

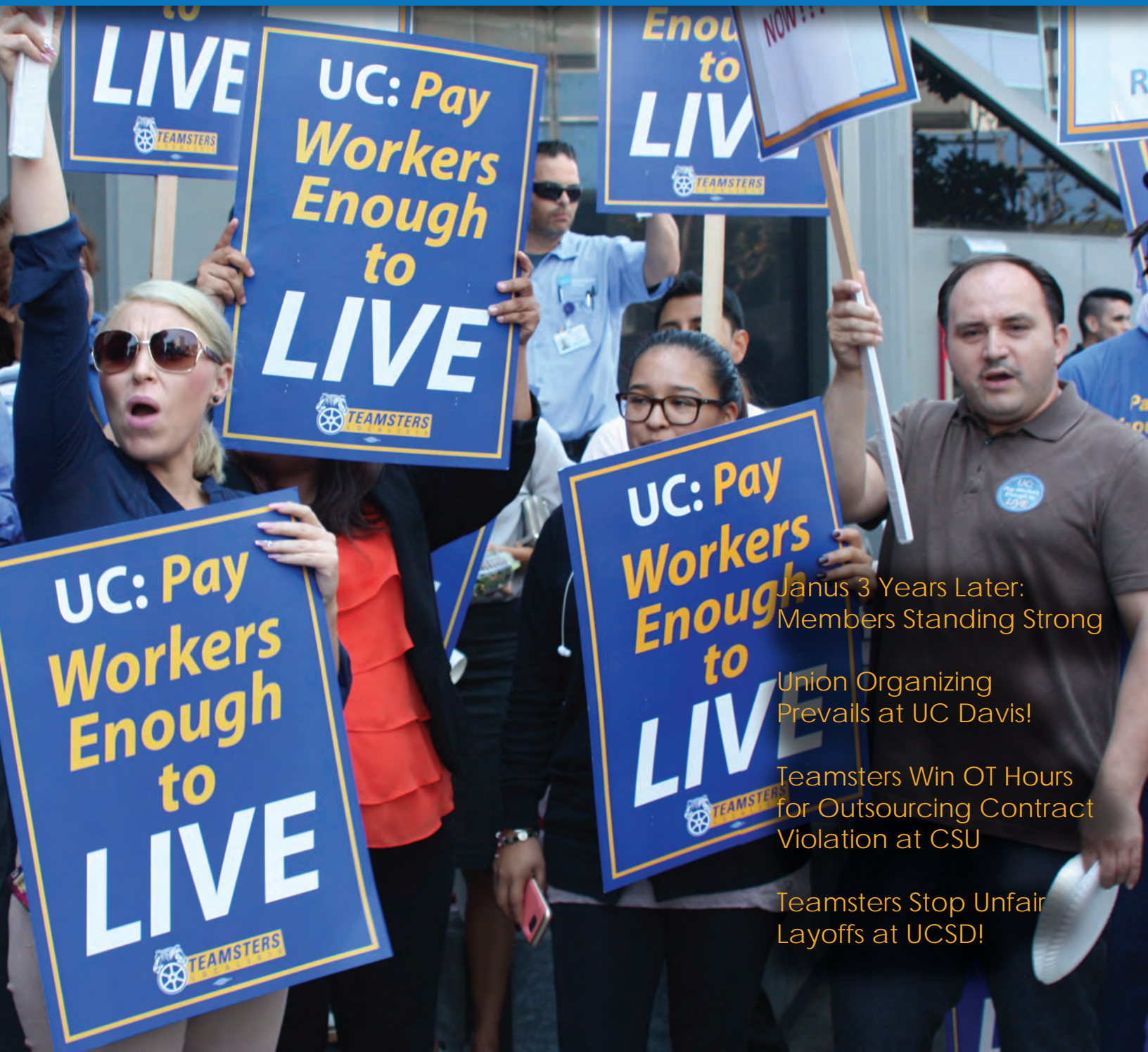


# LOCAL 2010

OUR WORK **MAKES CALIFORNIA WORK**

Summer 2021

## Fighting and Winning for Workers!



Janus 3 Years Later:  
Members Standing Strong

Union Organizing  
Prevails at UC Davis!

Teamsters Win OT Hours  
for Outsourcing Contract  
Violation at CSU

Teamsters Stop Unfair  
Layoffs at UCSD!

# A Message from Our President



**Catherine Cobb**  
President, Teamsters Local 2010

Teamsters Local 2010 members and staff have supported and continue to collaborate with other Teamsters Locals, other Unions such as CSUEU, UPTU, UC AFT, UAW, AFSCME, CIR/SEIU and CNA, student groups such as United Students Against Sweatshops (USAS) and Student Labor Action Coalition, and groups such as the UC Coalition of Unions.

Unions overall have been a saving grace within American workspaces, as they have afforded workers the opportunity to negotiate benefits and educate workers. Unions have contributed to the extension of hard-fought rights and benefits across America's employment landscape. The objective of the labor movement and unions, in particular, is to negotiate fair wages, benefits, and working conditions for its members amidst industry deregulation and increased competition.

Teamsters Local 2010 has been at the forefront of the Union movement since its inception and has done a great deal of collaborative work with and support of other unions outside of its own organization. To that end, Local 2010 has supported the following entities as they have sought to increase awareness about worker compensation, pay inequality, social/cultural inequality, a living wage, fringe benefits and other workplace protections:

## **Teamster National Black Caucus (TNBC)**

- Teamsters Local 2010 participated in a 2019 webinar that addressed how the labor movement can help end racism and inequality and how we can support our Black brothers and sisters with the mental toll it can take on an individual member and his/her allies.
- As President of Teamsters Local 2010, I participated on a panel at the 2019 TNBC Convention that explored and explained "implicit bias" to members, what the signs are and the implications of the actions on others.

## **IBT Women's Caucus**

- Teamsters Local 2010 assisted, supported and participated in webinars to raise awareness about mental and physical stress during the pandemic amongst union members and women in particular and the need to practice self-care.
- Teamsters Local 2010 assisted and supported the IBT Women's Caucus in developing a training workshop to explain workers' rights to safety, representation and a livable wage.
- We and other Teamsters Union members participated in action rallies for Women's Rights in Canada during the Women's Conference.

## **LA County Federation of Labor**

- Worked in solidarity with ILWU Local 63 to protest the mistreatment of port workers by shutting down the operation of one of the seven terminals at the Port of Los Angeles.
- Members and staff of Teamsters Local 2010 donated and collected food to assist members who were struggling to make ends meet during the pandemic.
- Helped raise money to assist with a disaster relief fund.
- Teamster's Local 2010 members and staff supported the LA Federation of Labor's campaign to "Build Back Better" with Unions.

## **Other Actions**

- Teamsters Local 2010 members assisted in food drives in 2019 and 2020, and during the pandemic for members who were struggling to buy groceries for their families.
- Donated money in 2019, as we have in previous years, to buy school supplies for members' children. The same efforts were duplicated during Christmas time with food and toys for children.
- Coordinated and supported the annual Labor Day cookout for members and their families.
- Participated in webinars to acquire and disseminate new information detailing the latest information about the COVID-19 pandemic to keep Union members abreast of healthcare guidelines across the state of California.
- Participated with other Unions in an action rally in Kentucky in 2019.
- Participated in a rally in support of AAA workers attempting to organize into the Teamsters in San Francisco in 2021.



## A Message from Local 2010 Secretary-Treasurer Jason Rabinowitz

### Teamsters Local 2010: Fighting and Winning for Workers!

Teamsters Local 2010 is gearing up for a powerful contract campaign, as all of our contracts at UC and CSU are open or will be open in the next year. So it's a good moment to take stock of how much we have accomplished, standing together as Teamsters, to build member power so we can take on powerful employers and win fairness for workers.

Since we began our member power campaign in 2013, we have more than tripled our membership through effective internal and external organizing. We built a network of hundreds of trained stewards to enforce our contracts. We took powerful action together for fair treatment, including hundreds of workplace actions and successful strikes. Standing together, we were able to win raises totaling 56.8%

Now we must build on these successes to win our next contracts. We have bargaining teams elected by the members in place, and over the next few months we will be preparing our new contract campaigns. We will conduct bargaining trainings, steward trainings, strategic planning sessions, member surveys, and worksite meetings. We have already begun negotiating for UC Davis, UC Irvine and UC Santa

Barbara skilled trades, and our newly organized Administrative Officer IIs. We are starting negotiations with CSU for a wage reopener that we won based on the improved state budget. And soon we will begin bargaining for UCSD, UCLA and our statewide CX Unit.

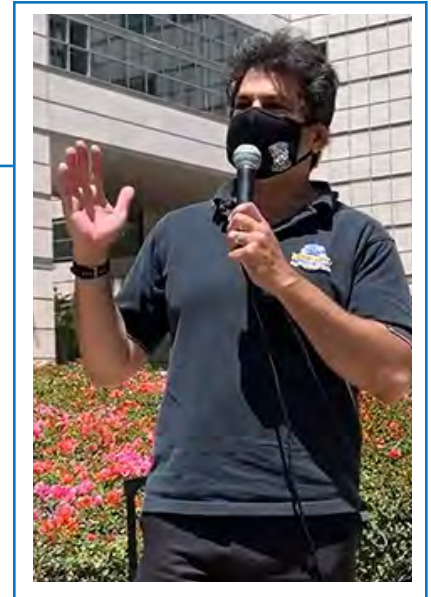
Our members have been on the front lines working hard and sacrificing to keep California running during the pandemic. Now it's time for UC and CSU to take care of their workers, with fair raises and benefits. Thanks to our hard work, they can afford it! Both UC and CSU received substantial increases over their pre-pandemic allotments in the current state budget, due in no small part to political action by the Teamsters and our sister Unions. Both Universities received hundreds of millions in funding

for CX members over 10 years and 22.9-30.4% for skilled trades members over five-year contracts.

When the COVID crisis hit, our Union sprang into action to protect our members' safety and jobs, winning paid COVID leave, preventing mass layoffs, securing safety protections, and keeping virtually all our members on paid status through the crisis.

from the stimulus package signed by President Biden. And they have billions in reserves thanks to our hard work that has made them the successful institutions that they are.

Because of all our hard work building member power, Teamsters Local 2010 stands ready to do whatever it takes to win strong contracts. Standing together, I know we are up to the challenge.





## 2020-2021 VICTORIES



**April 6, 2020**

A UCB member won back pay after management tried paying him a step below his contract salary.



**May 14, 2020**

Local 2010 member Juan Garay won a \$500 specialty bonus from San Francisco State University.

**June 11, 2020**

A member's telework agreement was restored after it was revoked in retaliation for the member invoking their Weingarten rights.

**June 26, 2020**

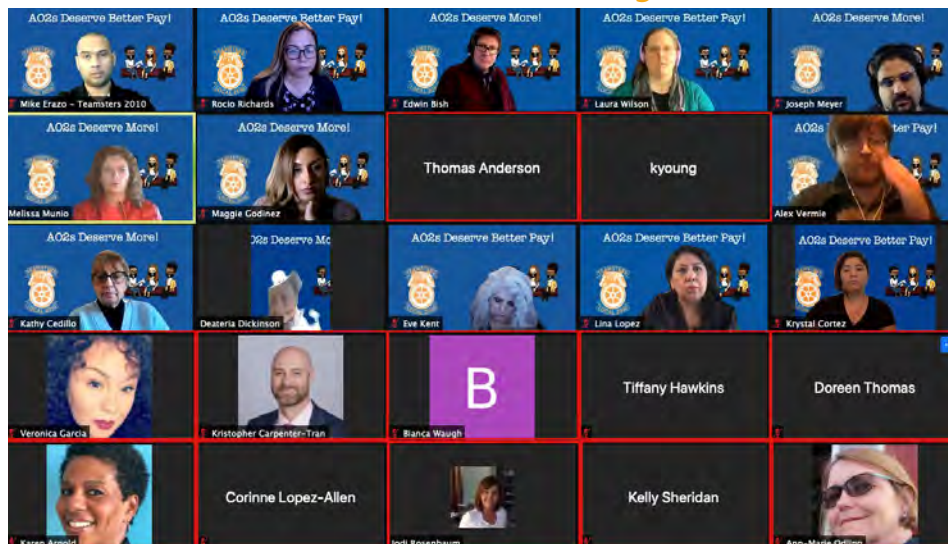
A member at UCSD Health won back 70+ hours of sick leave and PTO after UCSD failed to provide her with reasonable accommodation and she was unfairly put on disability leave.



**June 26, 2020**

A UCSD clerical worker who suffered an unjust termination won six months of back pay and the right to return to their previous position.

## Administrative Officer 2 Workers Join Teamsters Local 2010 Family



The UC right away demonstrated that they were not taking our negotiations seriously, as evidenced by the fact that NONE of their bargaining team had cameras on during our first bargaining session. The UC team members are outlined in red.

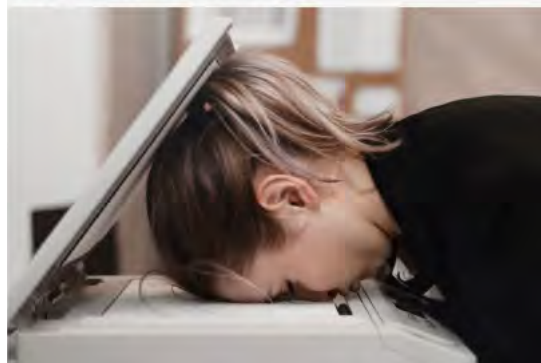
Teamsters Local 2010 and Administrative Professionals at UC won a big victory in November 2020, as more than 1,100 Administrative Officer 2s won the right to Union representation with the Teamsters. Our Local 2010 staff and organizers have been working hard to show the State Public Employment Relations Board (PERB) how the UC consistently misclassifies our work out of the Bargaining Unit through Career Tracks job titles. PERB recently issued a decision in favor of Teamsters Local 2010 and added Administrative Officer 2 employees to our CX Bargaining Unit, effective September 30, 2020.

Administrative Officer 2s working at UC campuses and medical centers across the state immediately began receiving the benefits and workplace protections of our CX Contract, including the 3 percent raise received in July 2021. Wage tables and pay step placement are currently being bargained.

*"I feel so much better and confident knowing that the Teamsters have my back in case anything goes down! The reassurance of being represented by a strong, diverse organization that has the power to represent my best interests is everything during these turbulent times."* —**Marissa Lee-Baird, Administrative Officer 2, UCSF**



**When you're barely making ends meet on your AO2 salary and find out your employer, the University of California, got \$2.2 billion in federal stimulus funds.**



Our AO2 Bargaining Team placed this Facebook ad targeting all UC Teamsters, UC Chancellors and UC Board of Regents members.



# Union Organizing Prevails at UC Davis!

Welcome to the Teamsters, UC Davis Skilled Trades! Nearly 300 Skilled Trades workers at UC Davis voted to unionize with Local 2010 in November 2020, joining with the brothers and sisters at campuses across the state who have stood up for worker power.

Initially, many workers were unconvinced that their workplace could be improved or that workers would be the ones to improve it. But the UC Davis Skilled Trades workers came together and elected to join our Local 2010 family, and already we're at the bargaining table proving that by working together, we can win better wages, better benefits, and safer working conditions!

Workers at UC Davis have been fighting to unionize for many years and we're so glad that in November, we finally won. Thank you to our dedicated Organizing Committee members for staying strong and committed to Skilled Trades workers at UC Davis. Their dedication to a Union contract and Union representation means we're all safer at work — and the whole UC Davis community benefits from better, safer facilities!



**The UC Davis Bargaining Team (left to right):** Doreen Dodds, Adam Nesteruk, Russ Ewing, Gabriel Waterman, Lewis Vincent, and Robert Hale Sr. Not pictured: Ryan Burgess and Andre Cooks.

## Contract Gains for HW Maintenance

Members working at HW Maintenance at Los Angeles International Airport, ratified a new contract in June 2021 that contains:

- Guaranteed 3% raises each year for 8 years, which amounts to 26.7% in compounded increases over that time period.
- Ability to cash out 6 days of sick leave each year if the worker does not use it
- New set of uniforms every year, including a jacket
- A bulletin board at the workplace for posting Union information

**July 1, 2020**

The first-ever Teamsters contract went into effect for UC Merced Skilled Trades workers, giving them 6.1% raises over two years and many improvements in working conditions.



**Sept 11, 2020**

An unjust disciplinary action against a member at UCLA was reduced to a counseling memo after the Union filed a grievance on her behalf!

**Sept 11, 2020**

A member at UCLA had a disciplinary suspension removed from her record and won two days' back pay through a Union grievance!

**Sept 30, 2020**

About 1,100 Administrative Officer 2 workers moved into the CX Bargaining Unit and immediately began receiving the workplace rights and benefits. Wages and salary scale to be negotiated.

**Oct 2020**

Just more than 30 Records Analyst 2 workers joined Teamsters after the Public Employment Relations Board (PERB) confirms Teamsters 2010 filing.



**Oct 10, 2020**

Our Union filed a grievance against UCB on behalf of a Local 2010 member who was denied career status despite more than 1,000 qualifying hours of work, winning a conversion for our member!

**Nov 6, 2020**

Local 2010 helped a member secure end-of-the-year PTO after management tried to deny her request due to "operational needs."

**Nov 30, 2020**

Local 2010 and temp workers at UCB fought back when they were forced to come in and clean their offices AFTER they'd been laid off!

**Feb 16, 2021**

Two UCLA admin workers win out-of-class pay, one of whom was promoted after a grievance was filed.

# Why Does Our Union “Do” Politics?

By Ali Tweini

Political / Legislative Committee Chair and  
Teamsters Local 2010 Recording Secretary  
Teamster at UCLA



Why does our union “do” politics?

In truth, political action is one of a union’s most important — and effective — tools. Most of the rights and benefits we enjoy today were won by our own unions in tough contract fights, in the courts, and through political action that helped to elect candidates supportive of our issues and the work we do.

All members — both new and experienced — should understand that successful political action can influence what happens to them at home and on the job. And you know what? A lack of success in politics can also influence our lives, but in a bad way.

Have you experienced bullying on the job? I sincerely hope you have not, but many of our fellow Teamsters at UC have and management and administration often don’t do enough to stop it. Teamsters 2010 members lobbied for and helped pass the first workplace anti-bullying / harassment legislation in the country. This legislation, AB 2053, was the first piece of legislation to define abusive conduct and bullying in the workplace, and required all large employers to hold training for managers to identify and stop workplace abuse.

Our anti-bullying legislation is but one example of many. We also helped pass a law that allows UC workers to file a wage claim with the Labor Commissioner if wages are paid late, helped pass the American Rescue Plan Act to help workers affected by the pandemic, and encouraged the election of many worker-friendly federal, state and local city/county law-makers.

We talk to members about the contract rights and benefits won by our Local in bargaining. We explain to our members that salaries, pensions and healthcare are the product of sweat and hard work by our Union brothers and sisters and that they are strengthened by legislation that has been achieved through political action committee work.

In addition, electing pro-labor legislators locally and nationally can only strengthen what we fought for and won at the bargaining table. Union activism is so important and very effective in state and national elections. I encourage any and all members to learn about our Union’s legislative and political work. It’s **never** about party affiliation and **always** about **how the legislation or politician will affect workers and workers’ rights!**

## Bringing Those Doing Similar Work Into Our Union!

Our Union welcomed two small classifications of workers into our Union this past year: Just over 30 Records Analyst 2 workers joined us in October 2020, and 20 Senior Employee Services Associates in April 2021!

RA2s quickly formed a powerful new Bargaining Team and reached a Tentative Agreement on wages with the UC, including a 17-step wage structure, a 3% across-the-board raise retroactive

to July 2020, and shift differential pay in accordance with our Teamsters CX contract.

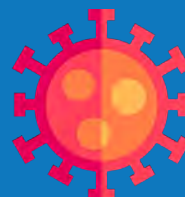
Senior Employee Services Associates are in the process of negotiating improved pay through the power of their new Teamsters Bargaining Team. Both groups of employees also gained all the rights and protections of our Teamsters CX Unit contract immediately upon joining the Union.

March 5, 2021  
UCLA clinic workers  
win \$23,000 in Workers’  
Compensation!



March 8, 2021  
A Teamster member won out-of-class  
pay for months of work covering for a  
coworker’s paternity leave.

March 10, 2021  
UCSB compensated a clerical  
employee for sick time used to cover  
a COVID-related  
leave thanks  
to Local 2010  
intervention.



March 19, 2021  
Union power won administrative  
leave time for a worker who  
suffered a workplace COVID  
exposure and was initially forced  
to use personal vacation time.



# Janus Three Years Later: OUR UNION IS STRONGER THAN EVER!

This summer marks three years since the Supreme Court issued its disastrous anti-worker *Janus* decision, which was an attempt to gut public sector unions and undermine the power of workers across the country.

But while some unions lost members between 2017 and 2019 (one year before the decision and one year after), Teamsters Local 2010 not only gained members in that period, we've continued to grow since! How did our Local prevent the kinds of losses other unions faced? By talking straight to you, our members.

***"It was good, old-fashioned organizing of our members — education and preparing them for what's coming,"*** said Jason Rabinowitz, Teamsters Local 2010 Secretary-Treasurer.

Long before Janus was decided, our organizers and representatives were striking up conversations with members in every workplace we represent and asking them to recommit to our Union. And we didn't just talk about Local 2010's accomplishments, like how we'd push back on disrespectful managers and secured the first raises many employees had seen in 5+ years.

We also talked about our members and what they wanted, including distributing surveys and sharing the results across campuses to help unify around common goals. We spoke directly with new employees about the benefits of the Union and gave all of our members the plain facts: that the Supreme Court would soon overturn 40 years of precedent just to give bosses more power over public sector employees.

Our campus organizers worked day and night to speak with each of our members and secure their commitment to the union in the months before Janus. Their hard work paid off.



In January 2018, six months before the decision, Local 2010 represented 13,251 workers across California. In December 2018, we represented 13,703.

Today, with our new Administrative Officer 2 brothers and sisters and the successful unionization of UC Davis' Skilled Trades workers, we represent an all-time high of 14,893 California higher education workers.

***"Our main message was that our rights are under attack from people that want to weaken unions so the poor can get poorer and the rich can get richer,"*** said Secretary-Treasurer Rabinowitz, ***"and that we have the power to maintain our strength just by all of us continuing to stand together. And that message really resonated with our members."***

**Faced with an anti-worker attack that could have dealt a serious blow to all we've accomplished as Teamsters, our members stuck together and fought back.  
Not even the Supreme Court can beat our Teamster power!**



**March 22, 2021**  
UC was forced to pay a member's tax attorney fees after an incorrect W2 cost him \$1,200.

**March 23, 2021**  
Local 2010 filed a grievance against UCLA after two admin staff were issued performance evaluations five months late — both unfair evaluations were rescinded!



**March 2021**  
Cal/OSHA fined UCLA more than \$20,000 for COVID exposure violations after Local 2010 filed a complaint due to unsafe working conditions after the death of Teamster Emmanuel Gomez.

## Teamsters Demand CSU Bargain Wages as Funding Flows In!



Thanks to the foresight of our Teamsters Bargaining Team, the state budget recently signed by Gov. Gavin Newsom contains a level of funding for the CSU that triggers the wage re-opener contained in our mid-pandemic contract extension agreement with CSU. Our Union has sent a demand to resume negotiations for the raises and salary steps that were delayed due to the coronavirus pandemic, following the billions of dollars in state and federal funding that have flowed into the CSU!

Teamsters and other unions at the CSU fought hard for this funding, which includes federal stimulus aid, state budget allocations that restore the CSU to its pre-pandemic funding

levels going forward, plus a 5% increase in base state funding on top of that. The state provides roughly half of the CSU overall budget, with student tuition filling in the remainder. This money ensures that the CSU can continue serving students, employing workers, and paying fair market wages, and we're going to make sure they do just that.

CSU Skilled Trades workers have worked hard throughout the pandemic and have forgone raises and postponed negotiations on salary steps — again — in order to focus on safety and maintaining their jobs. As we go into these reopener negotiations, it's time for the CSU to use this increased state funding, federal stimulus and their nearly \$2 billion in reserves to take care of the workers, some of whom have been earning less than they should be for nearly 20 years.

**"Our top priority for Teamsters 2010 in the coming year is fighting for fair contracts, better pay and benefits. We have been working on the front lines and sacrificing through the pandemic to keep California running. Now it's time for CSU to take care of its dedicated workforce."**

**Jason Rabinowitz**  
Secretary-Treasurer



## Full-Time Hours Restored for CSU Monterey Bay Mechanic



Congratulations to our CSU Monterey Bay member Pablo Morales, who has been reinstated to full-time work after the CSU needlessly forced him into half-time in August 2020. Despite Pablo's dedicated work repairing and maintaining CSUMB's auto fleet, he was issued a layoff notice last year as the University claimed decreased workloads due to the pandemic. Local 2010 immediately began an investigation by interviewing Pablo's coworkers in the auto shop and across campus to find the truth: the auto shop was as busy as ever despite the pandemic.

Teamsters 2010 filed a grievance, fighting through the process for months as the University continued to deny wrongdoing. Finally, in June of this year, as we promised the University we'd take Pablo's case to arbitration, CSUMB agreed to settle. Pablo was restored to full-time hours, given \$3,000 in back pay, and 80 hours of compensatory time off! Congratulations to Pablo on his return to the employment hours and pay he deserves!



**April 2021**

Approximately 20 Senior Employee Services Associates are accreted into Teamsters 2010 after the Public Employment Relations Board (PERB) confirms our claim that the employees belong in our CX Bargaining Unit.

**May 4, 2021**  
UCB amended an unfair and disparaging performance evaluation given to a Union brother following a Local 2010 grievance.



**May 10, 2021**  
Local 2010 successfully fought to bring a UCLA admin worker who was improperly hired as a non-represented worker into the Teamsters CX Unit and won 10 months of back pay for her at the higher Teamsters contracted wage.



## Lump Sum Payouts in the Works for 58 Part-Time Members!

Local 2010 is proud to announce that we've negotiated a settlement on behalf of 58 members, who will each receive up to \$600!

Our Union filed a systemwide grievance in August 2017 on behalf of all Bargaining Unit members when we became aware that the University failed to properly pay the contract ratification lump sum bonus to less than full-time workers. These workers, whose average actual hours worked were

more than their part-time appointments called for, were unfairly overlooked and did not receive the full bonus they were owed.

As of July 2021, the 58 workers included in this settlement are in the process of receiving their payment and have been contacted by their Union Representatives to ensure that the University pays them what they are owed.

## First Teamsters Contract for UC Merced Skilled Trades Workers!



The UC Merced Skilled Trades Bargaining Team.



Local 2010 Skilled Trades members at UC Merced came together last summer when they successfully ratified their first-ever Teamsters contract! More than 90% of our brothers and sisters voted to ratify the new contract, which came into effect July 1, 2020 and includes 6.1% in vital compounded raises, as well as a host of job benefits and protections, including limiting increases to employee contribution rates for healthcare and requiring the UC to use a progressive discipline process before terminating a represented employee.

An expanded definition of overtime was also important to our Skilled Trades members, who are frequently on-call for building issues across campus. There are approximately 50 workers in the Bargaining Unit.

Thank you to our Stewards, Bargaining Team members, and all members of the UC Merced Skilled Trades Unit for standing in solidarity for the improvements included in our first Union contract!



### June 18, 2021

After 250 paid time off requests were denied in less than a year, Teamsters at UCLA circulated a petition and fought for their right to adequate time off. It worked and time off requests began to be approved as per our Union contract and UC policy.



### June 29, 2021

\$25,000 won for painters at CSU East Bay whose work was improperly contracted out!

### June, 2021

A full year of back-pay was won for 14 UCLA members who were denied their shift-differential payments during the pandemic.



# Teamsters Win 160 Hours Overtime for Outsourcing Contract Violation at CSU Channel Islands



Gus Gonzalez

Teamsters Local 2010 won a total of 160 hours of overtime pay for three painters at CSU Channel Islands after an independent arbitrator ruled that the employer violated our Union contract. Supervising Painter Jesse Padilla and Facilities Workers Richard Castro and Gus Gonzalez will each receive 53.3 hours of overtime pay. The ruling was a result of a Local 2010 grievance of the CSU hiring an outside company to re-paint the interior of the Grand Salon in summer 2019.

Chief Steward Timothy Allen, a Supervising Building Service Engineer at CSU Channel Islands, says the Teamsters arbitration win is already having an effect on the way facilities projects are handled there.

***“This win sets the groundwork for the 15 remaining contracting out grievances we have filed,” Allen said. “Since we received the decision on this grievance, I have seen a total change with management now working with us to make sure they are no longer violating Article 4 of our Union contract. Management is changing its tune and members are getting money in their pockets. That’s Teamsters power.”***

The CSU paid an outside painting contractor \$45,000 to paint the inside of the Grand Salon, at a cost of \$21,000 more than the CSU supervising painter estimated it would take for he and his crew to paint it at the customarily used overtime rates.

In making his decision, the arbitrator determined through testimony of Guy Spevak, Assistant Manager of Operations, Facility Services for CSU, that Spevak awarded the work to the outside painting contractor even though their bid exceeded the in-house cost and the in-house painters had plenty of time to schedule the work to be done during the preferred dates.

Our Union contract with the CSU does not prohibit CSU from contracting out work. However, as the arbitrator noted, Article 4.3 of our Teamsters Local 2010 collective bargaining agreement “requires that the University ‘shall make every reasonable effort to perform normal Bargaining Unit work in-house’ and enumerates five factors that the University ‘shall consider... before contracting out work.’”

***“Congratulations to our stewards and members at CSU Channel Island for this big victory,”*** said Jason Rabinowitz, Secretary-Treasurer of Teamsters Local 2010. ***“Teamsters 2010 will keep fighting hard to protect our work.”***



Jesse Padilla

## June, 2021

After using nearly every tool at our Union’s disposal over 10 months, (see article on page 11), Teamsters Tamara Totten and Ashley Brunson were given back their jobs, plus pay they should have earned and benefits that would have accrued after being unfairly laid off in August 2020.



## June, 2021

Eight Teamsters at UCLA Health were reclassified and awarded back pay after Teamsters filed a grievance.

## July 1, 2021

New Teamsters contract goes into effect for HW Maintenance workers at LAX, which includes 26.7% in compounded pay increases over the duration of the 8-year contract!



## July 15, 2021

Our Union sent a demand to resume negotiations for CSU Skilled Trades worker raises and salary steps that were delayed due to the coronavirus pandemic, following the billions of dollars in state and federal funding that have flowed into the CSU!





## Teamsters Stop Unfair Layoffs at UC San Diego!

Teamsters Local 2010 was overjoyed to help Tamara Totten and Ashley Brunson, two Local 2010 members who were the victims of unwarranted and unfair layoffs at UCSD, to prevail against UCSD in June of this year. After a ten-month campaign Tamara and Ashley won the option to resume employment at UCSD and received full back pay, including a restoration of their PTO and retirement levels to what they should be had they not been laid off in August 2020.

This was a grueling fight, and one that truly united all of Local 2010's organizers and allies in the fight for Tamara and Ashley. We filed multiple grievances and legal cases against UCSD and worked with San Diego-area media, including local Black-owned papers, to highlight the University's unconscionable actions. We also reached out to 1,200 UCSD Health physicians, whose decision to work at UCSD is considered so critical to the health center's reputation, to make them aware of their employer's disregard for its employees. It took ten months longer than it should have, but UCSD finally listened to reason in June.

We want to give a special thanks to the organizers of United Students Against Sweatshops and USAS Local 94 at UCSD for their help on this campaign. USAS worked with Local 2010 on a

social media onslaught against UCSD that lasted from August to June, including circulating a petition that collected nearly 1,500 signatures! It truly took a village to get justice for Tamara and Ashley, and we can't thank all our supporters and allies enough for their help achieving this victory.



**Tamara Totten**  
UCSD Health Center  
Teamsters Local 2010

"I have a message for CEO Patty Maysent: It is shameful that UCSD has laid off the only two Black women in their managed care layoff unit. Especially since it appears to be in retaliation for the discrimination grievance Tammy filed a month prior. Ashley is facing homelessness thanks to UCSD's heartless actions. I demand you rescind these racist layoffs now!"

**Call (858) 249-5536 on Friday 12/11 to tell the UCSD Health CEO to Rescind the Racist Layoffs!**

## Various Training Prepares Teamsters for Union Action!

Teamsters Local 2010 provides extensive training for members who serve their fellow Teamsters as Bargaining Team members or Stewards.

Members from Teamsters Local Unions around the state participated in week-long bargaining training at our Bellflower office in March 2019 and Oakland office in January 2020. Elected Bargaining Team members learned critical collective bargaining skills, such as: how to read and write contract language, applying strategic planning and problem solving to union issues, and tactics for negotiating with management on critical issues.

Teamsters 2010 member and UC Santa Barbara Electrician Melina Lopez said that Bargaining Training left her "feeling better prepared for our upcoming negotiations" with UCSB management.

Before the coronavirus pandemic, Teamsters Local 2010 held twice-yearly Steward Trainings at each location, most recently in Oakland in August 2019 and Bellflower in October 2019. We took a long hiatus to focus on protecting members' safety and livelihoods in 2020, then resumed Steward Trainings online over Zoom in January and May 2021.

We are proud of those members who have committed to serving other Teamsters by learning about the role stewards play at the workplace. As the pandemic continued in 2021 and prevented us from gathering in-person, 350 members participated in our 2021 online Stewards Trainings! Thank you to all our dedicated Union Stewards and activists who were so kind and patient as we adapted the training to the new online format!



# Vote for New IBT Leaders this October!



This fall, every Teamsters member will have the chance to vote on a new slate of officers to lead the International Brotherhood of Teamsters, headquartered in Washington D.C. IBT elections are held every five years, and this year's election is more important than ever because Teamsters General President James P. Hoffa is stepping down after his many years of service.

Candidates for each international office, including General President, Secretary-Treasurer, and the Regional Vice Presidents, were selected by our Teamsters delegates at the IBT International Convention in June. You can learn more about each slate of candidates at [teamster.org](http://teamster.org) or in the IBT's Spring 2021 Magazine. A debate between the two candidates for General President, Steve Vairma and Sean O'Brien, will be held later this summer.

Ballots will be mailed to each Teamsters member in good standing starting October 4, with vote counting continuing until November 15. The winners for each office will be declared shortly after. More information about the election and the election timeline can be found at [ibtvote.org](http://ibtvote.org)

This election is vital to the future of the Teamsters, so read up on each of the candidate slates and be sure to vote by mail in October. Our voices matter, and our votes count!

**Oct. 4, 2021 — Ballots begin mailing** | **Nov. 15, 2021 — Final ballots counted and election results released**

Information: [ibtvote.org](http://ibtvote.org) / 844-428-8683 / [electionsupervisor@ibtvote.org](mailto:electionsupervisor@ibtvote.org)



**International Brotherhood  
of Teamsters Local 2010**

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