

Teamsters Local 1932

THE VOICE

September 2019

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



A WIN FOR WORKING FAMILIES

SB COUNTY CONTRACT RATIFIED!





HOW AFFORDABLE HEALTHCARE WAS WON

San Bernardino County Teamsters Vote YES Overwhelmingly to Approve Strong New Contract

An overwhelming majority of Teamsters voted YES to ratify a new four-year contract with the County of San Bernardino. After nearly a year of bargaining, Local 1932 was able to secure a strong contract with significant increases in take-home pay for County workers. The increases in take-home pay are based on fair across-the-board raises, substantial improvements to employer contributions in health insurance premiums, and merit advancement reform that will help members progress through steps in half as much time as before. The contract covers 11,000 members.

“We are finally getting the raises we deserve to feed and support families, to put gasoline in our cars, to stay committed to the jobs we love here at home,” says Yesenia Olague, a 15-year employee of the County’s Workforce Development Board.

The centerpiece of the new contract is an overhaul of the long-broken system for employer-provided health insurance managed by the County. Local 1932 will now be able to establish an independent trust fund for members-only that will be able to bargain with insurance carriers for quality plans and lower prices, like the County was never able to do before. Additionally, the trust fund will finally allow Teamsters the opportunity for pre-Medicare retiree health care coverage.

Over 7,000 Teamsters returned bargaining surveys during the summer of 2017. The top concerns were declining take-home pay to the skyrocketing costs of health insurance plans offered by the County. Many members were outspoken about their struggles. “I do what I can for the public, I do what I can for my children,

and I do what I can for my family, but I can’t seem to dig out of the hole,” said Shellie Swanston, an 11 year employee at the County Workforce Development Agency in one member profile released in June. “I cannot make ends meet. To have even that \$750 that they take out of my check for medical insurance would make a huge difference for my family.”

Not long after the creation of Teamsters Local 1932 in April 2015, the union began exploring the driving factors behind the County’s role in high-cost healthcare with nationally recognized experts and brought solutions to the negotiating table come the first bargaining session on November 2018. After the bargaining team were able to settle upwards of 80 contract adjustments that will make life at work better, beginning in Summer 2019, the union was able to



Above: Thousands of Teamsters from across the County attending the June 22nd Bargaining Update Rally at the Ontario Convention Center. Local 1932 rolled out the ultimately successful Teamster solutions for affordable healthcare.

move on towards resolving economic issues.

Teamsters across the County were called to action so that our proposed solutions would be heard and taken seriously at the table. Over 300 Teamsters gathered at the June 11th Board of Supervisors meeting to send a message: "Enough is enough. County workers need affordable healthcare now!" These Teamsters rallied right outside the Board's temporary chambers, creating a crowded visual for all of those that were inside.

On June 22nd, Local 1932 held a bargaining update rally at the Ontario Convention Center, where Local 1932 Secretary-Treasurer Randy Korgan and President Kathleen Brennan outlined the Teamster solutions to the declining take-home pay caused by unaffordable health insurance offered by the County. "We've essentially rewritten the contract from front to back, and it's not done. We still got more on the table... In our opinion there won't be a ratification meeting until there is a solution to your unaffordable health

care," Korgan said at the June 22nd rally.

Joined by experts in the matter, Local 1932 explained that an independent trust fund would bring the member power necessary to lower healthcare costs for County workers, as trust funds do for millions of Teamsters across the country. Korgan told the crowd of thousands, "You've been Teamsters for four years now, and it's been a Teamster staple for more than a hundred years that we prioritize healthcare. We will take every action we can to force the employer to prioritize that subject for you too."

In the ensuing months, members participated in further actions, with lunchtime worksite-wide walkouts occurring at several County offices. Additionally, Local 1932 worked hard to connect the County to regional elected officials who were standing with us, members of the California legislature and Congressman Pete Aguilar. In her letter, State Senator Connie Leyva wrote, "By [implementing Teamster solutions on healthcare], County

leaders will help to protect our local economy and improve the quality of life for thousands of working families throughout the region."

These actions built momentum and resulted in success. Finally, in the early hours of August 22nd, Local 1932 and the County were able to come to a full tentative agreement. In the end, Local 1932 was able to announce no take-aways and at least 20% increases in total take-home pay for a majority of Teamsters, and many contract improvements. On September 9th, Local 1932 ratified the contract after a vote by the membership. The Board of Supervisors approved the agreement the next morning. Member power — Teamster power — won affordable healthcare, a pathway to retiree medical coverage, and a better life at work for County workers.

"I am very excited about this contract," says Glin Stone, a 23 year County Sheriff's Department employee. "This is by far the best contract I have seen in all of my years with the County."

MEMBER POWER GETS THE GOODS!

During the Summer of 2019, Teamsters Local 1932 members working in several cities across the region were able to secure strong contracts that brought improvements in compensation and working conditions. These victories were only possible through active member involvement and unity as Teamsters.

Want to ensure that a strong contract is in place at your worksite? Contact your Business Agent to learn how to help! (Union Hall — 909-889-8377)



Read your contract at Teamsters1932.org/Contracts or do it on the go with the Local 1932 app!

MEMBER POWER AWARD HONOREES

Nominate a fellow Teamster on our website!



Beatrice Garcia
San Bernardino County
Dept. of Behavioral Health

Beatrice has been a committed Steward at work since Teamster affiliation in 2015. Always a presence at Teamster events, she is ready to learn and build member power at work. Her work on the County Bargaining Team helped win a strong final agreement.



R. Michelle Etheridge
City of Pomona
Sewer and Water

Michelle is full of union pride, always happy to support Teamsters across the region in their fight for better conditions & compensation at work. Recently, her commitment to build member power at Pomona helped win another strong contract for City workers.

STATER
BROS.

Stock up on groceries and support fellow Teamsters after visiting Local 1932 Union Hall at 433 N. Sierra Way in San Bernardino to purchase your Stater Bros. gift card at a discount!

\$100 value gift card sold for \$94!

For more opportunities to shop locally and save big, visit TeamsterAdvantage.org



ALL SMILES AT THIRD ANNUAL FAMILY DAY!

Thousands of Teamsters and Family Attend Local 1932 Member Picnic at Glen Helen Regional Park! Stay connected at Teamsters1932.org for more events!

TEAMSTERS LOCAL 1932 ORGANIZING VICTORY LAMAR BILLBOARD INSTALLERS VOTE YES TO UNIONIZE



**CONGRATULATIONS TEAMSTERS
WELCOME TO LOCAL 1932**

Congratulations to the hard working vinyl installers at Lamar Advertising of San Bernardino-Riverside for unanimously voting in favor of organizing a union with Teamsters Local 1932.

Throughout the Coachella Valley, they do the work that keeps the company's clients happy. Now, they're bargaining for better wages and decent benefits that can help their families thrive.

**Onward to a first contract!
Congratulations Teamsters!**



TEAMSTERS BENEFITING FROM UCR EXTENSION TUITION DISCOUNT

In March 2018, Teamsters Local 1932 began a partnership with UC Riverside to provide a tuition discount to Teamsters utilizing their Extension - Professional Studies academic programs.

UCR Extension provides professional certificate programs year-round. A professional certificate program is a sequence of courses that provides you with practical instruction to stay current with new developments in your career field. As of press time, over 80 Teamsters have benefited from the members-only discount.

This is just one of the member benefits available at Local 1932! This summer, California Baptist University and Local 1932 partnered up to provide members with a similar tuition discount.

Visit the Member Benefits section of our website for more information!



TEAMSTER COALITION FOR GOOD JOBS & CLEAN AIR AT SAN BERNARDINO INTERNATIONAL AIRPORT IN ACTION AT AUGUST FAA HEARING

Hundreds of Teamsters and community members rallied to the August 8th Federal Aviation Administration hearing on the proposed Eastgate development at San Bernardino International Airport. Community members now await the FAA's decision on the project.

Local 1932, residents, and a coalition of community organizations demand that SB Airport Communities see **guarantees on job quality and high-level air quality impact mitigation.**

The developer of the project, Hillwood, has the exclusive rights to 14,000 acres of former Norton Air Force Base land. So far, they've developed nothing that can guar-

antee good wages for working families. With Amazon being the rumored tenant of Eastgate, now is the time to organize for better jobs and a roadmap to cleaner air in communities with some of the dirtiest air in the country.

Local 1932 was featured on ABC7 on the day of the hearing. Secretary-Treasurer Randy Korgan outlined our commitment to unite community members and **make Eastgate the best it can be for our region's working people.** The segment can be found at: Teamsters1932.org/Videos

Learn more about the campaign at SBAirportCommunities.org



SAVE UP TO 50%

on single-day admission

PURCHASE TODAY!

Adult \$12 Child \$6

Ages 13 & older
(Regular Price \$20)

Ages 6-12: 5 & younger free
(Regular Price \$12)

**Passport to Savings
Coupon Book \$5**
(more than \$1,200 in value)

AUG. 30 - SEPT. 22

* Tickets include an exclusive offer for a carnival ride wristband. Purchase required, restrictions apply.

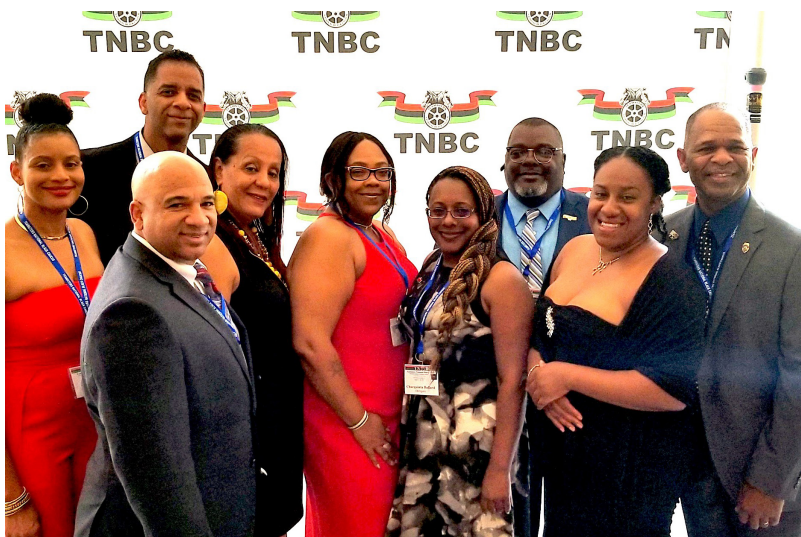
LA COUNTY FAIR 2019 TEAMSTER DISCOUNT

1. Visit LACountyFair.com/advanced-sales

2. Enter password: **IBTFAIR2019**

Take advantage of hundreds of other opportunities to shop and save locally at TeamsterAdvantage.org

Download the Teamster Advantage phone app for easy access!



Local 1932 Members Attend Teamsters National Black Caucus Conference

A delegation of Local 1932 members from across the Inland Empire attended the **Teamsters National Black Caucus Conference** in August 2019 in Louisville, Kentucky. The TNBC Conference has become a great meeting place for Teamsters members to build unity, learn from dynamic speakers, educational breakouts, and build an even stronger network with their fellow Teamsters.

Want to get involved? Contact Atreus Chandler: achandler@teamsters1932.org

FUN FAMILY FOR ALL AT 1ST LOCAL 1932 CUSTOM CAR AND BIKE SHOW

Hundreds of Teamsters visited Local 1932 Union Hall in San Bernardino on May 20th to attend the first-ever **Teamster Custom Car & Motorcycle Show**.

It was a day full of family fun, with dozens of classic cars and custom bikes on display. The event was not only a good time but organized for a good cause too. All proceeds raised went directly to Adonai Families, a nonprofit serving families who are coping with a child with cancer or other serious illness.

Keep your eye on our website/app calendar for more Teamster events!



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



TEAMSTERS ACROSS THE INLAND EMPIRE IN ACTION – SEE MORE AT TEAMSTERS1932.ORG

