



# CONNECTIONS

Volume XVII, No. 2

Fall, 2018

## Best bus contract in nation

# Shuttle bus drivers ratify new agreement

When 350 tech shuttle bus drivers who work for Hallcon and WeDriveU gathered in Newark in June, they had a real conundrum: do they accept the employer's three-year contract offer, which included sizable raises, great language, and a chunk of money into their 401(k) plan? Or do they hold out to get into the pension plan? By an overwhelming majority, they rejected the company's offer. On September 22, they came back to Newark and, by another resounding majority, they accepted the richest contract in the industry.

After the drivers voted down the company's June offer, the talks progressed slowly. To push things ahead, the union held an action at the Castro Street bus stop in San Francisco, where they stopped buses for 3-5 minutes to distribute information about negotiations to the riders. Not long after, the companies brought in a few dozen replacement workers who wore vests proudly proclaiming 'Strike Relief.' "We knew that the companies could never replace all of our drivers, and could never afford to house and feed outside drivers for long," says Business Rep Stacy Murphy. "But it's a useful scare tactic that employers use."

The bargaining team met with a Federal Mediator on September 11, and the talks were hot and heavy. While the companies refused to consider a pension, by holding out and not accepting the initial contract, the drivers got \$1.17 more per hour and numerous other improvements than had they accepted the original deal. In all, the drivers will each bring home more than \$50,000 in wage and retirement increases over three years, and that number could be even higher if they take advantage of the company match on their 401(k).

When presenting the proposal, Business



Above, the negotiating team is pleased with the strong vote of support for the new contract. Below (L), a vote yes. (R) Members Lynn Door and Anthony Terry tally the votes.

Rep Adolph Felix asked who had been driving with the two companies before the first contract three years ago. He wanted to remind everybody that before they came into the union, the drivers had no overtime pay, no holidays, meager vacations, no coverage for their split shifts and were earning just \$16/hour. "And now you're the highest paid drivers in the country."

That move into the middle class came from having a union. "As a result of your fight, school bus drivers went from \$13 to \$21 per hour in wages. Paratransit driver wages have been brought up significantly as well. You've done a job for everyone in this industry across Northern California, and it's now spreading to Seattle," Felix explained.

Most important, the union positioned itself well for the next contract. "Ultimately,

the companies weren't ready to commit to a pension plan. But we were able to use that as leverage to get everything else that we wanted," Felix told the drivers. That includes a signing bonus, many language improvements, an 8-hour guarantee, and much more. "And that means that there won't be anything but a pension for them to offer in the next contract."

Ultimately, he added, "the company didn't give you anything. You fought for it. The federal mediator said that the bargaining team was the most engaged, hardworking committee he has ever seen."

The team thanked the drivers for their fortitude, and reminded them that the most important thing they can do before this contract expires is help organize the rest of the industry.

### Time to vote!

By DENNIS HART

Yes, it is that time of the year again, and yes, your Union is asking all of you and your family to support Local, State and National candidates and Propositions that support working families.

Your Local, your Joint Council and your International Union spend a lot of time evaluating candidates and issues that affect working people, and that is what leads to their recommendations. We have included those endorsements in the this newsletter.

I will give you one recent example of how politics affected more than 800 of Local 853's members. Local 853 members employed at WeDriveU and Loop had turned down an offer from their employers, and the Local rejected the company's Last, Best, and Final offer. But, instead of striking, the Local, with help from other Locals and the Joint Council, took action against the companies one morning in San Francisco. The Local also petitioned for a hearing in front of the Board of Supervisors stating that the companies were not in compliance with the Labor Harmony Agreement with the City of San Francisco.

So what happened? The Board of Supervisors wrote the companies a letter demanding that they appear at a hearing to explain their lack of labor peace. If they could not, they were in jeopardy of losing

their right to use bus stops across the city. As soon as the companies received the letter, they asked to return to bargaining with a Federal Mediator, which we did, and proceeded to get one of the best contracts for shuttle drivers in the nation, as described on the front page.

This only happened because, over the years, we've been engaged in the political



process in San Francisco and have worked to ensure that people are elected to the Board of Supervisors who understand our issues and how city policies impact union members. And once they're in office, we've continued to educate them about the power they have to make the city one that works for working people.

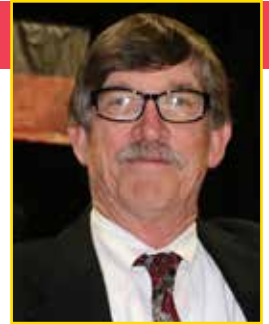
Another example is with Gillig. For

years, our local transit agency, AC Transit, was only buying buses from a European company, even though the largest bus manufacturer in the U.S. was located in their very county. Our first step was to work to get people elected to the AC Transit Board of Supervisors who understood the value of supporting local companies. Soon, AC Transit was contracting with Gillig for more buses each year.

Then, when Gillig grew so much—hiring hundreds of new workers at good Teamster wages—and the company needed to expand beyond its longtime Hayward facility, we went into action again. Gillig was being courted with tax breaks and other incentives by numerous states to relocate. We worked with the State of California to ensure that they could stay—not only in the state, but in the county—keeping those good jobs local.

We work to get the best contracts, but we also must be involved in politics, and we need each and every one of you to back us up.

SO VOTE.... Take our recommendations seriously, because every vote counts. And, the next time a D.R.I.V.E. Representative shows up at your worksite, sign up. EVERY VOTE COUNTS!



## Announcements

### WCT Pension Plan Q&A

On the second Wednesday of every month, a representative from the WCT Pension Trust Fund comes to Local 853's Oakland office to answer your pension questions. Call 510-895-8853 or 800-400-1250 for an appointment.

### Check out Local 853's website

Go to [www.teamsters853.org](http://www.teamsters853.org) to see what the Local has been up to between newsletters. Also get business forms and other union resources.

### Charge your union dues

What's more convenient than paying your union dues with a credit card? For more information on getting set up, call the Local Union office at 510-895-8853.

**CONNECTIONS** is published by Teamsters Local 853, 7750 Pardee Lane, Oakland, CA, a non-profit organization. Postage paid at Oakland, CA.

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**Members:** Send address changes and comments to the above address or e-mail us at [connections@teamsters853.org](mailto:connections@teamsters853.org)

### SIP 401(k) enrollment

Most Local 853 members are eligible for the SIP 401(k) Plan. If you are not yet enrolled, or wish to increase your pre-tax deferred amounts—check with your business agent, your company's HR department, or call 1-800-4-PRETAX [1-800-477-3829].

### Monthly union meetings

Local 853's membership meetings are held the second Thursday of each month at 7:00 p.m. at the union hall: 7750 Pardee Lane, Oakland, CA, 94621.

# Endorsements - November 6 General Election

## CALIFORNIA STATEWIDE

Governor ..... Gavin Newsom  
Lt. Governor ..... Ed Hernandez  
Attorney General ... No Recommendation  
Secretary of State ..... Alex Padilla  
State Controller ..... Betty Yee  
State Treasurer ..... Fiona Ma  
Superintendent of Public Instruction .....  
..... Tony Thurmond  
Insurance Commissioner ..... Ricardo Lara  
Board of Equalization Dis 2. Malia Cohen

## U.S. SENATE

Senator ..... Dianne Feinstein

## CALIFORNIA SENATE

District 2 ..... Mike McGuire  
District 8 ..... Tom Pratt  
District 10 ..... Bob Wieckowski

## U.S. CONGRESS

District 2 ..... Jared Huffman  
District 3 ..... John Garamendi  
District 9 ..... Jerry Mcnerney  
District 10 ..... Josh Harder  
District 11 ..... Mark Desaulnier  
District 12 ..... Nancy Pelosi  
District 13 ..... Barbara Lee  
District 14 ..... Jackie Spier  
District 15 ..... Eric Swallow  
District 17 ..... Ro Khanna  
District 18 ..... Anna Eshoo  
District 19 ..... Zoe Lofgren  
District 20 ..... Jimmy Panetta

## CALIFORNIA ASSEMBLY

District 4 ..... Cecilia Aguiar-Curry  
District 10 ..... Marc Levine  
District 11 ..... Jim Frazier  
District 13 ..... Susan Eggman  
District 14 ..... Tim Grayson  
District 15 ..... Jovanka Beckles \*Teamster  
District 16 ..... Rebecca Bauer-Kahan  
District 17 ..... David Chu  
District 18 ..... Rob Bonta  
District 19 ..... Phil Ting  
District 20 ..... Bill Quirk  
District 22 ..... Kevin Mullin  
District 24 ..... Marc Berman  
District 25 ..... Kansen Chu  
District 27 ..... Ash Kalra  
District 28 ..... Evan Low

## STATE BALLOT INITIATIVES

Prop 1 ..... YES  
Prop 2 ..... YES  
Prop 3 ..... YES  
Prop 4 ..... YES  
Prop 5 ..... YES

Prop 6 ..... NO  
Prop 7 ..... YES  
Prop 8 ..... YES  
Prop 9 ..... NO  
Prop 10 ..... No Recommendation  
Prop 11 ..... NO  
Prop 12 ..... NO

## ALAMEDA COUNTY

Assessor ..... Phong La  
AC Transit  
Director At Large ..... Joel Young  
Director Ward 4 ..... Mark Williams  
Director Ward 6 ..... Elsa Ortiz  
BART Board of Directors  
District 4 ..... Robert Rayburn  
District 6 ..... Anu Natarajan

## City of Alameda

City Council ..... Jim Oddie  
..... John Knox-White  
Hospital Board ..... Dennis Popalardo  
City of Alameda Board of Education  
..... Mia Bonta  
..... Gary Lym

## City of Berkeley

City Council Dist. 1 ..... Igor Tregub  
City Council Dist. 4 ..... Kate Harrison  
City Council Dist. 7 ..... Rigel Robinson  
City Council Dist. 8 ..... Mary Kay Lacey  
**Berkeley School District**  
..... Ty Alper  
..... Kadija Brown  
..... Julie Sinai

## City of Dublin

Mayor ..... Dave Haubert  
City Council ..... Jean Josie  
..... Sean Kumagai

## City of Emeryville

City Council ..... Scott Donohue  
..... Dianne Martinez

## City of Fremont

City Council Dist. 2 ..... Rick Jones  
City Council Dist. 3 ..... avid Bonacorsi  
City Council Dist. 4 ..... Craig Steckler

## Fremont Unified School District

Director ..... Dianne Jones  
..... Fahria Khan

## City of Hayward

Mayor ..... Barbara Halliday  
City Council ..... Sara Lamnin  
..... Marvin Peixoto

## Hayward Unified School District

Director ..... Lisa Brunner  
..... Todd Davis

## City of Livermore

City Council ..... Patricia Munro

## City of Newark

City Council ..... Mike Bucci

## City of Oakland

Mayor (Rank Choice) ..... 1. Libby Schaaaf  
City Council (Rank Choice)  
District 2 ..... 1. Abel Guillen  
..... 2. Nikki Fortunato-Bas  
District 4 ..... 1. Sheng Thao  
..... 2. Pam Harris  
..... 3. Joseph Tanios  
District 6 ..... 1. Natasha Middleton  
..... 2. Loren Taylor  
..... 3. Mya Whitaker

## Oakland Unified School District

District 2 ..... No Recommendation  
District 4 ..... Clarissa Doutherd  
District 6 ..... Shanathi Gonzales

## City of San Leandro

Mayor ..... Pauline Cutter  
City Council Dist. 1 ..... Deborah Cox  
City Council Dist. 3 ..... Lee Thomas  
City Council Dist. 5 ..... Corina Lopez

## City of Union City

City Council ..... Emily Duncan  
..... Harris Mojadedi

## Peralta Community College District

Area 3 ..... Corean Todd \*Teamster  
Area 5 ..... Cindi Reiss

## Chabot Las Positas Districts

Board Area 2 ..... Linda Granger

## New Haven Unified School Board

..... Linda Canlas

## Ohlone College District

Area 1 ..... Vivian Larsen  
Area 2 Long ..... Love Jhmat  
Area 2 Short ..... Tawney Warren

## Eden Township Healthcare

Director ..... Mariellen Faria  
..... Roxanne Lewis  
..... Felix Martinez \*Teamster

## EMBUD

Director Ward 3 ..... Marguerite Young  
Director Ward 4 ..... Andy Katz  
Director Ward 7 ..... Frank Mellon

## Oro Loma Sanitary District

Director ..... Rita Duncan  
..... Fred Simon  
..... Open

## Broadmoor

Police Commission ..... Marta Bookbinder

# Endorsements - November 6 General Election

## LOCAL CITY MEASURES

Alameda Measure K.....NO  
Berkeley Measure O.....YES  
Berkeley Measure P.....YES  
Emeryville Cannabis Tax.....YES  
Hayward Measure T.....YES  
Livermore Measure U.....YES  
Oakland Measure AA.....YES  
Oakland Measure V.....YES  
Oakland Measure W.....YES  
Oakland Measure X.....YES  
Oakland Measure Y.....YES  
Oakland Measure Z.....YES  
Union City Measure DD.....YES

## County & Regional Measures

East Bay Regional Parks Measure FF..YES  
Hayward U.S.D. Measure H.....YES  
Peralta Comm College Measure E.....YES  
Peralta Comm College Measure G.....YES

## CITY & COUNTY OF SAN FRANCISCO

### Supervisor (Rank Choice)

Supervisor Dist. 2.....1. Catherine Stefani  
.....2. Schuyler Hudak  
.....3. Nick Josefowitz  
Supervisor Dist. 4.....1. Gordon Mar  
Supervisor Dist. 6.....1. Matt Haney  
.....2. Christine Johnson  
Supervisor Dist. 8...1. Rafael Mandelman  
Supervisor Dist. 10...1. Shamann Walton  
.....2. Theo Ellington  
Board of Education

.....Monica Chincilla  
.....Alison Collins  
.....Li Miao Lovett  
.....Faauuga Moliga  
Board of Trustees

.....Brigitte Davila  
.....John Rizzo  
.....Thea Selby

## BART Board

District 8.....Johnathan Lyens

## MEASURES

Prop A.....YES  
Prop B.....NO  
Prop C.....YES  
Prop D.....YES  
Prop E.....YES

## CONTRA COSTA COUNTY

### City of Concord

City Council Dist. 3.....Dominic Aliano  
City Council Dist. 5.....Tim Mcgallian

### City of Pittsburg

City Council.....Marilyn "Merl" Craft  
.....Shanelle Scales-Preston  
.....Holland Barrett White

### City of Richmond

City Council.....Demnlus Johnson, III  
\*Teamster

### City of Walnut Creek

City Council.....Matt Francois

### Mount Diablo Unified School District

.....Cherise Khaund

### West Contra Costa County School Board

.....Valerie Cuevas  
.....Madeline Kronenberg  
.....Consuelo Lara

## County & Regional Measures

Mt. Diablo USD Measure J.....YES

## MARIN COUNTY

District Attorney..Lori Frugoli \*Teamster

## County & Regional Measures

Marin Measure W.....YES

## SAN JOAQUIN COUNTY

### City of Manteca

Mayor.....Steve Debrum  
City Council.....Mike Morowitz  
.....Jose Nuno

### City of Lathrop

Mayor.....Sonny Dhaliwal  
City Council.....Paul Akinjo  
.....Steve Dresser

### City of Lodi

City Council Dist. 1...Dr. Alan Nakanishi

### City of Stockton

City Council Dist. 3.....Susan Loftus  
City Council Dist. 5.....Christina Fugazi

### City of Tracy

Mayor.....Robert Rickman  
City Council.....Dan Arreola  
.....Dotty Nygard

### San Joaquin Delta College

District 1.....Janet Rivera  
District 4 (Dual).....Charles Jennings  
.....Dianne Oren  
District 7.....Catherine Mathis

### Stockton Unified School District

Trustee Area 2.....Angel Ann Flores  
Trustee Area 5.....Maria Mendez  
Trustee Area 7.....Candelaria Vargas

### Lincoln Unified School District

Trustee Area 1.....Samantha Chan

### Tracy Unified School District

.....Steve Abercrombie  
.....James B. Young, Sr.  
.....Simran Kaur

## Local City Measures

Lodi Measure L.....YES

## County & Regional Measures

San Joaquin Measure B.....YES

## SAN MATEO COUNTY

### City of Pacifica

City Council.....Sue Beckmeyer  
.....Mike O'Neill  
.....Adonica Shaw

### City of Daly City

City Council.....Ray Buenaventura  
.....Pamela Digiovanni  
.....Rod Daus-Magbual

### City of Millbrae

City Council.....Reuben Holoher  
.....You You Xue

### City of Belmont

City Council.....Julia Mates

### City of San Carlos

City Council.....Laura Parmer-Lohan  
.....Sara McDowell  
.....Adam Rak

### City of South San Francisco

City Council.....Mark Addiego  
.....Pardeep Gupta  
.....Mark Nagales

Harbor District.....Henry Sutter

## SANTA CLARA COUNTY

Supervisor Dist. 4.....Don Rocha  
Assessor.....Larry Stone

### City of San Jose

City Council Dist. 7.....  
.....Mya Esparza

### City of Campbell

City Council.....Ann Souza

### City of Cupertino

City Council.....Darcy Paul  
City Council.....Tara Sreekrishnan  
City Council.....Savita Vaidhyanathan  
City Council.....Hung Wei (Open)

### City of Gilroy

City Council.....Tom Fischer  
City Council.....Carol Marques  
City Council..Peter Leroe-Munoz (Open)

### City of Milpitas

Mayor.....Bob Nunez  
City Council.....Marsha Grilli  
City Council...Karina Dominguez (Open)  
City Council.....Van Lan Truong (Open)  
City Council.....Carmen Montano (Open)

# More Endorsements

## SANTA CLARA COUNTY (cont.)

### City of Morgan Hill

Mayor ..... Richard Constantine  
 Council Dist. B.....Matthew Loewenstein  
 ..... Yvonne Martinez Beltran

Council Dist. D....Julie Makrai Hutcheson

### City of Mountain View

City Council ..... Ellen Kamei  
 City Council ..... Lucas Ramirez  
 City Council ..... Pat Showalter  
 City Council ..... Lenny Siegel

### City of Palo Alto

City Council ..... Cory Wolbach

### City of Santa Clara

Mayor ..... Lisa Gillmor  
 City Council Dist. 2..... Nancy Biagini  
 City Council Dist. 3.....Sam Kumar  
 City Clerk ..... Hosam Haggag

### City of Saratoga

City Council ..... Rishi Kumar

### City of Sunnyvale

City Council Seat 1 ..... Gustav Larsson  
 City Council Seat 2.....Joshua Grossman  
 ..... Glenn Hendricks  
 City Council Seat 3..... Mason Fong  
 Board of Education Area 2. Kathleen King  
 Board of Education Area 6..... Peter Ortiz  
 Board of Education Area 7.. Claudia Rossi

### Gavilan Comm College District Board

Area 5.....Jeanie Wallace

### Alum Rock Union Elem School District

..... Ernesto Bejarano  
 ..... Raymond Mueller  
 ..... Andres Quintero  
 ..... Bryce Huynh (Open)

### Berryessa School District

..... Thelma B. Boac  
 ..... David Cohen  
 ..... Hugo Jimenez

### Cupertino School District

..... Wil Fluewelling

### Evergreen School District

..... Patricia Andrade  
 ..... Christopher Corpus  
 ..... Marisa Hanson

### East Side Union High School District

..... Frank Biehl  
 ..... J. Manuel Herrera  
 ..... Kristin Rivers

### Franklin McKinley School District

..... Maimona Afzal Berta

### Fremont Union High School District

..... Benaifer Dastoor  
 ..... Naomi Nakano-Matsumoto

### Milpitas Unified School District

..... Chris Norwood  
 ..... Kelly Uip-Chuan

### Morgan Hill Unified School District

Area 4..... Carol Gittens  
 Area 5..... Angelica Diaz  
 Area 1..... Peter Mandel  
 ..... Wendy Sullivan

### Mountain View Whisman School District

..... Devon Conley

### Oak Grove School District

Area 2..... Tami C. Moore  
 Area 5..... Brian LoBue

### San Jose Unified School District

Area 2..... Helen Chapman  
 Area 4..... Brian Wheatley

### Santa Clara Unified School District

Area 2 ..... Vickie Fairchild  
 ..... Jodi Muirhead  
 Sheriff..... Laurie Smith

### Open Space Authority

District 5 ..... Shay Franco-Clausen  
 District 6 ..... Mike Potter

### Water District

District 1 ..... John Varela  
 District 6 ..... Tony Estremera  
 District 7 ..... Gary Kremen

### El Camino Healthcare

District Board ..... Jim Davis  
 District Board ..... Peter Fung  
 District Board ....R. Michael Kasperzak, Jr.

### Measures

Measure A..... YES  
 Measure S..... YES  
 Council Salary ..... NO  
 Measure V ..... YES  
 Measure R ..... YES  
 Measure F ..... YES

## SONOMA COUNTY

### City of Santa Rosa

City Council Dist. 2..... John Sawyer  
 City Council Dist. 4..... Mary Watts

### City of Petaluma

Mayor ..... Mike Harris  
 City Council ..... Scott Alonso

### Town of Windsor

Town Council..... Esther Lemus  
 ..... Mark Millan

### County & Regional Measures

Sonoma Measure O ..... YES

## Upcoming events

**Saturday, November 3**

**Local 853 Member  
 Appreciation Event**

9:30 a.m. - 11:00 a.m.

NOTE NEW LOCATION!

San Leandro High School  
 2200 Bancroft Ave., San Leandro



Join the 853 crowd!

## Ready mix drivers win big in 9th Circuit Court

On October 10, 2015, Governor Jerry Brown signed AB 219 into law, providing that all ready mix drivers in the state who deliver to publicly funded jobs would be entitled to prevailing wages for that work.

For decades, our signatory ready mix companies had pleaded with the union to “level the playing field,” which meant they wanted us to organize non-union ready mix companies to reduce the gap in wages and benefits between union and non-union employers. The passage of AB 219 did just that. However, instead of being happy, union and non-union contractors alike challenged the law. After losing each case, the

employers’ final challenge (hopefully) was argued before a three-judge panel at the 9th Circuit Court of Appeals in Pasadena on March 7, 2018.

In September, the judges ruled 3-0 against the employers’ arguments. As lawyer Scott A. Kronland said, “It was a complete win.”

This overwhelming victory was realized because of all the people who fought for it. Special recognition to our advocate Barry Broad; Cesar Diaz and Robbie Hunter from the State Building and Construction Trades Council; Assembly Member Tom Daly; Joint Council 7 Political Director Doug Bloch; and everybody who lobbied with us.



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## Local 853 – organizing and building a stronger union

### Local 853 members & staff at Teamster Women's and Black Caucus Conferences



*Local 853 staff and members attended the Teamsters National Black Caucus (TNBC) in Houston in August.*



*Local 853 staff and members joined more than 1,200 union members at the Teamster Women's Conference in Orlando in September.*



*Business Agent Lennie Kuhls was surprised to be recognized and honored for her 50 years of service to the union. Here, she's on stage with Becky Strzechowski, VP and Chair of the Women's Conference and General President James Hoffa.*



*Business Rep and Local 853 Vice President Stacy Murphy spoke at the Women's Conference about the recent successes of the Teamster passenger transportation division before introducing a speaker.*