



LOCAL 2010

OUR WORK **MAKES CALIFORNIA WORK**

Fall 2022

Fighting and Winning for Workers!

Airport Workers Fight
Abusive Management
and WIN!

Teamsters Pass
Groundbreaking Law
Against Union Busting

CSU Teamsters Gear Up
for Fight to Win Back
Salary Steps

CSU Charged with
Labor Law Violation

Members Win Strongest Contracts Ever

Workers Rally Around the State
and Win Historic Raises & Improvements



A Message from Our President

At this year's annual conference of the Teamsters National Black Caucus (TNBC), I was very surprised, in shock and humbled that I was being honored with the TNBC Pioneer Award. I soon found out that I was chosen partly because I'm the first African American President in the Teamsters Western Region. *Humm, that's interesting!*

I cried because I felt I shouldn't be the only one. I think it's noteworthy that it has taken 100 years for an African American woman to become President in the Teamsters Western Region! A person should not be judged by the color of their skin, but by the content of their character and their work ethics. I am proud and honored to know that, through adversity, the door was opened so that I and other African Americans have the same opportunities as other workers today.

The Teamsters Local 2010 members that attended the conference in August enjoyed exchanging information with members in other states. They said the history of the African Americans was empowering. The conference encouraged members to take classes or workshops that will help them understand different polices and how to organize and become a leader. We were urged to embrace our local and the labor movement by becoming actively involved as a steward or advocate. And most importantly, to speak out and speak up loudly for our rights!

The TNBC conference was educational and included seven workshops. The two that were notable to me were:

Teamsters History

Karen Jones, IBT Historian, presented on how Teamsters contracts included provisions for equal pay as early as 1917. The union won a clause in a contract for black and white women laundry workers to be paid regardless of race. This made me realize how far we've come, but there is still a lot of work to be done!

Building & Analyzing Sexual Harassment Cases in the #MeToo Era & Beyond

Women and girls who experience sexual harassment or violence should speak out about their experience so that they can expose the various forms of sexual conduct. "If you see something, say something!"

I enjoy my job and I'm honored to have been chosen as President of Teamsters Local 2010 by the members, for the members, and of the members to listen, understand and communicate their need for benefits, better wages and improved working conditions, which they deserve and to protect workers' RIGHTS!!

Catherine Cobb
President, Teamsters Local 2010



A Message from Jason Rabinowitz Local 2010 Secretary-Treasurer



A Banner Year for Teamsters Local 2010

Our hard work in Teamsters Local 2010 over the past 10 years, building member power and transforming our Union into a powerhouse for workers' rights, culminated in **our most successful year ever in 2022!**

Together, this past year **we fought for and won the strongest contracts in our history**, providing unprecedented – and well-deserved – guaranteed raises and bonuses, and language improvements that strengthen our rights.

Even before 2022 began, **our Union set our top priority for the year to win fair contracts**. Our leaders from across the state gathered for a Strategic Bargaining Conference, where we planned our contract campaign. Through the year, as our elected bargaining teams met with UC and CSU over many dozens of sessions, members took action by the thousands – marching, rallying, picketing, showing the employers that we are united as Teamsters and ready to do whatever it takes to win the fair contracts we deserve. As a result, we won historic contracts for our statewide CX Unit, and our skilled trades members at UCLA, UC Santa Barbara, UC San Diego and UC Irvine, which members overwhelmingly ratified at each campus. We are working hard to achieve fair contracts for our skilled trades members at UC Davis and Merced.

At CSU, our members ratified a one-year contract extension, providing a much-needed wage increase and bonus, and **our fight to win a fair pay and restoration of step increases at CSU continues**. Our elected CSU team met for several days in November to put together a strategic plan for a fair contract, and we sent the employer our initial proposals, the first of which is a demand to implement a fair salary step system. We return to the bargaining table in January 2023, and winning a fair contract at CSU is our Union's top priority for the year. Teamsters 2010, along with our sister Unions at CSU, are prepared to do whatever it takes – up to and including a strike – to win the fair pay we deserve.

We achieved historic legislative wins for workers, passing the first law in California history to impose penalties on Union-busting employers. SB 931, initiated by Local 2010, for the first time puts real teeth in labor laws protecting Union rights, and sets an example we hope every state and congress will follow. Our Local also helped pass legislation expanding the right to meal and rest periods for our members in the medical centers.

Local 2010 organized thousands more workers into our Union, increasing our power dramatically. We welcomed hundreds of Library Professionals and Patient Navigators into our Union, and we signed up hundreds more to membership through internal organizing. As a result, our Union includes more than 1,000 additional people than a year ago!

We continued to stand up for our rights in the workplace, enforcing our contracts and **winning victories for our members**. As you will see in the pages of this magazine, members stood together and won victories against contracting out, workplace bullying, unjust discipline, out of class work, excessive parking fees, and more!

All of these achievements were possible because of the thousands of Teamsters 2010 members who have worked hard over the past 10 years building our strength of membership, taking powerful action together including successful strikes, and enforcing our contracts – together transforming our Local Union into a powerhouse for workers rights. And, as we continue to stand together and build our Union in 2023 and beyond, **the best is yet to come!**



CX Unit Clerical & Allied Services Workers Turn Out in Record Numbers to Win Strongest Contract Ever!

After nearly a year of bargaining and thousands of members taking action across the state, CX Unit Clerical and Allied Services members overwhelmingly ratified a successor contract that's the strongest contract in our history! This victory is the result of members standing together in our Union as Teamsters and showing the University that our essential work deserves fair pay.

The agreement includes guaranteed across-the-board (ATB) raises, annual step increases that are NOT based on merit/performance, ratification AND longevity lump sum payments, new language on bilingual pay at medical centers, and major gains on overtime and various other areas. These wins were not given to us; they are the result of members taking action. On bilingual pay and so many other areas, we were able to win because members demonstrated our commitment to winning a fair contract by sending letters to UC leadership, speaking at Regents meetings, and rallying outside the medical centers and various other locations.

The new CX Unit collective bargaining agreement includes:

- **6% raise**, retroactive to July 1, 2022*
- **23.4% average compounded raises** over four years.*
- **3% across-the-board plus one step raise** effective July 1 of 2023, 2024, and 2025*
- **Step raises averaging 2.2% statewide for non-probationary, career employees** who are not at the top of their pay scale. Non-probationary career employees who are or will be stepped out will receive a lump sum equal to the difference between the top two steps.*
- Wage steps are **NOT** based on merit or performance.*
- **\$3,000 lump sum payment** for non-probationary career employees (pro-rated for part-timers)
- **\$50 per pay period bilingual pay** for medical center workers certified and designated by the University
- **Daily overtime pay** now available after 8 hours worked in a regular 8-hour shift and double pay after 12 hours
- **Shift differential pay improved** for both campus and medical center employees
- Out of class language improved
- **\$1,000 longevity bonus** for CX Teamsters who have 20 years of full-time service at the UC
- **"Me too" language** that guarantees CX Unit will receive the equivalent if non-represented UC workers receive a higher annual percentage raise in 2023-2025
- **Meet and confer at each location** for additional steps for Library Assistants, and AA4s at UC Davis
- **Much, much more!!**

*Raises for LBNL will be bargained locally and step increases for Public Safety Dispatchers will continue to be driven by existing side agreement.



"We won this historic Teamsters contract because our team fought hard and our members stood together and took powerful action. We won significant across-the-board raises, guaranteed step raises to move workers up their pay range, a well-earned bonus, daily overtime, longevity pay, bilingual pay, and other important language improvements that strengthen our rights. With our actions and solidarity over this campaign, we've shown the University that we are Teamster strong!"

—Jason Rabinowitz, Teamsters Local 2010



UCSB Skilled Trades Workers Stand United for 1st Contract as Teamsters



Skilled Trades Teamsters at UC Santa Barbara unanimously voted to approve their first new collective bargaining agreement as Teamsters on April 1, 2022!

By standing together and taking action as Teamsters, members won a strong contract with 11% raises this year and 26%+ over the five years of the contract! Members also won a \$1,500 bonus and language improvements that protect our jobs and rights at work.

“Teamsters members showed incredible strength and solidarity through this contract fight,” said Jason Rabinowitz, Local 2010 Secretary-Treasurer. “We marched, picketed, rallied and made clear to the employer that Teamsters are ready to do whatever it takes to win a fair contract.”

Ending a difficult fight that began with COVID-19 and threats of layoffs, Teamsters members stood together and pushed the University to a strong new contract.

UC Irvine Trades Teamsters Stand Together Like Never Before & Win Big!

Skilled Trades Teamsters working at UC Irvine won a powerful new contract in December of 2021, including substantial across-the-board wage increases, equity wage adjustments, language improvements, and a significant recognition bonus! Of those voting, 94.1% said YES to ratify the agreement, guaranteeing better wages and treatment from the University.

Over the course of fighting for this contract, members stood together and took action like never before. As UCI stalled and low-balled our Bargaining Team month after month, we marched on the Chancellor, picketed on campus, and rallied at the UCI Medical Center and a University construction site. We showed UCI that we are united and ready to do whatever it took to win a fair contract. Our strength and solidarity made the difference!

Benefits of the new contract include a 6% base-building wage increase retroactive to July 1, 2021, plus 5% base-building increases



in both 2022 and 2023. 1% of payroll will go toward equity adjustments for hard-to-fill and below-market positions as identified by UCI. All UCI Teamsters received a 2% non-base-building Recognition Bonus.

Graveyard shift workers receive a \$2.50 per hour shift differential under the new contract, and all members benefit from new language compelling UCI to make reasonable efforts to keep bargaining unit work in-house.

Trades Workers at UCLA Win Good Raises, Improve Differentials, Overtime & Military Leave

Ninety-four percent of voting Skilled Trades Teamsters at UC Los Angeles (UCLA) ratified a new contract with UCLA management, providing significant raises, lump sum payments and valuable new benefits and protections!

By standing together and taking action as Teamsters, K4 Unit workers will all see a compounded 20.4% raise over the next four years, plus all received a \$3,000 lump sum payment on their paychecks soon after ratification.

"I am proud that our team fought hard and our members stood together to win this agreement that provides our members with significant raises and a strong Teamsters contract," said Jason Rabinowitz, Teamsters 2010 Secretary-Treasurer. "With our actions and solidarity over this campaign, we've shown the University that we are Teamster strong."

Through hard work, dedication, organizing and display of strength at the worksite, Skilled Trades workers moved the University to a contract including:

- **\$3,000** lump sum payment upon ratification
- **20.4% Compounded wage** increase by July 2026
- **Shift and Hazard pay differentials** added & improved
- Forty hours of paid release time per fiscal year for **job-related or University career-related training** and up to \$500 per fiscal year reimbursement for education and training programs per employee.
- **Double time after 12 hours**
- Language which strengthens our Bargaining Unit's ability to **negotiate any proposed changes in job duties** contained in the classification specifications or job descriptions. Work assigned must be consistent with job duties.
- **8 new job titles added** to the Bargaining Unit.
- **Military leave** improved.



Members Overwhelmingly Ratify Strong Teamsters Contract for UCSD Skilled Trades Workers!

Eighty-four percent of voting Skilled Trades Teamsters at UCSD ratified a successor contract with UCSD management, providing significant raises and lump sum payments for K6 Teamsters!

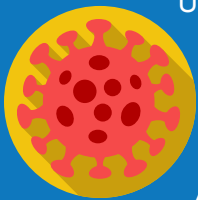
Through hard work, dedication, organizing and displays of strength at the worksite, Skilled Trades workers moved the University to a Tentative Agreement that includes:

- A **20.4% total compound raise** over the life of the four-year contract
- **6% raise this year**, retroactive to July 1, 2022
- **\$3,000 lump sum payment** for all unit members
- Call-back pay increased to **1.5 times regular hourly pay**
- **Seniority language strengthened** in multiple articles
- **40 hours paid release time** for training or professional development
- **Six classifications added** to the Bargaining Unit
- New article on **respectful and fair treatment** gives workers ability to grieve bullying or hostile work environment.



2021-2022 VICTORIES

August 2021



UC Davis negotiated with our Union to create a sensible COVID testing policy, including ending their policy of forcing remote workers to come to campus to test.

A UCLA Teamster returned to our CX Bargaining Unit after the UC forcibly transferred her out. She used the power of our Union contract to demand the UC hire another worker to help her manage a workload that had overwhelmed her for years.

13 UCSF Teamsters won monetary compensation and an end to "voluntary" (actually mandatory!) lunchtime meetings after filing a grievance against their manager. (Aug 30)



September 2021



Three Skilled Trades Teamsters won more than \$200 each after San Francisco State contracted out water fountain installation work that should have been completed by our members. (Sep 7)

A CX Teamster at a UCLA medical clinic won thousands of dollars in backpay after filing a grievance against UCLA for making her work out-of-class for more than two years!

Airport Workers Fight Abusive Management and WIN!



Teamsters Local 2010 members at Los Angeles International Airport (LAX) took a stand and won back their workplace after suffering for more than a year under an abusive manager and negligent boss!

The problems began in 2021 for LAX Teamsters, who maintain the massive parking structures at LAX and are critical to keeping parking services clean and functional at one of the busiest airports in the world. In February 2021, a new manager was brought in by subcontracting company H&W Maintenance to oversee Teamsters workers. This manager immediately began to treat our Union members with disrespect and outright abuse. The manager verbally abused workers, retaliated against outspoken Union members, fired two workers, called the cops on another, and disciplined workers indiscriminately.

Local 2010 Teamsters knew they had to fight back. Workers signed a petition, wore union stickers, and in November 2021, staged their first-ever picket at LAX to remind H&W Maintenance and LAX management that **WE** keep their airport parking running!

Faced with worker anger and solidarity, the bosses began to listen. The abusive manager was reassigned away from Teamsters workers, and ABM Industries, the company overseeing H&W Maintenance, began an investigation into H&W's contract. They quickly discovered rampant misconduct: not only had H&W allowed abusive conditions to thrive until workers fought back, H&W's owner had also failed to pay worker healthcare and pension premiums for several months!

H&W Maintenance services on Central LAX lots were terminated Sept. 1 and a new management company, MK Maintenance, now oversees Teamsters workers. MK Maintenance is a strong pro-union company which, in the first meeting with our Teamsters Union Rep, agreed to comply with the LAX living wage ordinance plus add a \$0.75/hour increase that H&W Maintenance had long refused to consider!

MK Maintenance has also reinstated the two employees terminated under H&W. It's been a tumultuous 18 months for LAX Teamsters, **but thanks to their solidarity, power, and Union contract, they've won higher wages, better working conditions, and a new, pro-union boss.** *That's Teamsters power in action!*

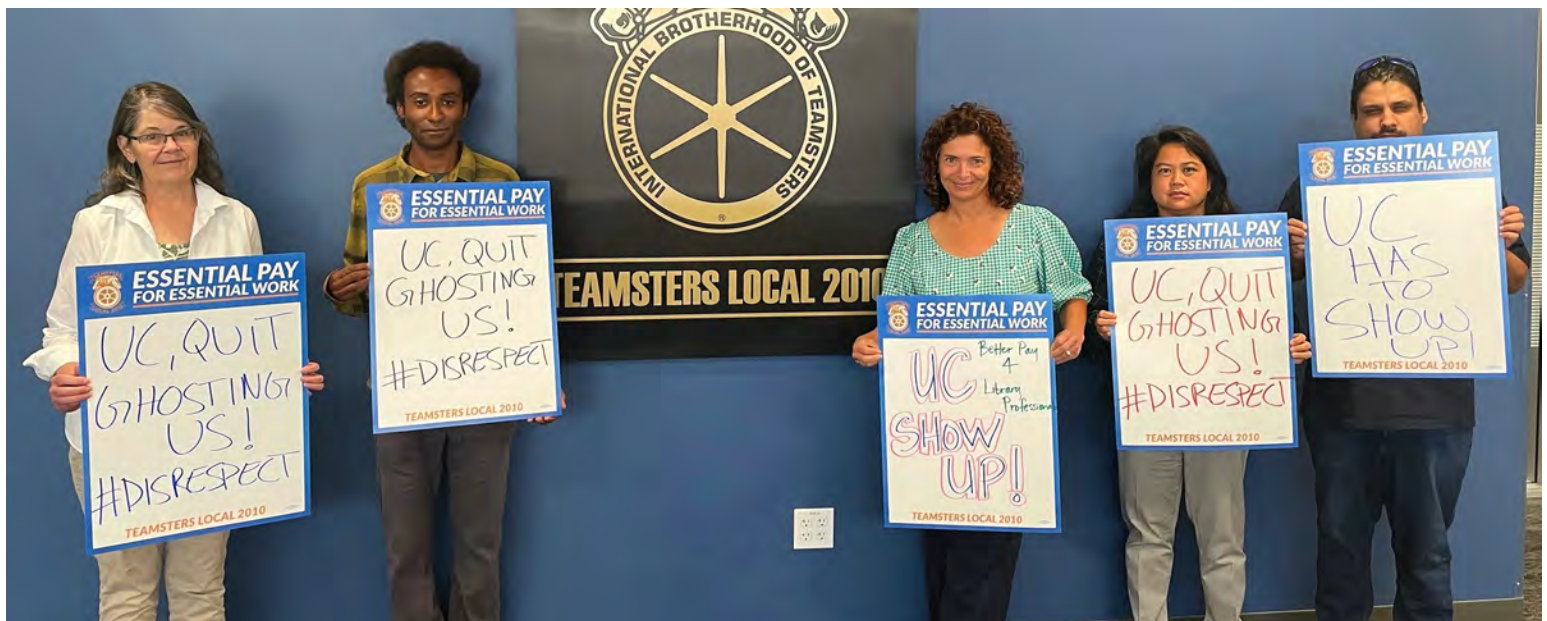
Welcome Library Professionals and Patient Navigators to Our Union!

Teamsters 2010 keeps on growing and building power, now with two big accretion wins. Library Professionals 3 and 4 and Patient Navigators 2 (Non-Clinical) both joined our UC Clerical and Administrative Unit (CX) this year, giving more than 200 new UC workers the rights and benefits of our Teamsters contract!

Library Professionals 3 and 4 (LPs) joined our Union in March after the State Public Employee Relations Board (PERB) ruled that the work LPs do in university libraries is substantially similar to the work of Teamsters library staff.

94 LPs have since formed a Bargaining Team and had their very first bargaining session for wages and raises for their classifications!

Patient Navigators joined our Union in late May, with 113 new Teamsters immediately gaining the benefits and protection of our strong Teamsters contract. Patient Navigators will soon begin the process of negotiating a wage agreement with the University. Once a wage agreement is reached, both Patient Navs and LPs will join the rest of our Teamsters CX Unit in bargaining successor contracts.



UC Merced was forced to convert 12 Teamsters to career positions and retroactively extend their service and pension credits after workers filed a grievance against UCM for improper use of limited appointment positions.

October 2021

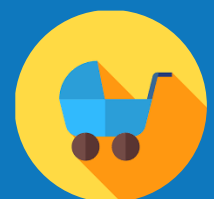
We celebrated the grand opening of our Oakland Union Hall, welcoming members and allies from across Northern California! (Oct 2)

UCLA Skilled Trades Teamster Kenny Alexander returned to work with full back pay after our Union helped him fight back against his wrongful termination in 2019. (Oct 4)

UC Berkeley Teamsters came together and demanded a worker-first remote work policy, including adequate notice for any change to the flex work agreement.



Teamsters stopped the outsourcing of on-campus childcare at UCSC, joining with faculty and parents to save 15 good Union jobs and quality campus childcare after a four-year fight! (Oct 26)



November 2021

Bargaining begins for a new contract for CX Teamsters—more than 12,000 workers across the UC system! (Nov 5)

CSU Teamsters Win One-Year Contract Extension, Continue the Fight for Step Increases!

Skilled Trades Teamsters at the California State University system ratified a one-year contract extension on July 29, locking in a 7.12% raise for all Bargaining Unit members plus a \$5,407 lump sum payment for most CSU Teamsters!

Seventy-six percent of Unit 6 Teamsters voted on the contract extension, which was ratified with a strong 89% of the vote. In addition to increased wages and a significant lump sum payment, the contract extension also includes improved language on apprentices, allowing greater

CSU support staff are the only state employees in California who don't have a step increase structure, the absence of which has trapped many dedicated CSU employees with decades of service, at the bottom of their salary range. Bringing back step increases is a top priority for CSU Teamsters, who have been fighting tirelessly over the past year to accomplish that goal—including at our #GoodJobs Lobby Day in May and through Senate Bill 410 in August and September **(see article page ??)!**

Nearly 150 CSU workers filled the halls of the State

Capitol on May 23 as Teamsters Local 2010 united with our fellow CSU unions to lobby the Legislature for fair pay and salary steps for CSU support staff. Eighty-six Teamsters traveled to Sacramento from as far away as San Diego to tell state leaders how lack of funding for CSU salaries leaves workers struggling to get by.

As CSU Northridge Teamster Dave Unger said to Governor Newsom's staff, "If the CSU is that special to California, prove it."

We met with more than two dozen Assemblymembers, State Senators, and top aides over the course of the day—and dropped in to the offices of more—to ask legislators to support our request for funding for CSU staff salaries.

Our request was based on

the findings of a comprehensive salary study conducted in late 2021 and early 2022 by Mercer Consulting and commissioned by the CSU. Teamsters Local 2010 worked with CSUEU and CSU leaders to secure funding in the 2021 State Budget (Senate Bill 129) for this independent evaluation.

"[The CSU] is my school. I've been there 26 years; I want to see it continue on. I don't want to see it falter," said Robert Stockler, CSU Dominguez Hills Lead Plumber and Teamster. "But the money's just not there to bring in new people."



opportunity for successful apprentices to secure jobs at the CSU, plus the expansion of language on catastrophic leave to include natural disasters. Finally, the one-year contract extension until June 30, 2023, gives CSU Teamsters time to continue the critical fight for the return of step increases.

"I am proud that our team reached this agreement to provide our members with significant raises and lump sums by September [2022]," said Jason Rabinowitz, "placing us in a strong position to gear up our fight to win the steps over the next year."

Members Plan to Win at 2021 Strategic Bargaining Conference!

Every Teamsters contract campaign needs careful planning from start to finish, and for Local 2010 bargaining team members and worksite leaders, that begins with our annual Strategic Bargaining Conference.

In October 2021, at our brand-new Oakland Union Hall, more than 100 Local 2010 leaders, stewards, and bargaining team members came together to strategize and plan for contract campaigns in 2022. Together with Local 2010 staff and experts from the International Brotherhood of Teamsters, we talked through the targets, actions, and allies we need to win big for workers.

“The training was a great resource to get all Teamster brothers and sisters focused on our common goals,” said Matt Mason, a Local 2010 Skilled Trades Steward at CSU Sacramento, after attending the conference. “The team now has the renewed drive and confidence to get our win.”

The day’s discussion topics included campaign strategy, worker priorities, messaging and more. Alex Vermie, Research Analyst for Teamsters 2010, helped participants identify the most vulnerable targets at each UC and CSU campus—the all-important alumni networks, donor events, and political connections that university reputations depend on and have been a priority for Union action during our contract campaigns.

In the afternoon we discussed our campaign theme, with Secretary-Treasurer Jason Rabinowitz leading our

statewide participants in a lively brainstorm of slogans and messaging that eventually landed on the theme for our campaigns statewide: **Essential Pay for Essential Work!**

Deateria Dickinson, an Administrative Officer 2 at UC Santa Barbara, said: “Attending the conference was inspiring and extremely empowering. This being my first Union experience, I [was] soaking up all the first-hand knowledge from those who are experienced and excited to share it all.”

Members of the CX Bargaining Team, including Deateria, used their lunch break to deliver Local 2010’s “Sunshine” Proposals to the UC Office of the President, one of the very first steps in the bargaining process.

Local 2010 members and friends met back up on Saturday to celebrate the opening of our beautiful new Oakland Union Hall with music, food, and plenty of prizes! Thank you to our brothers and sisters at Local 853, Joint Council 7, the California Labor Federation, and more who joined us for the day—including Oakland City Councilmember Treva Reid and Oakland Mayor Libby Schaff!

It was a busy few days, but the success of our campaigns this year show the strategy work was worthwhile!



Teamsters Pass Groundbreaking Law Against Union-Busting



Teamsters 2010 won a historic new law this summer to stop Union busting at state institutions such as UC and CSU. Teamsters Local 2010 initiated SB 931 and co-sponsored it with other California Unions so that the Public Employment Relations Board (PERB) is finally able to impose financial penalties on public sector employers that violate labor law, including the UC and CSU. Employers could be fined up to \$1,000 per affected employee and \$100,000 per complaint.

The University of California maintains a lofty mission statement. Per the UC, they exist to “serve society as a center of higher learning,” providing “long-term societal benefits” to students, researchers, and the broader UC community. But time and again, UC shows that workers are not considered part of that community and that workers, if the UC has their way, will not receive those benefits.

The UC is a serial Union-buster, taking any opportunity to attack employee Unions and undermine worker power. Their pattern of anti-Union activity has continued even as essential workers kept campuses and hospitals running during the earliest days of the pandemic, supporting faculty, students, doctors, and patients both remotely and

on-site. During organizing drives, in the months after the Janus decision, and when the Union is simply trying to communicate with members, the UC interferes. Teamsters fight back every time.

We fought back when UC Davis circulated anti-Union flyers in May 2017, attempting to sabotage our Union as we worked toward organizing the UC Davis K3 Skilled Trades Unit in 2021, providing essential trades workers with Union representation for the first time. We sued, winning in court and on appeal when the judge ruled that the UC had violated state law.

Following the Janus decision, UC conspired to weaken the Unions that have made it strong by beginning a

Skilled Trades Teamsters at UC Irvine ratified their new Teamsters contract with 94.1% of voting members saying YES to across-the-board raises and other major wins!



December 2021

Seven Teamsters electricians at Cal Poly San Luis Obispo won \$4,740 combined after filing a contracting-out grievance against the CSU.

Three Skilled Trades Teamsters at CSU Channel Islands won a total \$6,767 using the power of our Union contract after the CSU contracted out our Teamsters work.

January 2022

28 Teamsters at UC Merced won more than \$1,000 combined in refunded parking fees after UCM raised parking fees above the limits set in our Union contract



A UCLA Teamster won more than \$14,000 in backpay plus a promotion after she proved with Union help that she had been doing work above her class for over a year!

February 2022

Teamster power in Sacramento wins two more weeks of paid COVID leave for workers following Union lobbying for AB 84.

statewide campaign of mass communication encouraging workers to withdraw their Union memberships. We joined with our sister Unions AFSCME and UPTE to file charges against the UC and scored a victory for workers when the California Public Employment Relations Board (PERB) ruled in our favor.

When Teamsters welcomed Admin Officer 2s into the Union in late 2020, the UC responded by sending every AO2 an “FAQ” email that discouraged workers from joining the Union. We quickly filed a complaint against the UC and are still in the hearings process.

Some of the UC’s anti-Union activities border on the ridiculous. Teamsters filed two complaints against the UC for their union-busting during our Administrative Professionals organizing campaign, including an instance in which the UC distributed a flyer comparing the salaries of Union and policy-covered employees over 12 years—including three years in which our CX Unit was not represented by Local 2010! State judges found in our Union’s favor on one complaint and our case is ongoing on the second.

Despite our quick work defending workers from the UC’s union-busting, the state system of complaints and hearings is not designed with the needs of workers in mind. Cases are lengthy and expensive, with the state sometimes ruling that the UC must cease and desist anti-Union activities more than three years after the activity first began. Punishment for the UC is also comparatively light, with no financial penalties attached to PERB rulings even when the UC shows a strong pattern of illegal activity.

The UC fights hard but Teamsters fight harder. Every time UC leadership comes up with a new way to attack the workers who keep campuses running, we show up and we fight back. When the law is biased against a speedy and effective resolution, we go to Sacramento and we start changing laws. There is no UC without us and we are always ready to remind managers, Chancellors and Regents of that fact!

Erika Navarro, a UCSB CX Teamster, became the first UC worker to file a successful late wage claim against the UC, winning more than \$5,000.

A UC Berkeley Admin Officer 2 who was improperly misclassified by the UC and denied her contractual raises as a Teamster won a years’ worth of backpay by filing a grievance with Union help!



March 2022

Eight Teamsters Skilled Trades workers at CSU Channel Islands won more than \$16,500 combined, plus four more received a combined 246 hours in compensatory time off for work that was contracted out in violation of our Union contract.

UC Admin Officer 2 workers won their first wage agreement as Teamsters, guaranteeing across-the-board raises, new pay ranges, and pay steps at every work location. (March 10)



From March 14-25, Teamsters kicked our contract campaigns into high gear statewide with our UC and CSU Weeks of Action, rallying for essential pay from Humboldt to San Diego!

UC Library Professionals 3 and 4 joined our Union, bringing nearly 100 new Teamsters into our CX bargaining unit. (March 23)

April 2022

UC Santa Barbara Skilled Trades Teamsters won their first collective bargaining agreement as Teamsters (their previous contract was negotiated under another Union), winning significant raises over the next five years for hardworking members! (April 1)

Teachers at the UCSC Early Childhood Education Center each won \$300 for their committed work during the pandemic thanks to Union lobbying.



CX Teamsters rallied for REAL appreciation on April 27, Admin Professionals Day, at campuses across the state.

A UC Berkeley Teamster won back lost PTO after she was forced to use her own accrued time to attend Stewards Training, a violation of our Teamsters contract.

May 2022

Every Teamsters CX employee at UCSC’s Early Childhood Education Center was converted to full-year career positions, ensuring no Teamster would lose service credits over the summer, thanks to Union power.



Union action forced UCSF to end its practice of “suggesting” that Teamsters dispatchers shadow AFSCME-represented workers, halting their attempts to make Teamsters perform the duties of other union workers.

Nearly 90 CSU Teamsters filled the State Capitol on May 23 for our #GoodJobs Lobby Day with our fellow CSU Unions, advocating for the return of salary steps at the CSU! (May 23)

TEAMSTERS CONTINUE TO FIGHT AND WIN AGAINST CONTRACTING OUT AT CSU

Teamsters Local 2010 continues to fight and win victories against contracting out of our work at the CSU. All across the state, campus leaders think they can save money and cut corners by bringing in outside workers who Teamsters workers inevitably spend days cleaning up after. It's a violation of our Teamsters contract and, ultimately, doesn't make fiscal sense for the University or California taxpayers.

Our Union has won contract language that gives us the means to protect our jobs and remind the CSU why Teamsters work must stay in-house. Here's just a few of the contracting-out wins in the past year after we filed Union grievances against the CSU:

- Three Teamsters painters at CSU East Bay won \$2500 each.
- Two Teamsters plumbers at CSU Monterey Bay won \$1000 each.
- Also at CSU Monterey Bay, two Teamsters locksmiths won \$4000 each.



- Three Teamsters technicians at San Francisco State won more than \$200 each for contracted-out water fountain installation work.
- Eight Teamsters Skilled Trades workers at CSU Channel Islands won more than \$16,500 combined, plus four more received a combined 246 hours in compensatory time off!
- Seven Teamsters electricians at Cal Poly San Luis Obispo won \$4740 combined.
- Five Teamsters painters at San Jose State won more than \$5800 combined after SJSU contracted out painting work on the campus President's house.

Try as they might, CSU can't undermine our Skilled Trades work with outside contractors. Our Union contract protects our work by giving us the ability to file a grievance to keep our Bargaining Unit work in-house, to be completed by the workers who know it best. And if our work is out-sourced, our Union contract gives us the means to recoup money that should have been paid to CSU Skilled Trades workers! CSU Teamsters are skilled professionals, many with decades of experience in their fields and at the CSU, and we keep the CSU system running!

State Charges CSU with Labor Law Violation for Interfering with Teamsters Picket!

Teamsters 2010 is fighting to protect our members' rights against CSU's Union-busting, and we are winning. The California Public Employment Relations Board ruled in April that CSU violated California labor law by illegally ordering Teamsters workers to remove the wooden pickets from their picket signs at a Union rally at San Diego State.

Teamsters rallied at SDSU to protest CSU's unreasonable delays at the bargaining table as our CSU Bargaining Team worked to secure raises for the 2020-21 fiscal year. Despite the sacrifices Teamsters made by continuing to show up on campuses during the earliest and worst days of the pandemic, CSU refused to bargain raises for months after our contract reopened for negotiations in 2021. When workers got tired of this disrespect, we exercised our rights as Union members and rallied at CSU campuses statewide to call for good faith bargaining from the CSU.

At SDSU, however, those Union rights were violated. During our December 3, 2021, rally, SDSU campus police officers approached Skilled Trades Teamsters during our picketing action and ordered them to get rid of the wooden pickets attached to their picket signs. When workers tried to defend their right to picket on campus grounds, SDSU police insisted that the wooden pickets were banned by campus policy. Workers relented and removed the wooden

pickets in order to continue the rally without further interference. As soon as the rally was done, Teamsters Local 2010 filed a complaint against CSU with the California



Public Employment Relations Board (PERB)!

PERB ruled in favor of workers in April of this year, stating clearly that CSU acted illegally when it forced Teamsters workers to break down our picket signs. Our right to rally against unfair employers is clearly protected under California law, and we will continue to exercise it to secure the strongest possible Teamsters contracts at CSU and UC!



June 2022

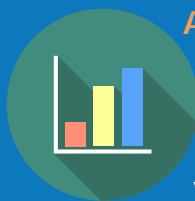
More than 100 Patient Navigators at the UC joined our Union. (June 1)

July 2022

Two Skilled Trades Teamsters at UC Merced won \$600 each after winning a grievance over their work being contracted out.

CSU Teamsters ratified a one-year contract extension, providing raises and lump sum payments for all bargaining unit members.

A group of UC Berkeley Teamsters came together to force out an abusive and incompetent boss, filing grievances and providing member testimony until the boss resigned under Union pressure.



August 2022

UCLA Skilled Trades Teamsters ratified a new contract with 94% of participating Teamsters voting YES to huge raises over the next four years. (Aug 4)



Four Teamsters painters at San Jose State won nearly \$6,000 combined after filing a grievance against SJSU for contracting out painting work at the campus president's house. (Aug 8)



Jennifer Casqueiro

Say Hello to New Teamsters Local 2010 Staff!

A few new faces have joined our full-time Union staff over the past year, working both in the field and in our Union offices!



Stephanie Watts

Jennifer Casqueiro joins the 2010 team as our **Operations Manager**, based out of our Oakland Union Hall. Jennifer has worked with the Teamsters since 2000 and spent the last 21 years with our sister local Teamsters 853. Jennifer is excited to begin a new chapter at Local 2010 and is hopeful about adding to the strong Union that the Local 2010 officers, staff and members have built!

Stephanie Watts is a new **Union Representative** assisting CX members at UCLA Campus and Santa Monica Hospital. Stephanie has been a member of Teamsters 2010 since she was hired at UCLA in 2016 and has worked as a Steward, a rank-and-file lost-timer, and an Organizer with IBT campaigns both at the UC and at Amazon warehouses in Milwaukee and Minnesota. As a Union Representative, Stephanie strives to educate workers on their rights in our Union contracts and to show all our members that standing together is power!



John Viera

John Viera joins the team as our Teamsters Skilled Trades **Union Representative** at UCLA. Prior to joining Teamsters 2010, John represented a diverse group of healthcare workers throughout Southern California at Kaiser Permanente, Dignity, Providence, and several independent hospitals. He is proud to have helped raise the standards for workers in his community and excited to continue do so with Teamsters 2010.



Dale Crane

Dale Crane returns to Teamsters 2010 as a **Union Representative and Organizer**. Dale has been a member of Local 2010 since 2017, first as an elevator mechanic at UCLA, then as a “lost-timer” for the IBT for three years as an organizer. IBT was successful in organizing all five of the campaigns that Dale worked on, bringing in more than 1,000 new Teamsters, with 300 of those being Skilled Trades workers at UC Davis. Dale is proud to be a member of Teamsters 2010 and looks forward to serving his brothers and sisters to the best of his abilities!



Lani Richardson

Lani Richardson joined the Local 2010 team as an **Organizer** this year. Lani worked at UC Davis Medical Center for more than 30 years, where she served as a Steward, the UCD Chapter Coordinator and as a Teamsters 2010 Bargaining Team member. She was one of the founding members of the Local 2010 Women’s Committee before she joined the Teamsters full-time, working as an IBT Organizer at UC campuses and other worksite campaigns nationwide. Now back with Local 2010, Lani is excited to continue the fight for the fairness and respect workers deserve!

Jason Rabinowitz, Catherine Cobb Re-Elected to Lead Teamsters 2010 for Next 3 Years!

Jason Rabinowitz will continue to lead Teamsters Local 2010 as Secretary-Treasurer and Principal Officer, and Catherine Cobb will serve as President for the next three years after being re-elected by acclamation on Saturday, Oct. 8. All nominated officers, Skilled Trades Board officers and representatives and chapter Chief Stewards and Statewide Council representatives were uncontested.

"I am honored to be re-elected Secretary-Treasurer of Teamsters Local 2010 along with the entire Team 2010 Unity Slate. We look forward to continuing to build Local 2010 into a powerhouse and winning many more victories for workers' rights!" – Jason Rabinowitz, Secretary-Treasurer

Under Jason's leadership, Local 2010 has transformed into a powerhouse for workers' rights: leading successful contract campaigns that won unprecedented raises and improvements, increasing membership dramatically; and organizing over 4,000 new workers into the Teamsters. Jason is also President of Teamsters Joint Council 7, uniting 20 Locals representing 100,000 workers throughout Northern California and Nevada.



Teamsters Local 2010

Executive Board:

Jason Rabinowitz, Secretary-Treasurer
Catherine Cobb, President
Mary Higgins, Vice President
Ali Tweini, Recording Secretary
Drew Scott, Trustee & Skilled Trades Director
Laura Newman, Trustee
Eduardo Rosales, Trustee
Aimee Solis, Trustee (UCLA)
Marissa Johnston, Trustee (UCSD)

Teamsters Local 2010

Skilled Trades Board:

Drew Scott, Director
Eduardo Rosales, President
Brian Maloney, Vice President
Laura Newman, Treasurer
Spencer Owen, Recording Secretary
Andy Taff, UC member
Oz Smith, UC member
Herman Ricks, UC member
Matt Mason, CSU member
Dennis Sotomayor, CSU member
Debbie Elia, CSU member



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