



The Voice Teamsters Local 1932

Representing Over 14,500 Working People

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



Colton “Sleeping Giant” Awakens!

Imposition Vote Taken By Colton City Council Inspires Members to Organize for Power

On May 1, 2018, Teamsters at the City of Colton gathered in mass, like never before, to tell City Council that their vote to impose a contract that evening was a failure of leadership. The contract essentially forced on the workers by City Council was the product of zero progress at the negotiating table, with much of the delay caused by a lack of authority given to City Manager Bill Smith.

“These methodologies that you are practicing when you bargain with us are horrible and show one thing — you do not give a crap about us,” said Utilities Dept. worker Brandon Norris. “Due to this approach that you guys have given

us, you awoke a sleeping giant in Colton.”

Colton City Teamsters have sworn to remember this failure on Election Day (11/6/18). “I’m hoping by speaking tonight we can let the public know what we, the city employees, are dealing with and also to understand that we need to get city council members here on the dais who are supportive of the working class,” said Kandyce Delgado, another Utilities Dept. worker. “It is very evident that we do not have most of this city council’s support. We need to change that.”

Now, Colton City Teamsters have

been organizing to build public support. First, holding a community BBQ, which saw hundreds of residents meet their City employees. Members have also done regular tabling at community events. Residents have committed to placing lawn signs in their yards (seen below). ***Want your sign to help support these workers? Email Carlos Gonzales at cgonzales@teamsters1932.org***



Teamsters Local 1932 2nd Annual Family Day



SUNDAY, AUGUST 26TH – 11:00 AM - 4:00 PM
FOOD & FAMILY FUN – GLEN HELEN REGIONAL PARK

RSVP AT TEAMSTERS1932.ORG/FAMILYDAY

The National Association of Counties awarded San Bernardino County with 42 Achievement Awards in May 2018 for groundbreaking work to improve our communities.

Congratulations to the San Bernardino County employees (departments listed below) who did the work to earn this recognition! Thank you for your public service!

Aging and Adult Services, Arrowhead Regional Medical Center, Assessor-Recorder-Clerk, Child Support Services, Children and Family Services, Children's Network, Community Development and Housing, County Library, County Museum, Department of Agriculture/Weights and Measures, Department of Airports, Department of Behavioral Health, Department of Public Health, Department of Public Works, Housing Authority, Information Services Department, Land Use Services, Preschool Services Department, Probation Department, Registrar of Voters, Transitional Assistance Department, Veterans Affairs



Scenes from last year's Family Day



Stay Connected: All Teamster events at Teamsters1932.org/Events



Save 50% off tickets in the following seating levels for select 2018 Angels Home Games

Field All-Star, Terrace All-Star WC, Field Box, Field Reserved, Terrace Box WC, Club Loge, Lower View MVP, View MVP, Right Field Pavilion, and Right Field Pavilion WC.

Get your tickets today at Teamsters1932.org/Discounts

Teamsters at City of Rancho Cucamonga Public Works Authorize Strike!



City of Rancho Cucamonga workers in the Public Works Services Department voted to authorize a strike on July 19, 2018. The vote resulted in unanimous approval to allow their union, Teamsters Local 1932, to call a strike should it be deemed necessary.

A union contract covering approximately 90 workers expired June 30, 2018, with negotiations between Teamsters Local 1932 and the City currently in mediation. “The City never went to negotiate. They have not budged from day one,” says Donald Ballard, a Maintenance Worker and member of the Teamster negotiating committee. “Despite the City’s encouraging growth, it’s clear that they don’t want to share its financial success with the working people who help keep this city growing.”

The City’s Public Works Services employees, who are prepared to go out on strike if the City continues to delay progress during negotiations, include workers who maintain it’s streets, public centers, and parks. Member power has surged in the past few months, with group action at public comment in May 2018 — the largest the group has seen in years. These Teamsters will make their presence felt at public events to keep Rancho Cucamonga residents informed of the failure in leadership by the City’s elected representatives.

“I feel like they don’t see and understand the work we’re doing to change that we’re making the city,” said Kenneth Stepter, a Maintenance Worker, shortly after the vote. “We’re human — we have families. The work we do for the City is how we feed our families, and the vote is how we show the City that they should value it.”



For further information on how you can help Teamsters at the City of Rancho Cucamonga win a strong contract, contact Business Agent Tizoc Arenas at tarenas@teamsters1932.org

Honoring Leadership with the Member Power Award



Breanna Hall, Lisa Lewis, Donald Rodriguez
City of Colton General Unit — April 2018

Colton's elected officials disrespected the City's hard-working employees by avoiding any meaningful discussion at negotiations for a new MOU throughout 2017 and 2018. Breanna, Lisa, and Donald have organized to turn the tide — with outstanding turnout to City actions and public events due to their hardwork.



Debra Hall
Arrowhead Regional Medical Center
March 2018

Debra was one of our union's strongest leaders at the Rally for Accountability at San Bernardino County Employees Retirement Association this past Spring. Debra is an excellent Steward, and kept her fellow Teamsters at ARMC informed and ready to rally.



Brian Jeffers
City of Pomona Water Dept. — February 2018

When City of Pomona Teamsters overwhelmingly voted to approve a tentative agreement with the City this past Spring, Brian Jeffers was at the forefront of the movement.

Over the past several months he kept members informed and involved to show that when we stand together, we win together.



The LA County Fair is right around the corner!
August 31st through September 23rd in Pomona.

Teamsters at Local 1932 can save up to 50% off on single-day admission!

Get your LA County Fair tickets at
Teamsters1932.org/Discounts



Teamsters Local 1932 on Watch: SBCERA & EBAC

A message from Teamsters Local 1932 Secretary-Treasurer Randy Korgan



Beyond MOUs, our union is advocating for members when it comes to larger structures that shape our ability to enjoy a decent life without financial distress rearing its head. Long-term Teamster plans involve reforming the mechanisms behind potential increases in your retirement contributions, as well as any changes to your medical expenses.

In San Bernardino County, two bodies — the San Bernardino County Employees Retirement Board (SBCERA) and San Bernardino County Employees' Benefit

Advisory Committee (EBAC) — currently keep the very people they affect removed from their decision-making process, aside from token measures. Similar mechanisms are also at work throughout the cities and agencies in the region.

But, member power can help transform a status-quo that doesn't allow us to fully thrive as happy residents of the Inland Empire. By standing together as Teamsters, and organizing for a better way, we can win. Teamsters are already proving that this is the only way forward.

SBCERA: Retirement

SBCERA has never been challenged on their decisions by the working people of San Bernardino County — until now. On April 5, 2018, hundreds of San Bernardino County Teamsters and allies throughout the Inland Empire stood together to tell the Board of Trustees at SBCERA that they would no longer be allowed to raise rates without hearing about it from the people they'd be affecting — especially with an increase this Summer deemed unnecessary by experts in our union.

A recent analysis by Teamsters Local 1932 concludes that the Board of Trustees of the San Bernardino County Employees' Retirement Association has lowered the Assumed Rate of Return on Investments going forward as asset managers and fund consultants roll in the dough. According to SBCERA's 2017 annual report, total asset manager fees skyrocketed more than 75% between 2016 and 2017. In just one year, fees increased: 616% for Equity Managers — 46% for Fixed Income Managers — 22% for Real Estate Managers — 63% for Alternative Managers

During this same period, fees for SBCERA's actuarial and custodial services also jumped 71% and 53% respectively. Were these services competitively bid? Who approved the contracts? Are the fee increases performance based? If so, will lower benchmarks generate additional windfalls for Wall St. firms? Before County employees are forced to pay more, our union demands accountability and answers to these questions. Teamsters Local 1932 and SBCERA continue to work toward institutionalizing formal dialogue between our union and SBCERA.

EBAC: Health Care

The San Bernardino County Employees' Benefit Advisory Committee (EBAC) decided to increase the cost of County employee medical coverage in July. Why did this happen? Normally, medical coverage is a mandatory subject of bargaining, but EBAC has been the County's method of managing all of your benefits for more than a decade. In our opinion, this increase represents everything wrong with a long-broken status-quo. Our union will be taking a stand to question the effectiveness of EBAC under its current iteration.

Since the inception of Teamsters Local 1932 in 2015, union representatives have attended EBAC meetings. One thing is clear — working families do not have a meaningful voice at the table. Meeting participation is reduced to recommendations that are then passed along to County negotiations with insurance carriers. Our union has requested the governing document, and other pertinent information, wherein the past SBPEA was supposed to have conceded authority on your medical benefits, but our union has not received that signed document.

Before the committee passed the increase, our Union requested a thorough evaluation of the plan and why EBAC specifically felt that passing on cost burdens to you was just. Our Union also began a process to invite industry experts for presentations at EBAC meetings. Both ideas would have better informed EBAC decisions in the near-future but were shot down. It is clear that the County controls EBAC and needs to be reformed. This will be an issue in upcoming MOU negotiations with the County.

Complete bargaining surveys provided by your Business Agent. Medical costs will be priority number one, but we need your official input. Reach out to your Business Agent to submit our first bargaining survey before the August 31st deadline. Thousands of SB County Teamsters have already sent theirs. Make sure your voice is heard today.

Teamsters Local 1932 is on watch. An organization staffing professionals, training leaders, and involving members every day to build power. In the face of relentless attacks against public employees, we will be there — united — to fight back. It's the Teamster way.



The Countdown to the SB County Contract Has Started

Nearly a year until the expiration of the 2015-2019 County of San Bernardino MOU, Teamsters Local 1932 officially began preparations for contract negotiations by holding mandatory training sessions, for members who wish to be on the Countywide Bargaining Committee, on July 28th and August 4th.

Stewards who have attended Monthly San Bernardino County Steward meetings at Teamsters Local 1932 Union Hall have been preparing for this monumental campaign for the past year.

August 31st is the deadline to turn-in our union's first bargaining survey. Thousands of Teamsters have turned theirs in, so far. Have you? **Contact your Business Agent or Steward to contribute to our campaign for a better San Bernardino County.**



Now Available: Teamster Associate Membership for Community Allies

Starting August 2018, you can help grow our union by spreading the news to families members and community allies that they can be now Teamsters, too, thanks to our new Teamster Associate Member program.



Associate Members are eligible for Teamster Advantage local savings, other members-only discounts, and insurance opportunities. By supporting our organization, they're helping the efforts of working people to stand together for dignity and respect.

Learn more at Teamsters1932.org/Associate

Notice of Nominations and Election of Local Union Officers and Trustees

In accordance with the Bylaws of Teamsters Local 1932, this is the Official Notice for Nominations and Election of Officers for Teamsters Local 1932, for the following offices:

- | | |
|------------------------|------------|
| 1. Secretary-Treasurer | 5. Trustee |
| 2. President | 6. Trustee |
| 3. Vice President | 7. Trustee |
| 4. Recording Secretary | 8. Trustee |
| | 9. Trustee |

The term of the above offices is 3 years, commencing on January 1, 2019 and ending on December 31, 2021.

Notice of Nominations

A Nominations Meeting will be held on Monday, August 27, 2018 at 6:00 p.m. at the Teamsters Local 1932 Union Hall, located at 433 N. Sierra Way, San Bernardino, CA 92410. Any member wishing to be nominated as a candidate for the aforementioned offices must submit a petition. The number of signatures required on a nomination petition shall be one percent (1%) of the membership of the Local Union who are eligible to vote, based on the number of active members on which the Local Union pays per capita tax to the International Union, for the twelve-month period ending with the next to last month prior to the month in which the notice of nominations is mailed to the membership. The nomination petition must contain the members' signatures, the legible printed names of the members who sign the petition, the dates the members signed, and whether the member is employed by the County or another Agency. To be counted, the member must sign the petition within six months of when the petition is submitted. Said candidate must be a Regular Member, and in good standing within the meaning of this subsection, at the time of the filing of his or her petition and must have remained a Regular Member in good standing up to and including the time that the candidate, if elected, is sworn in on the Executive Board and for the commencement of his or her term of office. Any member of Local 1932 in good standing may be elected to any office. Each nominee must submit a written acceptance to run for office. An individual may run for only one office; and if nominated for multiple offices, a nominee may accept for only one. If a candidate is unopposed, there shall be no necessity for the election of such nominee and he/she shall be declared duly elected.

Notice of Election

The Election of Local 1932 officers and trustees will be conducted by mail referendum ballot with the ballots counted and tallied on September 28, 2018, at 9:00 a.m. at the Union Hall, located at 433 N. Sierra Way, San Bernardino, CA 92410. Write-in candidates are not allowed. Candidates or one appointed observer may be present at all phases of the election. Ballots will be mailed on August 31, 2018. Members who do not receive a ballot by September 7, 2018 should make a request for a duplicate to Local 1932. Ballots must be received (mailed or delivered) by September 28, 2018 at 9:00 a.m. to Local 1932 at its office located at 433 N. Sierra Way, San Bernardino, CA 92410. The candidate receiving a plurality of votes for each particular office shall be declared the winner.

VICTORY!



Over 170 part-time employees at The City of Pomona voted to ratify their *first contract* on 5/18, securing a long overdue pay increase, the creation of a grievance process, and overtime protections.

Congratulations to these *new*, hard-working Teamsters!

Want to help a community member organize their union?
Send them to Teamsters1932.org/About-1932/Organizing

**Shop Local
& Save Big
with
Teamster
Advantage**

Get all the details at
TeamsterAdvantage.org

Happy shopping, Teamsters!



JANUS WON'T STOP LOCAL 1932. WE'RE UNION STRONG.



The following is a message from Kathleen Brennan, an 11-year employee of the San Bernardino County Information Services Department, on Janus v AFSCME — the anti-union U.S Supreme Court ruling that came down in June. It was published in the San Bernardino Sun and Press Enterprise, along with other Southern California News Group publications.

Working people have power when they come together in a union. It's how Mark Janus, a Child Support Specialist in Illinois, has benefited from consistently strong pay increases; it's why he can expect low medical benefit costs; it's how the essential public services he provides are defended from budget cuts. But, yesterday, the U.S Supreme Court ruled that Mr. Janus does not have to pay his fair

share in funding the public-sector union that organizes and negotiates to win these standards that he enjoys.

As an 11-year employee of the San Bernardino County Information Services Department, I help our Department maintain the County's digital backbone. Its work that helps to ensure that residents get the smoothest and best possible service throughout County departments and agencies. Despite these crucial responsibilities, I know that fairness and dignity at my work would not come so easy without the power in numbers provided by the union I belong to, Teamsters Local 1932. Our voice is amplified when we stand together as working people who care about what we do for a living. I know

the resources I need to do my job properly will be there because of this amplification. Paying my fair share of union dues is important to maintain these resources.

It is from this perspective that I am incredibly disappointed that a fellow public servant like Mr. Janus is the public face of a decision that will weaken our ability to get residents the best possible service and be compensated fairly for the labor behind that service. Mr. Janus may do important work, like I know the Child Support Specialists in San Bernardino County do, but in the instance of Janus v AFSCME he is nothing but a patsy.

Mr. Janus, of course, is not bank-rolling his case. He is, instead, being boosted by a well-documented web of corporate-front groups backed by activist billionaires. Why start this fight? A mountain of research reveals a decisive truth -- unions help working people build the power needed to secure a seat at the table and negotiate a fair return on their time and labor. In the mid-20th century, when union participation was at its peak, income inequality was at its lowest -- the foundations for the American Dream. When union membership is as low as it is now, the richest in this country have an easier time getting richer.

Corporate extremists, over the past few decades, have effectively drowned out the voices of everyday Americans. They've imposed their will on the conditions that

shape American life through the brute force of their riches. Financial concentration has led to political power, with the ability to sway elections and keep politicians at their beck and call. Despite more Americans having a favorable view toward unions now than in many years before, it is this concentration in power that has enabled the richest in our nation to dilute labor law to the point that anti-union intimidation, misinformation, and lucrative industry in “union avoidance” is the rule rather than the exception.

Throughout the Inland Empire, working people bear the brunt of these conditions every day. The so-called saving grace of the region in the aftermath of the Great Recession -- it’s much-heralded logistics and warehousing industry boom -- has been a hollow victory. It has put the Inland Empire at the heart of supplying Americans their products, and we undoubtedly have jobs in the region -- plenty of them. The problem is that the jobs sure don’t pay enough for a family to thrive on. A recent analysis by the Brookings Institute found that 43% of region residents were in families that struggled to make ends meet in 2016, reportedly higher than before the recession.

People need a higher wage and unions are the vehicle for getting there. Just next door in Los Angeles, a strong union culture created

reliable and broad upward economic mobility at distribution centers like the ones still proliferating throughout our home communities. While we certainly have a strong union presence in the Inland



Empire, with members across many unions delivering our packages, teaching our children, nursing us back to health, and beyond, it is the logistics industry that has gone largely unchecked by elected officials while they compete in a race to the bottom for the right to brag about the number of jobs they’ve created. It’s like clockwork: developers and corporations first have to build and employ residents because of our proximity to

the ports and our relatively cheap land. Then, they rake in an absurd amount of public funds for unnecessary subsidies, only to end up paying their employees a pittance while they roll in the profits -- it’s shameful excess, especially as the working families of our region continue to struggle.

Many of the more than 14,500 public employees that make up Teamsters Local 1932 work in areas where they must provide public assistance or other safety net services to those who have felt the real pain of this business-as-usual underdevelopment. My fellow Teamsters see their hurt up-close. Our union believes it is no surprise that the U.S Supreme Court sided with corporate extremists in overturning more than 40 years of precedent by ruling the fair share fee unconstitutional, only because it’s always been a part of these activists’ plan. They plan to continue taking away the power of working people, and eventually take away our freedom to stand together completely. But as experts of our community -- not some outside entity, but an organization rooted deep in the places we call home across the region -- we will stay union strong and fight for working families here. We will not stop until we can transform the Inland Empire into a place where the American Dream is a reality for all Americans once again. It must be done.



Teamsters Local 1932 is proud to partner with **UC Riverside Extension** to provide professional development and vital learning opportunities.

Teamster members at Local 1932 and their families can apply a tuition discount **(10% off)** toward any individual course enrollment or professional certificate, exceptions apply.

Get started at: Teamsters1932.org/UCR-Extension



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

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

Congratulations 2018 Scholarship Recipients

Member Dependents

Danniella Avalos, Nicolas Garrido, Sergio Gutierrez, Liliana Lepe, Katelyn Stephens, Gabriel Joseph Vallin

Members

Cristian Zepeda (San Bernardino County Department of Public Health, WIC), Heather Lovejoy (San Bernardino County Children & Family Services, Seval Haley (San Bernardino County Transitional Assistance Department), Martha Nunez (San Bernardino County Department of Behavioral Health)

Several Teamster scholarships are available for Teamsters and their dependents. Visit Teamsters1932.org/Member-Benefits for this and more member-only benefits!

