932Teamsters)