

Teamsters Local 1932 **THE VOICE**

FEBRUARY 2020

Teamsters1932.org – 909-889-8377 – 433 N. Sierra Way, San Bernardino, CA



TRANSFORMING THE INLAND EMPIRE IN THIS NEW DECADE

*Record numbers of working people across the country are standing together for something better.
Learn how to be a part of that locally in 2020!*

TRANSFORMING THE INLAND EMPIRE IN 2020

After a strong contract for SB County Teamsters in 2019, what can you do to help build a better IE?



The following is a message from Teamsters 1932 Secretary-Treasurer Randy Korgan: Last October, San Bernardino County Teamsters received their first raise in take-home pay as outlined in the new contract that was ratified the prior month. By the end of the new contract in 2023, working people across the County

and their families will be better off because thousands of Teamsters stood together throughout 2019. **This is what unions are all about:** when we come together as workers, we improve our ability to win fair compensation for our work. In the immediate and over the long-run, this dynamic is what creates financial stability at home and in our communities.

Our collective victory at the County of San Bernardino must be the beginning of something bigger — **not just for County Teamsters but for all working people across the Inland Empire.** Our friends, our family, our neighbors deserve affordable health-care, fair compensation, and job security. All we have to do is **ORGANIZE.** By organizing, we can improve the private sector economy, and in turn, ensure that the crucial public sector work by members is adequate-

ly funded. With power in numbers, and bigger unions, working people can bargain for better jobs.

The opportunities for organizing here are endless and the future of the Inland Empire lies in the balance. Right now, the Inland Empire is one of the nation's largest inland ports, handling the bulk of the 40% of all goods that enter the U.S. at the Ports of L.A. and Long Beach. The warehouses, inter-modal yards for truck-to-rail container transport, and air cargo facilities that dominate our region enable millions of Americans to get their hands on consumer goods — *fast*. The corporations that employ residents of the Inland Empire for this work are getting very rich, but our communities are not. Despite the booming industry, **UC Riverside** reported in 2018 that 6 in 10 jobs don't pay enough for working families to make ends meet.



RED FOR ED ALL OVER SB COUNTY PRESCHOOLS

Teamsters at the San Bernardino County Preschool Services Division are organizing to win a new contract that will raise standards across the region. Their working conditions are the learning conditions of thousands of students — they're fighting for stability so that working families can thrive and count on PSD for success. On the first day of bargaining, January 30, 2020, PSD Teamsters stood together to wear red as sign of their solidarity. Want to get involved in PSD Teamster Action? Email Andrew Coleman at acoleman@teamsters1932.org to learn what you can do!

Moreover, workers in the industry face obscenely high injury rates and the cruelty of endless “temp” work. We deserve better.

Teamsters Local 1932 is ready and has built the infrastructure to organize. America is at its greatest when we extend a helping hand to one another. Nowhere else is this greatness more immediate than when we come together to organize unions of working people fighting for a better way at work. This is what Teamster’s power is all about. **Members need to be at the heart of this movement!**

How can you get involved? First, build skills with us! Local 1932 regularly hosts its own training sessions, as well as labor studies classes for college credit by the Los Angeles Trade Technical College. The training sessions are comprehensive studies on how we can improve things at work. There are classes for Stewards who have volunteered to be the first line of defense for their fellow co-workers at individual worksites. There are classes for members who want to help participate in union organizing

campaigns throughout the region.

Members who have gone through these **training sessions** have gone on to build some of the strongest worksites throughout the Local, with Stewards who ensure that employers do not break our contract.

Others, who have gone through our volunteer organizing sessions, have helped build our union by helping workers win better pay and working conditions. We saw this at the County Preschool Services in 2017, when 500 PSD employees joined our union, successfully securing a first contract the next year. We can go farther together. It takes a team effort to make work a better place for you, your family, and the residents that Teamsters serve.

The opportunities afforded by our partnership with **Los Angeles Trade Technical College** are also a great way to start getting involved. Most recently, a Labor Studies class involved helping build power for a campaign for good job standards and clean air measures at an anticipated devel-

opment by **Amazon** at the nearby San Bernardino International Airport. Class participants canvassed and phone banked, under the guidance of experienced teachers, to great success, introducing hundreds of people to our fight.

You can do your part by getting involved starting now. **Contact Natalie Hart at nharts@teamsters1932.org to enroll in the next training session.**

Lastly, it’s important to talk to one another. Transforming the Inland Empire will take a movement. Our friends, our family, our neighbors deserve better and we all have the right to demand it. We must organize to get it done. It might be difficult, with labor law as weak as it is, but ultimately, when we stand together we can win. It’s why more people went on strike in 2019 than in the past several decades. Working people are waking up and using their rights to create change. We can help spark that here. Let’s ring in the 2020s the right way. Get involved today! Let’s organize, Teamsters! ●



Victory for Teamsters at San Bernardino County Superior Court

In December 2019, Teamsters at the San Bernardino County Superior Court voted YES to approve a strong new three year contract. The Supervisory unit voted 41 to 7 for approval, while the Professional unit voted 52 to 9 for approval.

The contract was praised by members for the substantial amount of contract language improvements and new reimbursements included. “We are excited about how the Court is addressing our concerns with this contract,” said Staff Counsel Valerie Julien-Peto, citing improvements in overtime and work schedule stability. ●



TEAMSTER LOUIS FIORINO RE-ELECTED TO SB COUNTY RETIREMENT BOARD

On Dec. 4th, Louis Fiorino was re-elected to the Board of Retirement Trustees at the San Bernardino County Employees' Retirement Association (SBCERA).

"Our retirement benefit is an important component of our compensation for the diligent work that we perform," Louis says. "As a County employee of 19 years, I am proud to stand up for fellow employees and our retirement security."

Because only 2 of 9 seats are elected by County employees, Louis' re-election is important to keep a check on anti-public employee attitudes on the Board. **We can count on Louis to work with our union for a thriving pension!**

Save on Local Sports Entertainment with Us!

Teamster Advantage is known for the hundreds of opportunities to shop and save locally, but recently the program has added some major additions in fun and sports!

Check out just a few highlights below:

Adelanto Arena

25% Off Any Event Tickets

Los Angeles Kings

Great Family Savings!

Agua Caliente Clippers

25% Off Tickets

Ontario Fury

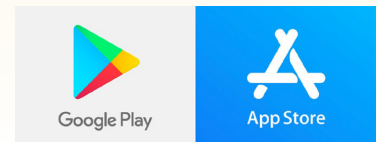
All Arena Seating Discounted

Harlem Globetrotters

Up to 30% Off Tickets

Discount codes for these opportunities can be found on the Teamster Advantage mobile app and website.

Learn more about the program and how to start shopping and saving locally with us at TeamsterAdvantage.org



80%

*That's the percent of Local 1932 members that are **registered to vote**.*

*What does that mean when the ultimate decision makers at work are up for election? **POWER!***

Get involved in the member-powered Teamsters Local 1932 Political Action Committee today to help elect pro-worker candidates with us!

Learn more at Teamsters1932.org/PAC or email Beth Zendejas at bzendejas@teamsters1932.org

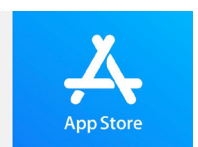
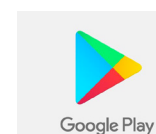
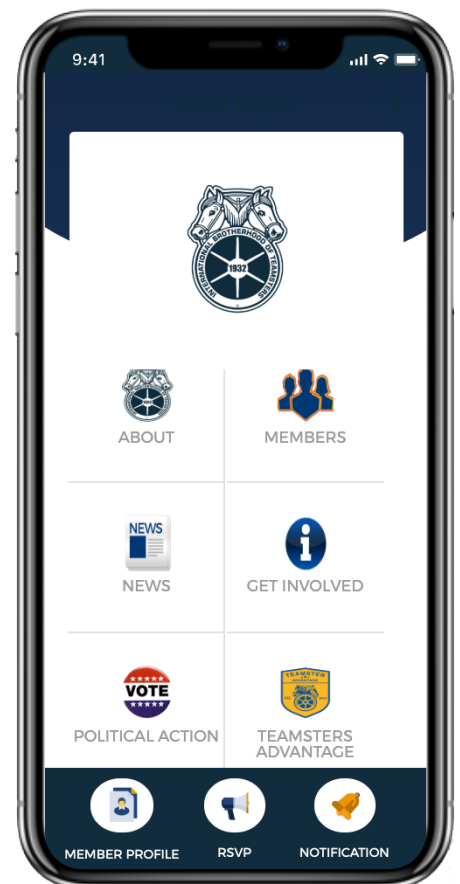
SCENES FROM OUR DECEMBER 2019 WINTER OPEN HOUSE



Want to
attend
events like
this one?

**STAY
CONNECTED!**

Download the Teamsters
Local 1932 mobile app today
for the latest news, events,
and member resources.



CYBER MONDAY 2019: HUNDREDS FORM COMMUNITY PICKET LINE AT SAN BERNARDINO AMAZON FACILITY



The following is a condensed version of an article published by the San Bernardino Sun on Dec. 2, 2019:

A coalition of community groups protested Monday at Amazon's San Bernardino distribution center on one of its busiest fulfillment days, decrying the company's "poor labor practices and negative affects on local air quality." The picket line, culminating in a rally at 5 p.m. on Cyber Monday, was one of several held worldwide that marked the extended kickoff to the holiday shopping season.

In the Inland Empire, union members, environmentalists, religious groups and others are demanding Amazon improve its pay levels and take steps to reduce congestion and any resulting air pollution should it move forward on a new air freight hub at San Bernardino International Airport. Roughly 100 protesters on Central Avenue, adjacent to the airport, wore yellow vests and held signs aloft that read, "We deserve good jobs and healthy communities"

and "We can't breathe." Amazon, which operates 14 goods-moving facilities in the San Bernardino and Riverside counties, is the region's largest private-sector employer with about 20,000 workers.

Amazon has not been officially named as the company that would operate at the former Norton Air Force Base. The coalition, San Bernardino Airport Communities, is reacting to rumors that Amazon wants to establish its first air cargo hub on the West Coast there.

The local group contends an Amazon operation at the airport would mean 24 flights a day and 7,516 additional vehicles, including 500 trucks, moving through the area. The airport project is being developed by Hillwood, the company that recently built a regional air hub for Amazon in Fort Worth, Texas.

The project, dubbed Eastgate, has already been approved by the San Bernardino International Airport Authority.

Mario Vasquez, a spokesman for Local 1932 of the Teamsters which represents about 14,000 public sector workers in the region, said the union is standing with the community and the workers. "For too long, Amazon has not paid its people a fair share, while creating pollution that has made people sick," Vasquez said.

The group is seeking an agreement from the company that ensures zero-emission vehicles, living wages, a limit on the number of temporary jobs, improvement funds for local infrastructure and other features.

In a statement, Tom Dolan, executive director of the Inland Congregations United for Change and a 22-year resident of San Bernardino, said Amazon's wage scale and truck traffic has disinvested communities. "We refuse to sit by idly while a public resource like San Bernardino International Airport is turned into a profit center for the richest man in the world at the expense of our community," Dolan said.

CYBER MONDAY 2019:

Similar protests were staged on Black Friday in England, France and Germany, according to published reports. Along with concerns of wages and pollution, European picketers voiced anger over some of Amazon's working conditions.

The San Bernardino rally comes a week after a news investigation said quotas for worker production has led to numerous unreported injuries at Amazon facilities, including its fulfillment center in Eastvale. The detailed article was published in The Atlantic and co-authored by Reveal, the social media platform and radio voice of the

Center for Investigative Reporting, a nonprofit newsgroup. The article detailed numerous instances in which Amazon warehouse employees felt the pressure to meet quotas on the goods they processed, despite the risk of injury.

The probe by The Atlantic and Reveal included interviews with workers who said quotas caused injuries because they did not want to be disciplined — or ultimately fired — for failing to meet the demand. One former Eastvale worker, who suffered serious spinal injuries, said her quota involved scanning a minimum of 300 items an hour. Reveal researched medical records

from 23 Amazon fulfillment centers nationally and determined the rate of serious injuries was more than twice as high as the national average for all warehouse operators. The probe also detailed an Eastvale gas leak earlier this year that sickened workers. Amazon reportedly refused to shut down operations and evacuate its fulfillment center. Any employee who needed to exit the building for fresh air had that time deducted from their time-off logs.

Amazon's response stated the company had taken 'an aggressive stance on recording injuries,' and have a better reputation for doing that than many other companies. ●

Want to get involved in community action like this? Contact Martha Romero at mromero@teamsters1932.org

NEW HISPANIC CAUCUS HOSTS FIRST EVENT ON DIA DE LOS MUERTOS

Teamsters Local 1932 members have created a local affiliate of the Teamsters National Hispanic Caucus. The Local Caucus will be organizing family friendly events to fundraise for scholarships open to all Teamsters. The Local 1932 Hispanic Caucus held its first event on November 1st — a Dia De Los Muertos gathering to play the classic card game, Loteria.

Get involved — email Carlos Gonzales at cgonzales@teamsters1932.org
All Teamsters are welcome to join!



UNION STRONG FROM DAY ONE



MEMBERS GREET NEW HIRES FOR A STRONGER UNION

In 2017, California passed AB 119, allowing labor unions access to new employee orientations occurring at workplaces they represent. Since then, Teamsters Local 1932 has been using this law to keep our union growing strong. From day one, new employees are introduced to our union by member volunteers who visit orientations to inform them of their rights at work while in a union and answer any questions they have about our organization.

"I'm proud to represent our union at these events," Shana Saters, a County employee at the Transitional Assistance Department. "I love seeing new employees get excited about what our union can do for them."

Thank you, Shana and all member volunteers for your help! Together we're union strong!



San Bernardino Public Employees
Teamsters Local No. 1932
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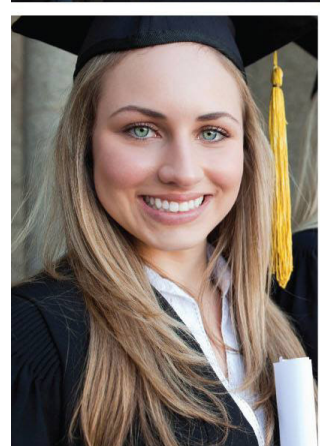


What is the James R. Hoffa Memorial Scholarship Fund?

James R. Hoffa became a Teamster member in 1934 and served as General President for 14 years, and, in recognition of his tireless service to the union and its members, was honored as General President Emeritus for life. In 1999, the International Brotherhood of Teamsters established a new scholarship fund in his honor for the sons, daughters and financial dependents of Teamster members.

Academic scholarships ranging from \$1,000 to \$10,000 for high school seniors planning to attend a four-year college or university and Training/Vocational program awards of up to \$2,000 for use at community colleges and trade schools.

The deadline for scholarship applications is March 2, 2020.



<<< Teamster Sons and Daughters >>> College Tuition Opportunity

**The James R. Hoffa
Memorial Scholarship Fund**

Apply for this scholarship and learn more about other scholarship opportunities at www.Teamsters1932.org/Scholarships