



The Voice Teamsters Local 1932

Representing Over 14,000 Public Workers

433 N. Sierra Way • San Bernardino, CA 92410 • (909) 889-8377 • www.Teamsters1932.org



City of Ontario Stewards celebrate a tremendous YES result after the ballots had been tallied.

City of Ontario Teamsters Secure Strong Contract After Public Action

On August 29, 2017, an overwhelming majority of all Teamsters at the City of Ontario voted “YES” to ratify a tentative agreement with the City.

The City of Ontario Teamsters will gain strong across-the-board improvements, including significant pay raises, expanded health insurance coverage, new safe work environment requirements, and more.

“The City knows us now. Things will be far easier next time, especially if my fellow

City Teamsters continue to stay involved,” said Ann-Marie Guilliam, Engineering Dept.

Despite reluctance from the City, Teamsters pushed ahead with Member Power to make their voice heard. In June, the workers showed up in mass to the Ontario City Council to say their hard work deserved to be fairly compensated. Negotiations then improved, resulting in this victory, and proving that Member Power is the way to win. ●

Local Academics Reveals Failures in Ontario’s Massive QVC, Inc. Tax Subsidy

On October 25th, Teamsters Local 1932 gathered over 50 elected officials from San Bernardino and Riverside Counties to build a consensus around two central questions: Is our economic landscape in shambles, and if it is, can we fix this problem together?



In order to build a consensus, Local 1932 invited local academics who had studied the region — how it has developed over the years, and under whose direction — to speak for our audience.

Eric Nilsson (Chair of the Economics Department at the California State University, San Bernardino) started the morning with a presentation that underscored one startling fact: poverty rates in the Inland Empire are now higher, both absolutely and relative to California, than before the new-logistics-based

Continues as “Local Academics” on P. 4

Stay Connected: New Teamsters 1932 App

The comprehensive resource to our Union — the official Teamsters Local 1932 Mobile App — has been released on the Apple App Store. Here are just a few of the amazing features available:

Member Resources — find benefits, discounts, and contracts to see when your next raise is and read up on worksite rules.

Use your voice with the Political Action section — our official app will tell

you who your local, regional, state, and federal government elected officials are based on your present location.

Get Involved — with our app, we hope our Union will be more connected than ever before.

An Android version will be out soon. Check Teamsters1932.org/App for more official app news.

Now Available



Available
January 2018



Will Free Riders Weaken Member Power?

Well-funded, pro-corporate, and set to hurt working people, the upcoming U.S. Supreme Court case of Janus v AFSCME could weaken our ability to win.



A Message from Secretary-Treasurer & General Manager Randy Korgan:

In nearly every segment of American society, union members earn more on average than their non-union equivalents. You'll have a very difficult time finding any information to dispute that. Our ability to do this is based on collective bargaining that is rooted in member power. It's the founding principle of every labor union.

A minority of your peers across the region choose to not join you as members of Teamsters Local 1932. These non-members do not get to vote on contracts, they do not get to vote in union elections, and they do not get to participate in the collective bargaining as a whole. Despite this, Teamsters Local 1932 is legally obligated to represent this non member minority, and so, they also enjoy the

collectively bargained for wages and benefits that all members receive.

Teamsters Local 1932 is allowed by federal law to charge these non members a fee for benefiting from our Union's collective bargaining power. After all, there's no fairness in constantly having to pick up the tab on someone who is benefiting from our all of our efforts and collective member power.

Now, this is at risk. On September 28, the United States Supreme Court announced that early next year it will consider and rule on Janus v. AFSCME, a case backed and hot shotted to our country's highest court by well-funded, pro-corporate interests. Once these special interests are successful, non-members will then still benefit from the wage, benefits, and working conditions that we all fight for, but they will be allowed to not pay their fair share for our Union's collective bargaining efforts.

The pro-corporate groups behind Janus have explicitly stated that they intend for this case to result in the death of organized labor and our collective ability to win together. These groups seek to manipulate the economic rules of our society to the benefit of a powerful few. It's the same sort of agenda that has

devastated our local region — think of the billions in public funds and tax breaks that have been handed out to corporations by elected officials in return for low-wage warehouse operations that have flourished in the Inland Empire.

Fortunately, at our Union, worksite leaders across the region have been planning for this roll-back in labor law for months. By completing and signing our Union's Member Power form, and then convincing the rest of your worksite to do the same, you are helping our Union identify who will not be standing together with us once Janus is considered by the pro-corporate majority currently sitting on the United States Supreme Court.

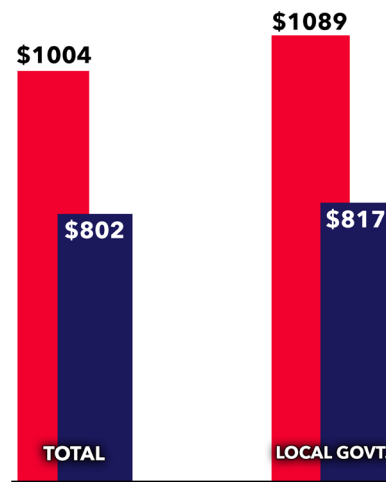
Public employees — where unionized — see significant advantages in collective bargaining over their non union equivalents. Until now, non members across the Inland Empire have not hindered our ability to win to any drastic level. But in the near future, organizing will be our lifeline, because these well-funded groups will not stop with fair share requirements. They will come for collective bargaining as a whole, too, and this means working people lose their voice. We can stop this if we stand together. Will you be standing together with us? ●

THE UNION DIFFERENCE:

WHEN WORKING PEOPLE STAND TOGETHER

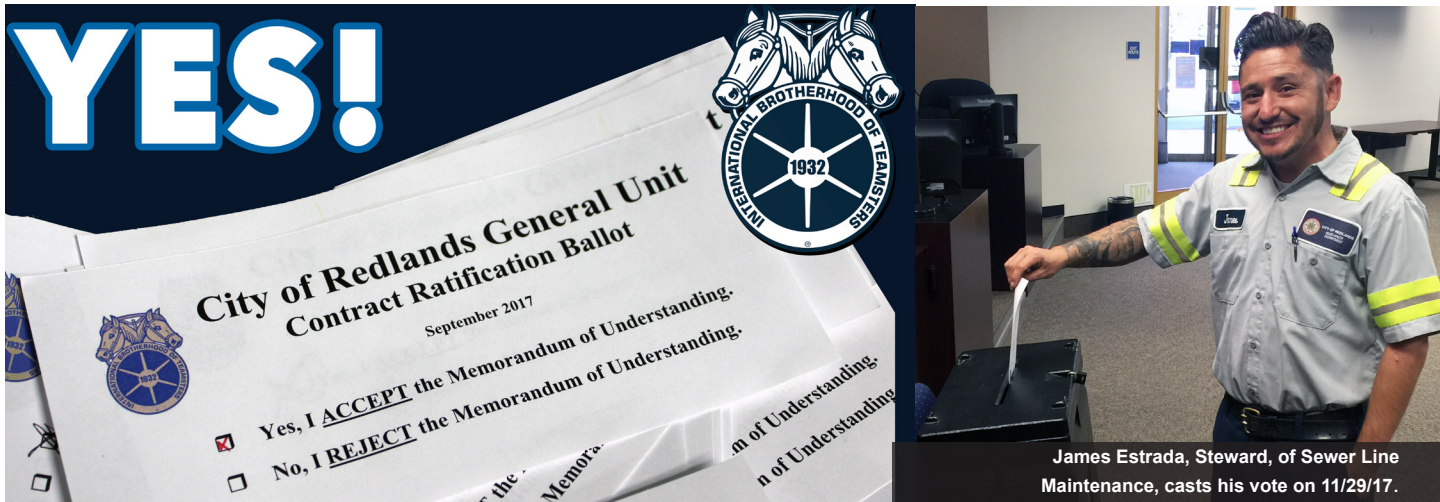


UNION
NON-UNION



Median Weekly Earnings for Full-Time Workers

Source: US Bureau of Labor Statistics



James Estrada, Steward, of Sewer Line Maintenance, casts his vote on 11/29/17.

Teamsters at City of Redlands Close Gaps with New MOUs

Over the course of three months, an overwhelming majority of all Teamsters at the City of Redlands voted YES to approve two tentative agreements between Teamsters Local 1932 and the City.

Rich Smith, Chief Steward, and currently a Traffic Signal Tech at the City of Redlands, said of the successful outcomes: "City of Redlands workers chose to be part of the process and have input into our work environment. That's what it means to be union!"

The first contract, approved by membership on September 14, removes 90% of the language that divided the unit into two tiers, effectively creating a stronger single unit of public employees at the City of Redlands. The second contract, approved on November 29, boosts wages and protects the retirement security of members.

A strong network of communication between Stewards throughout various sections of City work helped members stay abreast of the progression of negotiations. Stewards at the City of Redlands hold regular meetings to stay ahead of any issues that arise, then

spreading that information throughout the City. Several Stewards throughout the City have been trained at Teamsters Local 1932's regular Steward and Volunteer Organizer trainings.

The strength in communications throughout the contract negotiation process, also underlined the importance of member power in such times. Most members throughout the City have signed our Union's Member Power form.

On September 19th, when the first MOU was approved by City Council, City of Redlands Teamsters were the subject of high praise. Director of Human Resources and Risk Management Amy Martin, said: "I want to make sure everyone is aware that the Teamsters organization worked professionally with the City to reach this agreement." Martin added, "The Teamsters continue to display their commitment to the residents of the City and I believe they should be recognized for doing so."

Congratulations Teamsters! Hard work pays off when you're a Teamster building power to win. ●

Hundreds of Teamsters and Families Visit Glen Helen Regional Park for 1st Annual Family Day

On October 21, 2017, Teamsters Local 1932 held our Union's 1st Annual Family Day, with hundreds visiting Glen Helen for food and fun.

A petting zoo was a hit for children at Family Day, with the chance of petting an actual goat and mini horse proving too irresistible for our Teamster youth! Face paint artists and a rock-climbing wall at the event, however, were also quite popular.

The fun came with a good cause at our Dunk Tank. Our Union's Business Agents were repeatedly dunked with water after several well-placed throws by Teamsters and their families. Proceeds from tickets purchased for Dunk Tank attempts went to Hurricane Marie Emergency Disaster Relief Funds for Puerto Rican Teamsters.

Visit Teamsters1932.org/Events to see all of our events. They're all just as fun as our 1st Annual Family Day! ●



TEAMSTERS 1ST ANNUAL FAMILY DAY

Teamsters 1932 Secretary-Treasurer/General Manager Randy Korgan, UC Riverside Professor Ellen Reese, and CSU San Bernardino Professor Eric Nilsson (clockwise from top photo) spoke at the October 25th event to an audience of over 50 elected officials.



Continued from "Local Academics" on P. 1:

economy appeared.

Nilsson explains it's not just proximity to nearby ports that has allowed for a flourish in logistics — development throughout the Inland Empire has been tilted in this direction because elected officials have done so strategically.

In 1977, when the City of San Bernardino was named an All America City, the region was home to an abundance of good union jobs where families could count on wages that were enough to raise a family and set children down the path to success. The region's economy, however, needed to transition with the end of the Cold War, and subsequently, an end to the concentration of defense industry-led prosperity in the Inland Empire.

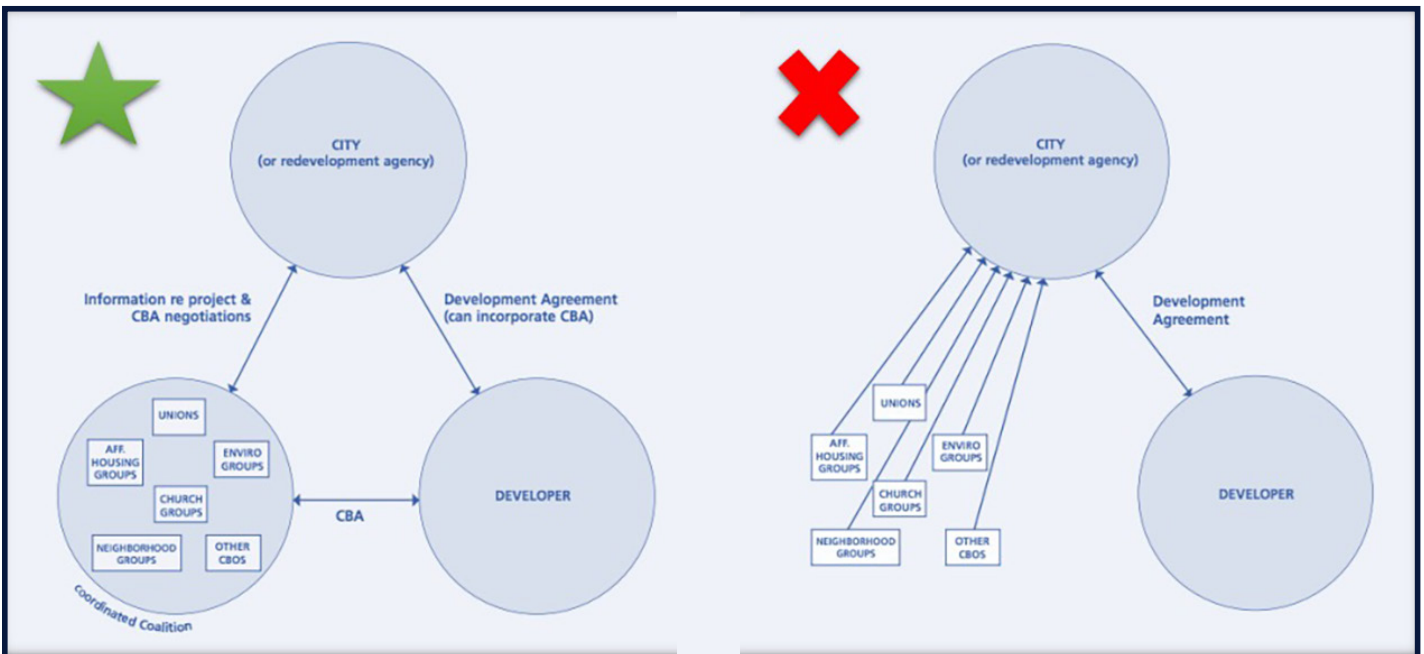
Since then, elected officials in our home communities have chosen to compete with one another to see who can secure the biggest tax subsidy deal for what is often some multinational corporation hoping to bring in another heavy-polluting, infrastructure-disrupting warehouse and its low-wage jobs. The logistics industry has grown at a tremendous rate. As Nilsson characterizes it, a region once lush with oranges has been turned into one full of "lemons" because the large growth in warehousing here has proven to be empty for the working people inside them. The low-wages in this large and still-growing industry ripple throughout our home

communities and the situation becomes grim upon inspection of the tax subsidy deals fed to employers within this industry.

As Ellen Reese (Chair of Labor Studies, and Professor of Sociology at the University of California, Riverside) explained to Local 1932's audience on October 25, one local case of bad local governance resulted in alarmingly uneven and unhealthy economic development. In a presentation previewing a soon-to-be published policy brief, titled, "The Need for a Better Deal for Workers & Residents in Inland Southern California: A Case Study of QVC Inc.'s Operating Covenant Agreement with Ontario, California," Reese and her co-authors conclude that because of vague and legally unenforceable language in a 2015 agreement between the City of Ontario and QVC, Inc, significant amounts of public funds will be given away every year for the next 41 years, while allowing essentially no accountability in quality of jobs provided by the home shopping giant.

Summary of Community Benefits Won in Other California Cities

Development Policy / Agreement	Measure JJJ	Staples Center CBA	MAPLA	QVC, Inc. Deal
Affordable Housing	X	X		
Training Opportunities	X	X	X	
Local Labor Agreements	X	X	X	
Maintain Wages	X	X		
Other Community Enhancements		X	X	



Professors Ellen Reese, Juliann Allison, and Nathaniel Cline, write in “The Need for a Better Deal...” that Community Bargaining Agreements (such as the example on the left photo) as a possible regional strategy for healthy economic development in the Inland Empire.

“Ontario’s politicians have overlooked the community building potential of economic development projects found in other California cities where politicians have engaged residents in negotiations to incorporate community benefit agreements (CBAs) or project labor agreements (PLAs) into public agreements with developers,” writes Reese, and her co-authors, Juliann Allison (Public Policy/Gender Studies, UC-Riverside) and Nathaniel Cline (Economics, University of Redlands).

While other cities and counties throughout the country have done it better, involving the community enough to extract concessions from corporations in exchange for tax incentives, the City of Ontario did what many cities throughout the Inland Empire often do — leave out the community and get little to nothing in return.

Ontario elected officials could have looked to Los Angeles and Measure JJJ in 2016, where a broad coalition of labor and community organizations led a campaign to create incentives for developers to pay a prevailing wage, build affordable housing, and ensure that people employed throughout the construction process do in fact live in the city. Or, the Staples Center Community Bargaining Agreement, a legally-binding between community organizations, developers, and the City signed in 2001. Community organizations wanted Staples Center development agreements to ensure that local residents were hired and paid a good wage during development, and the agreement that was finalized after public pressure indeed held developers to that promise.

These are just two examples mentioned by Professor Reese. What is consistent is that community members and organizations were a part of the process in transforming their communities. As Reese put it, “When policy makers, community coalitions, & developers work together, they can help to ensure that economic development generates good jobs for local residents, meets other community needs, and minimizes community harm.”

With these facts in mind, Teamsters Local 1932 envisions a brighter tomorrow. The poverty rate doesn’t have to be higher than the days when San Bernardino was an All-America City. The jobs that have proliferated here do not have to be low-wage jobs, and cities don’t have to give up the farm for them. By utilizing Community Benefit Agreements, and allowing for a coordinated effort by community members to have a voice, we can develop the Inland Empire together, instead of encouraging a dog-eat-dog status quo.

An overwhelming majority of the room left our gathering on October 25th in agreement that our current race to the bottom is a problem. They agreed to meet again with Teamsters Local 1932 to start working on a brighter tomorrow and a better deal for the Inland Empire. Will you stand with us? Go to Teamsters1932.org/BrighterTomorrow to see if your elected representatives attended. If they didn’t, you can let them know the truth — we can transform the Inland Empire together. ●

The City of Ontario will be transferring at least \$2,500,000 in tax revenue to QVC, Inc. annually for 41 years!

That’s a total of \$102,500,000.

Can you imagine what our home communities could have done with that money instead?

Don’t get mad. Organize.
Teamsters1932.org/BrighterTomorrow

TEAMSTERS CARE!

Our Union has supported:

2016 Women's Warrior Fitness Challenge
2017 Hesperia Days Parade
20th Annual Sheriff's Charity Event & Family Picnic
4th Annual Colton Electric Utility Golf Tournament
50th Anniversary Kwanzaa Karamu
5th Annual Ken Welton Jr. Memorial Golf Tournament
A-T Children's Project
Alpha Alpha Alpha Fashion show
American Cancer Society (Ontario)
American Cancer Society (Rialto)
Banning Stage Coach Days
Barstow Annual Community Recognition Awards
Barstow College Promise Program
Behavioral Health- Peer Support Summit
Bernie Buckley Scholarship & Charity
Blue Cut Fire Assistance
Breaking Barriers
Center for Individual Development
Challenge for Children
Childhood Cancer Foundation
Children's Fund
Christmas Cheer All Year
Cinderella Dreams (Chaffey High School)
City of Downey Charity
Clare Rose Strike
Colton Pet Shot Clinic
Colton Pony Baseball Snack Bar
Colton T-Ball Sponsor
Dreams Roar
East Valley Fury Softball
Fontana Little League
Hesperia AYSO
Hesperia Football Sponsorship
High Desert Alumni
In Pursuit Ministries
Inaugural Inland Empire Law Enforcement Gala
Inland Empire Future Leaders
Joe Baca Foundation Charity
Kevin's Cause
Lift with Love
Local 174 Annual Scholarship
Local 202 Scholarship Fund
Local 222 Annual Scholarship Fund
Local 299 Annual Community Service Golf
Local 455 Scholarship
Local 542 Rick Aceves Memorial Scholarship Fund
Local 572 "Tour de Pier" Cancer Support
MADD of Southern California
Martin Luther King Jr. Peace March
Mea Ola's Place
Memorial Fund for San Francisco UPS victims
Ms. Fontana Scholarships
Music Changing Lives
NAACP Labor Union Awards
National Black Caucus Leadership Luncheon
National Night Out
NCNW Pathways to Success- Rialto
Norte Vista HS Football Program
Ontario Relay For Life Team
Pomona PD Campout
Pomona Police Assoc. Breast Cancer Awareness Fund
Pomona Santa Cop Toy Drive
Port Strike Hardship Fund
Public Safety Peer Support Association
Rancho Chamber of Commerce 40th Annual Awards
Rancho Chamber of Commerce Golf Tournament
Random Acts of Kindness
Redlands Chamber of Commerce New Years Eve
Redlands State of the Community
Relay for Life - Rialto Team & Ontario Team
Riverside NAACP Labor Awards
Ronald McDonald House Golf Tournament
Ronald McDonald House Walk for Kids
Ronald McDonald House Winter Wonderland
San Bernardino Valley College
San Bernardino Youth Baseball
San Gabriel Valley Civic Alliance
Savannah Adams Golf Tournament
SBC Public Attorney's Association
SB County Assoc. of African American Employees
SEBA Fore Cops and Kids Golf
Sheriff Volunteer Picnic
Smiles for Seniors
Snap, Kick, and Hold
Soaring SkyHawks Booster Club
STARS High Desert Basketball League
Teamsters Hispanic Caucus
Teamsters Local 1932 Scholarship Awards
Teamsters Local 1932 Member Emergency Relief Fund
Teamsters National Black Caucus Ball
Teamsters National Black Caucus Cookout
Teamsters National Black Caucus Toy Raffle
Twin Peaks Station
United Way Challenge for Children
Veteran's Tribute
Victorville Family Resource
Youth Helpers Camp
Youth Hope

...and many more!

Throughout 2016-2017, Teamsters 1932 donated over \$100,000 in funds to local charities, non-profit organizations, and other efforts to provide necessary resources for relief and support throughout our home communities.





In Memory of the Lives Lost on Dec. 2, 2015

The murder of 14 people on December 2, 2015 in San Bernardino robbed our home communities of love. It was the love provided by and the love given by these human beings that makes their loss unforgettable, irreplaceable, and a guiding light for all of us at our darkest times.

Teamsters Local 1932 will forever remember their love.

Of those killed, three were a part of the Teamster family: Michael Wetzel, Harry Bowman, and Aurora Godoy. Six Teamsters were among the dozens injured.

Survivors of the murders are still dealing with issues in receiving financial and emotional relief for their injuries and trauma. Search San Bernardino Survivors Speak Out online for more. Teamsters Local 1932 stands with these survivors and their loved ones.

TEAMSTERS FOREVER IN OUR HEARTS

Michael Wetzel, 37
Lake Arrowhead, CA

Harry Bowman, 46
Upland, CA

Aurora Godoy, 26
San Jacinto, CA

Teamsters Spring to Action After Infestation at Devore Animal Shelter



Teamsters at Devore Animal Shelter in San Bernardino were moved to on-site modulars in August as rat infestations, and subsequently, a recent mite infestation raised health concerns for employees and animals at the shelter. Teamsters jumped into action to ensure that the move occurred.

The move had originally not been set to occur, despite workers alerting officials within the Animal Care and Control Division of the situation for quite some time. The employees were only relocated after Teamster members and Local 1932 Business Agent David Farugia reached out to Department of Public Health officials. Modulars were moved into the parking lot at Devore as work sites for employees. Animals that had been located in the

facility were also moved to on-site air-conditioned mobiles.

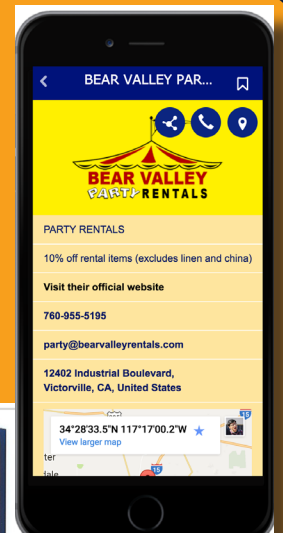
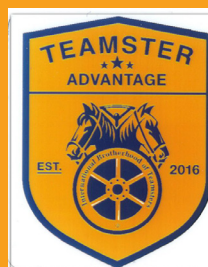
With this infestation at Devore reportedly causing rat droppings from the ceiling, mite bites, and the risk of bringing mites back home to loved ones, Teamsters Local 1932 is committed to ensuring that hazardous conditions like this never arise and will be involved in efforts to strengthen on-site health and safety protocol moving forward.

Know your rights, Teamsters: It's your right as a union member to ensure that your workplace is safe and sanitary. Report any incidents to your Business Agent or Steward as soon as you can. Our Union protects you from any possibility of punishment for your help. ●

Want to support local business and save money while you do it?

Become a Teamster Advantage member today to shop and save with *hundreds* of local discounts!

For more, visit: Teamsters1932.org/Advantage



Proud Member of
Teamsters Local 1932





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

(909) 889-8377 – www.Teamsters1932.org

KNOW YOUR RIGHTS!

Under the Meyers-Milias-Brown Act, you have the right to participate:

It is legal for a worker to

- Form, join, or assist a union
- Engage in the following collective activities and more, during non-working time, such as before/after work and paid or unpaid break time: signing petitions, passing out flyers, on the job actions, and picketing

It is illegal for the employer to

- Interfere, intimidate, restrain or coerce employees involved in union activity
- Produce threats, warnings, and orders to stop union activity
- Carry out disciplinary actions such as suspensions, discharges, transfers, and demotions
- Discriminate against employees who take part in union activities
- Retaliate against employees for filing unfair labor practice charges and/or grievances

Union Honors Shane Stogorman, Gina Jordan, and Sally Sukdol

Union members nominate their go-to-Teamster for great leadership at work. Meet recent winners of the monthly Member Power Award:



Shane Stogorman, San Bernardino County Public Works - Apple Valley, July 2017.

Shane was nominated by several coworkers in appreciation of his dedication to his craft and his fellow Teamsters with countless examples of being a helping hand. Shane is always a presence at our regular events, training, and meetings, and is active in the community through regular volunteering at his local Fire Dept Emergency Communications Service.



Gina Jordan, Police Dispatcher at the City of Ontario, August 2017.

Gina was a part of the bargaining team for the City of Ontario Teamsters this summer (page 1). Gina and the bargaining team succeeded, in part, because Gina's organizing skills ensured that the working people at the City of Ontario were willing to stand together to win fair pay for hard work.



Sally Sukdol, San Bernardino County Department of Public Health, September 2017.

Sally has consistently been a foremost advocate for the rights of public employees — never missing a chance to advance her knowledge at training or regular meeting. Sally also proved the importance of a strong Steward network by ensuring that her fellow Teamsters received adequate protections following a recent safety hazard at Devore Animal Shelter (page 7).

Nominate your go-to-Teamster at Teamsters1932.org/MemberPower