



March 2018

The Voice Teamsters Local 1932

Representing Over 14,500 Public Workers

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

VICTORY AT PSD!



500+ Preschool Employees Secure Much-Needed Salary Adjustments with 1st Teamster Contract

On February 20, 2018, Teamsters Local 1932 members at the San Bernardino County Preschool Services Department (PSD) ratified a strong first-time agreement with the County, bringing much-needed salary adjustments and a grievance procedure to these 500 working people in early childhood education.

"We never had a voice before this Teamster contract. We now have a voice," says Toi Waddles, a Teacher at Fontana Citrus Head Start. PSD Teamsters ratified the agreement unanimously — a first step in turning back the tide against years of high turnover rates throughout PSD facilities due to low wages and unstable work conditions.

Jorgina Garcia, also of Fontana Citrus Head Start, says she's "very happy" with their first contract. "I've been with the County for 10-plus years, and I've never gotten a raise like that, so it motivates me

to stay and keep doing a good job."

PSD Teamsters have been in negotiations with San Bernardino County since March 2017. In December 2017, thousands of community members and parents to PSD students showed their support for these working people by signing postcards addressed to County officials, demanding that they help create "Stability for PSD Families" with Teamsters Local 1932. PSD Teamsters led the way, making one-on-one connections with the public about their daily struggles trying to make ends meet while teaching our home communities' youngest students. The push led to significant progress at the negotiating table.

"We can not win strong contracts like this one by coming into things alone," says Sean Segal, a Program Generalist at Westminster Head Start. "We stood together with the community and the

results were fantastic. I know it's just the start."

Teamsters Local 1932 also secured a first contract for 28 employees in the supervisors unit on March 15, 2018. By providing these 28 working people a voice, this first contract for supervisors is expected to place another check on the collective employer of all PSD workers.

As part of the landmark agreements at PSD, Local 1932 and San Bernardino County have agreed to work together to secure additional funding that it is currently lacking in early childhood education.

"Every day, these new Teamsters at PSD care for thousands of our region's most vulnerable children," says Randy Korgan, Local 1932 General Manager. "Going forward, we will ensure that these children and the working people that care for them have the resources they need to truly thrive." ●

The '68 Memphis Strike & Freedom

In Memory of Dr. Martin Luther King, Jr. (1929-1968)



A Message from Secretary-Treasurer Randy Korgan:



On the evening of April 3, 1968, Dr. Martin Luther King Jr. delivered a speech in support of Memphis sanitation workers that were on strike. Dr. King was shot and killed the next day.

Prompted by the poverty wages they received from the City of Memphis, and the dangerous conditions of their work, which led to the death of two workers in February 1968, Memphis sanitation workers went on protest that Spring for their right to form a union. Their picket line signs reading “I AM A MAN” became iconic for its truth. Despite being maligned as un-American by a wide swath of the population for his commitment to progress, Dr. King supported the truth championed by these workers and the truth championed by all people fighting for freedom and dignity because he wanted the most powerful country in the world to live up to its stated values.

“I’ve seen the promised land,” Dr. King told a packed audience in Memphis on the eve of his death. “I may not get there with you. But I want you to know tonight, that we, as

a people, will get to the promised land. And I’m happy, tonight. I’m not worried about anything. I’m not fearing any man. Mine eyes have seen the glory of the coming of the Lord.”

As this season marks the 50th anniversary of his death, we choose to honor Dr. King’s life and the world he wished for all Americans yet to come. In this spirit, we push on in 2018 as a union of working people ready for our home region to live up to its full potential. If our region’s elected leaders continue to let the Inland Empire go down a road dotted with bad development deals that do nothing but siphon money out of our public funds, we say without hesitation that it must end now —working people should be put first, and they should be allowed the freedom to join together in union for a better Inland Empire.

In 2018, the same type of big money groups that fueled the low-wage job growth here in the region is also seeking to do damage to the rest of the country. As you have heard from our union before, anti-union organizations in the United States are mostly funded by the upper echelons of the nation’s top 1% of income earners. Over the past 40 years, the income share of working people has fallen due to attacks on organized labor by this 1%. Now, their decades of heavy-spending to increase anti-union sentiment and legislation have lined up another possible victory as the U.S. Supreme Court is set to rule on *Janus v. AFSCME* in June. A victory here would

impose so-called “Right-to-Work” on the public sector nationwide.

In places where “Right-to-Work” is the law now, working people have uniformly suffered from decreased quality of life because labor organizations there must deal with strained finances. The origins of “Right-to-Work,” as you have also heard from us before, go back to the days of the Jim Crow South, where it was used to fear-monger and splinter solidarity among working people and keep the wheels of income inequality turning. The Civil Rights Movement won its cause and ended Jim Crow, but the racist roots of “Right to Work” have thrived, as it’s deep-pocketed champions have moderated its initial overtly racist messaging.

Now, anti-union groups staple words like “freedom” and “liberty” to their anti-union legislation. But we are not these groups born from the top 1%. As a union of working people, we know that true freedom comes from dignity at work and a fair return on the labor we provide to keep our home regions running. Currently, that’s possible because we do stand together in union, and it’s that cause that led Dr. Martin Luther King to Memphis as his life came to end on April 4, 1968.

Our fight and Dr. King’s fight in Memphis, one for all Americans to live free and prosper, is the same. This season, remember our fight, and what Dr. King did on the eve of his death. So long as we all stay involved as a union and stay Teamster proud, we will not fail. ●



"I saved more than \$5,000 after pulling out my Teamster Advantage card"

— Kevin Beckham, a Teamster at Stater Bros.

Kevin saved big on his Dodge Charger from TA partner Redlands Auto Plaza.

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TeamsterAdvantage.org

Shop Local & Save

SB County Safety Alert System: Teamsters at the forefront of public safety

Members, like Samuel Brooks of San Bernardino County District Attorney's office, had an active role in the conception of the County Employee Alert System.



Tell me about the ad-hoc committee prompted by Janice Rutherford's visit in 2016. In sum, what was it like to sit with Teamsters and share ideas? What were your conclusions? What did you suggest?

The ad-hoc committee was formed when, after the December 2nd shooting, Janice Rutherford came to the Union Hall with her chief of staff Andy Takata looking for ideas on how to improve safety for county employees.

From my observation, they had no clear direction as to what to do to help improve the safety for county employees so she was willing to listen to any ideas that we, as shop stewards at our monthly Stewards meeting, might have. I raised my hand and briefly explained how one of the main complaints that I had heard from my coworkers was that they were not notified of what was happening or where the event was occurring.

I explained that I had implemented a mass call notification system for the District Attorney's office to comply with the legal requirements of notifying victims of crime under Marsy's law of their rights as victims of crimes; that it had been very successful even to the point of winning a national award from the National Association of Counties for innovative use of technology.

Mrs. Rutherford seemed very interested and a committee was then formed. We met on at least three occasions at the Teamsters Union Hall to gather our thoughts and eventually we delivered our conclusions to Rutherford's office. Included in the presentation were details on our idea for the County Alert System which ended up being implemented by the County.

Do you think, given that it seems that an alert system for the county is exactly what your alert system suggestion called for, that it is clear that workers should be involved in decision making processes more often? Can you think of other examples where worker input is needed?

The committee had many outstanding ideas that, if the County was truly serious about security and the safety of our brothers and sisters, they could implement with little or no cost to the County and would also be of tremendous help to our members.

The one that comes to mind is Teamster brothers and sisters at TAD who deal face to face with the public every day and are frequently threatened. I made the suggestion that they have printed up large poster including state code about criminal threats. Place them around the waiting room as a reminder to those that are waiting to be served that threatening employees isn't a right of free speech it's a crime that is enforceable.

While this may not stop people from making threats, I do believe that it would have the psychological effect of reducing the number of incidents of verbal threats that our union brothers and sisters have to withstand.

When it comes to who is best suited to advise on what is in the best interest of our union brothers and sisters when it comes to safety I believe it's us the members who work in these faculties day in and day out that understand what has happened in the past and can suggest ways to avoid it in the future. ●



A Retirement Penalty for Public Employees?

Arlene Chung warns members to plan ahead for (and fight back against) the Government Pension Offset/Windfall Elimination Provision!

Like all Americans, Arlene Chung would like nothing more than a secure retirement. While greed-driven anti-public-sector groups have popularized the notion that public employees are benefiting from lavish retirement plans, it is simply not the case for Arlene, a Fiscal Assistant for the San Bernardino County Sheriff's Department. Due to little-known, misguided, and unfair provisions in current Social Security law, Arlene fears that poverty awaits her in retirement.

Recently, mounting bills and medical debt in the wake of her husband's death left Arlene desperate for immediate income. In preparing for a Widow's Benefit she qualifies for, she discovered that the day she retires, there are two different provisions of Social Security law — the Government Pension Offset (GPO) and the Windfall Elimination Provision (WEP) — that can cause large deductions in her expected Social Security retirement benefits. These takeaway provisions will apply to Arlene solely because she will be receiving a pension benefit after more than 20 years of work for San Bernardino County.

Despite 20 years of paying her fair share of Social Security taxes in the private sector as a bookkeeper before joining the County, her pension puts her under the thumb of the GPO and WEP — the perception being that her County pension will be enough to keep her secure. But, due to most of her time in the County being done for low wages, Arlene's pension will be relatively meager. A GPO/WEP-reduced Social Security retirement benefit, in combination with this pension, leads Arlene to believe that she'll have to go on public assistance to survive after she stops working. Because of cases like Arlene's, for decades now, research has concluded that the GPO and WEP hits lower earners like Arlene "disproportionately hard."

"I will have no money to spend. I would without these takeaway provisions, but that's not the case with the way the current law works," Arlene says, adding that she will have to retire later than she had ever expected because of GPO and WEP.

Currently, millions of Americans are suffering through financial instability posed by GPO/WEP-induced retirement takeaways.

Arlene regrets not knowing about them earlier in life. No longer dreaming of traveling to see her ancestral roots in Ireland, Arlene states, "We're all supposed to be viable in society and viable in the economy. These takeaway provisions do not make me viable."

Randy Korgan, Teamsters Local 1932 General Manager, says, "After decade of contributions to their communities, working people approaching retirement should not be in a position where they start to question whether or not they'll be able to make ends meet once they get there. When the richest 1% of Americans spend big money to spread the lie that all public employees are living large once retired, it's people like Arlene who are hurt the most."

"As a union that includes over 14,000 public employees," Korgan says, "Teamsters Local 1932 is committed to protecting the retirement security of its members, and will work toward addressing the root issues at the heart of Arlene's trouble. America is simply at its greatest when we extend a helping hand to work together." ●

TEAMSTERS LOCAL 1932 APP

Now Available — Find it at [Teamsters1932.org/Mobile](https://teamsters1932.org/mobile)

With our new Teamsters Local 1932 mobile app, with a just a few finger taps, members can:

Stay Involved — Find our events calendar, news updates, and contact your Business Agent

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Use Your Voice — Contact your local elected officials directly from your phone

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Need technical assistance? Contact Mario Vasquez — mvasquez@teamsters1932.org





The PSD Bargaining Team was collectively recognized with the Member Power Award (February '18) for their tireless advocacy for fairness at PSD. Randy Korgan with these leaders, pictured left to right: Mary Dujon, Sean Segal, Jodi Judd, and Toi Waddles. Tera Forshey pictured right.

PSD Victory Possible Due to Volunteer Organizers

In Their Words: **Kathleen Brennan**



Kathleen currently works at the San Bernardino County Information Services Department

Our union regularly holds training sessions for members interested in taking on a volunteer organizers role during our union's organizing campaigns. Kathleen Brennan, a member from the San Bernardino County Information Services Department, was a volunteer organizer during the initial interaction between San Bernardino County PSD employees and Teamsters Local 1932. Below is an interview with Kathleen about her experience.

Why did you get involved as a Volunteer Organizer?

I wanted an opportunity to help real working people, talk one-on-one, and explain to them why a union is important at work. I was able to give back to the process that made us Teamsters in the first place. At PSD, these wonderful people didn't even have a grievance process in place — they were completely at will. Being able to help them get what we had already, and then improving their lives, it was amazing.

What were some of the obstacles once you actually were talking to these folks?

A lot of people don't know their rights. Some were afraid of retaliation — "Hey, if

someone sees me out here talking to you guys I might get in trouble." I'd say, "Well, if you guys all stand together, they're not going to come after all of you." That was the whole point; trying to explain to them the idea of solidarity, and having each other's backs, and everyone standing together.

Tell me about what you learned at Volunteer Organizers trainings.

Most people don't even know what the union stands for. They know what they think they know because of the narrative that's been out there for the last 20, 30 years, which is, "Unions are bad. They just want your money. They just want your dues." And they don't even know that the 8-hour work day, the 40-hour work week, OSHA, they don't know all these things came from unions. Whether or not you belong to a union or not, you actually benefit from everything unions did prior. So, I learned to help people understand that, and understand what the unions really stand for, because it's important. A grievance process, no longer being at will, having a contract that protects your job — you don't have that without a union. We need to spread the word.

How did it feel once enough PSD work-

ers signed cards to unionize?

It felt really good to know that you were able to give somebody an opportunity at a better life. And not just their life, but their kids' lives, their grandkids' lives. Because my dad was union, my grandfather was union, and I know the far-reaching impact of that; having the ability for me to be able to go to a doctor when I was a child. I was clumsy. I always fell down and broke bones. I was always in the hospital. If my dad didn't have those great health benefits, then it'd be bad news. But, just knowing that we were able to impact the lives of PSD workers, and their kids, their grandkids — it's very rewarding. Knowing that I got to help is probably one of the best feelings I've had in my entire life.

And now that this contract has been ratified?

It's amazing! They deserve that and then some. I know it's just one step in the right direction, and from here, it's only going to get better for them.

Contact Training Coordinator Natalie Harts at nharts@teamsters1932 to attend our next Volunteer Organizers Training Session. ●



The Importance of Grievances: How Torran Brown Fought Back as a Teamster

"At the Union, we say, 'This is someone's life.' Teamsters actually care."

For over 26 years, Torran Brown worked at the San Bernardino County Sheriff's Department. Recently as a Custody Specialist, she was expected to be vigilant in a confined space, what she's described as a "bubble," for no less than 12 hours at Glen Helen Detention Center. Her work, and that of other Teamsters, helped keep the jail safe. Last year, she realized a medical condition that affected her back would not allow her to continue doing such work.

"When you're watching inmates in bubble, you're watching, in my case, 56 female, max, inmates and you're watching deputies, who are in there with them, as well as possibly teachers, medical staff, tours," explains Brown. "It's not a position where you can get up and take your sight away from your duties."

Coming back from a time away from work due to the condition, Brown knew that she had to reach out to her Business Agent, Sheri Orellana, for a solution — especially with a deadline for her to find further employment looming. "I really wanted to keep

her up on things because having been with the County so long, I know that [the County] is not always on top of things and things turn out to be the last minute a lot."

Brown planned to voluntarily demote to expedite her placement in another position. Unfortunately, Brown was bogged down for months as County officials proceeded to delay securing a reasonable position for her to demote to. "It really, honestly, was turning my life upside down," she says. "I didn't know if I was going to have a job, I didn't know if I was going to be making half of what I used to make, I didn't know where I was going to work."

Although Brown feels her treatment was "unkind" and "bad behavior," Orellana helped her navigate through the situation by pushing back against unnecessary delays, a grievance filing producing significant progress in Brown's problem at work. Brown believes that Orellana's active intervention in the issue "absolutely" had a positive effect on her case. "If the County makes the mistake of going against policy

procedure, MOU, or whatever it is, then they need to have their feet held to the fire," Brown says. "That's what this whole thing has been — you're going to have to do the right thing."

In the end, after consistent pressure from Orellana, Brown was able to voluntarily demote to a different position that allowed her to work without worry of aggravating her medical condition. She hopes that others will further use resources provided by our union to continue finding just resolutions for issues at work. "I'm really happy because it's our responsibility, I think, to pave the way for the people who come after us. Maybe there's a woman with kids who is afraid to say something because she's afraid for retaliation. Maybe there's someone young with the county. At the Union, we say, 'This is someone's life.' Teamsters actually care. I was treated like a human being — not a number."

Find your MOU on our new mobile app or at Teamsters1932.org/Contracts

MARK ORR, TEAMSTERS LOCAL 1932, INSTALLED AS NEW REDLANDS CHAMBER OF COMMERCE DIRECTOR

On January 25, 2018, Teamsters Advantage Director Mark Orr was installed as a Director of the Redlands Chamber of Commerce, beginning a three year term as the only non-business-owner on the chamber's Board.

Orr has been a constant presence at chamber events to further the mission of Teamster Advantage, the shop local program created by Teamsters Local 1932 in November 2016. Central to Teamster Advantage is the importance of local spending for healthy economic development, and due to Orr's work, the union now has partnerships with over 200 locally owned businesses that have agreed to offer program members a reward discount for their commitment to shopping locally.

Redlands Chamber of Commerce Executive Director Kathie Thurston describes Teamster Advantage as an "extraordinary initiative.. It's a perfect fit for the chamber, frankly," pointing to Orr's familiarity with local business chamber members and the results that Teamster Advantage brings these businesses.

"Small business owners can relate to the fact that big corporations get tax breaks and they don't," says Orr, a native of the San Bernardino County region. "When I meet them, whether out on a door-to-door visit or at a chamber event, I hear them understand our program and say, 'They took my business and you're trying to give me business.' They see that Teamsters care about the local economy."



The evidence of strong community benefits from local spending is strong — a 2003 study by the Institute for Local Self-Reliance found that while \$100 spent at a big box retailer only generated \$14 in subsequent local spending by the retailer, when \$100 were spent at a locally owned business the subsequent local spending tripled.

Teamsters Local 1932 is currently a member of dozens of local Chamber of Commerce branches across the Inland Empire, including the 600 member large Redlands chamber. Local 1932 General Manager Randy Korgan says, "Mark's installation proves that we can move the dial on perception of the Teamsters in the

community."

In addition to bringing Local 1932 together with local business owners, chamber memberships have enabled the union to support community events to the point of fruition, with one highlight being it's recent major sponsorship of the first annual Redlands New Year's Eve Orange Drop. City of Redlands Teamsters were even the ones to drop the titular Orange to ring in the New Year.

"Our members make the city great with their hard work every day," Korgan says. "We want the broader community to recognize that." ●



Martha Romero, Redlands TAD, Recognized for Leadership with Member Power Award

Martha Romero, San Bernardino County Transitional Assistance Department in Redlands, is the January 2018 recipient of our Union's Member Power Award.

Martha participates enthusiastically in Teamster activities and uses the knowledge she's built up to handle the issues at her worksite with Teamster pride. Her workplace has some of the strongest levels of Member Power throughout the union, and it is because of her commitment to advocate for her co-workers that this is possible.

Thank you for all you do, Martha!

Nominate your go-to-Teamster for our next Member Power Award at Teamsters1932.org/MemberPower



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Steward Seminar: Rebuilding Solidarity, Rebuilding the I.E.

On February 10, 2018, Teamsters Local 1932 hosted a Stewards Seminar in Ontario. Members from across the region gathered to share strategies and learn how to best build power at Teamster work sites.



In their words:

"It's gotta be all of us working together to make things better at work. If we don't work together as Teamsters, then we gain nothing."

— **Lisa Bryant**
San Bernardino County Steward
Child Support Services

"There are a lot of things at all of our jobs that we see that are not necessarily kosher. They need to be dealt with. There's no better way to deal with them then actively being a part of the Union."

— **Brenda Lee**
San Bernardino County Steward
Department of Behavioral Health

Do you know the Steward at your work site? You may not have one! Help keep your work site Teamster strong by becoming a Steward. Our Union will provide training, guidance, and resources to protect all of our rights at work! Contact your Business Agent today for information.