

DRIVE WORKER FRIENDLY LAWS WITH JUST \$2 PER WEEK!



Here's an opportunity for you to help change the way California's institutions of higher education treat their workers!

As Teamsters, we utilize all of the tools at our disposal: fighting for stronger collective bargaining agreements, teaming up with our sisters and brothers in other Unions, and through passing legislation that benefits workers or addresses issues workers are unable to solve through our Union contract. Because Teamsters member dues are spent mostly on member representation, our political action program is funded through donations to **Democratic Republican Independent Voter Education (DRIVE)**.

DRIVE uses the money it receives for political purposes – including making contributions to and expenditures on behalf of candidates for federal, state, and local offices – and addressing political issues of importance to working families, such as:

- **Keeping members and their families informed on the key issues that affect our future, including voter guides that show the records of our Senators and Representatives in Congress!**
- **Rallies, news conferences, advertisements, and phone banks to build support on issues of concern to working people!**
- **Voter registration, and financial support for political candidates who will stand up for working families. DRIVE is non-partisan and independent from any political party!**

When we partner with a California lawmaker on a bill that would enact beneficial changes for workers and working families – it's **DRIVE** that pays for those efforts.



WHAT HAVE CALIFORNIA TEAMSTERS WON USING DRIVE?

These are just a few examples of what we've done so far!

FINANCIAL PENALTIES FOR UNION-BUSTING:

SB 931, sponsored by the Cal Teamsters PAC and first introduced by Senator Connie Leyva, significantly beefs up legal protections for UC and CSU workers against employer Union-busting. The new law imposes hefty penalties on public employers who unlawfully attempt to discourage employees from joining or participating in a union, including \$1,000 per affected employee and up to \$100,000 in fines per complaint.



UC PATH WAGE THEFT ACCOUNTABILITY

Thanks to SB 698, a 2019 bill co-sponsored by Teamsters Local 2010, workers may now file complaints to hold the University of California accountable through penalties for any late or incomplete wages payments. You may file claims up to three years, and sometimes four, after wages were lost.

PROTECTED BREAKS & MEAL PERIODS:

SB 1334 came into force on January 1, 2023, and grants all public sector healthcare workers, including UC Health Teamsters, legal protection for the same rest and meal breaks given to private sector healthcare workers: one 30-minute meal break for shifts over five hours (and a second 30-minute break for shifts over ten hours) plus two 10-minute rest breaks per eight-hour shift. For each day that a meal or rest period are missed, the employer must pay an additional hour of pay to the employee at their regular rate of pay.



WORKPLACE BULLYING PREVENTION:

Due to our members' significant issues with abusive conduct by managers and supervisors, Teamsters supported passage of AB 2053 in 2014, which requires employers to include training for supervisors every two years on preventing "abusive conduct." Abusive conduct is conduct of an employer or employee in the workplace, with malice, that a reasonable person would find hostile, offensive, and unrelated to an employer's legitimate business interests.

AND HERE'S WHAT WE'RE FIGHTING FOR IN 2023!

PROTECTING OUR RIGHT TO PICKET:

AB 504, introduced by Assemblymember Eloise Reyes of the Inland Empire, will establish and protect the rights of public employees to honor a picket line if the bill is passed. No retaliation of any kind would be allowed against UC or CSU employees who stand with their striking colleagues!

HOLDING UC ACCOUNTABLE TO WORKERS:

The Cal Teamsters PAC is pushing for passage of Assembly Constitutional Amendment (ACA) 6. This measure would give UC workers the right to, and be covered by, certain basic state labor standards from which the UC can currently "exempt" themselves. The measure would authorize the Legislature to enact laws that further these rights, define the basic state labor standards, or establish other health, safety, and labor protections for individuals performing work for the UC Regents to the same extent as for other California workers.