



IAFF's Annual National Boot Day Raises Funds for Muscular Dystrophy



Working people across the United States have stepped up to help out our friends, neighbors and communities during these trying times. In our regular Service + Solidarity Spotlight series, we'll showcase one of these stories every day. Here's today's story.

April 13th was National Boot Day, where the Fire Fighters (IAFF) and the Muscular Dystrophy Association (MDA) partner to raise funds for research and care for families living with muscular dystrophy, Lou Gehrig's disease and related neuromuscular diseases. For 68 years, the IAFF and MDA have worked together

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Local 350 Members Ratify Strong Contract at Recology

(SAN FRANCISCO) – Nearly 500 San Francisco waste workers reached a new agreement with Recology yesterday, marking a major victory for Local 350 members after a hard-fought campaign to secure a fair contract. The five-year agreement contains substantial increases to wages and pension contributions, among other improvements.

“Overall, we are proud of this contract. We spent a lot of time listening to what everyone wanted and then we went to bat for them. We are fortunate to have come out of this without giving up any concessions and to be moving forward in a positive direction,” said Dustin McDaniel, a nine-year garbage collection driver at Recology’s Sunset location and shop steward for Local 350. “We had some really great gains—the biggest hourly pay rate that most guys had ever seen as well as major increases to our pension. Rank-and-filers felt strong going into the tail-end of negotiations, especially with the help of city supervisors, the mayor, the International and, of course, Local 350.”

On March 4, Local 350 members overwhelmingly rejected the company’s last, best and final proposal. Recology

workers prepared for a possible strike, receiving the support of Teamsters General President Sean M. O’Brien and San Francisco Board of Supervisors Ahsha Safai, Myrna Melgar, Connie Chan, Hillary Ronen, Aaron Peskin, Rafael Mandelman and President of the Board of Supervisors Shamann Walton.

Following more than a month of mounting pressure and public support, the company worked with the union and city officials on a new proposal that would better address the workers’ concerns.

“This was a hard-fought contract, and it was the resolute determination of our members that drove it. Ultimately, our members ended up with an incredible economic package, probably the best they’ve ever had, and strong language improvements that were long overdue. I want to thank Business Representative Juan Coca for exhibiting meticulous attention to detail throughout, making sure to address every key issue,” said John Bouchard, Local 350 Secretary-Treasurer. “I’d also like to thank Joint Council 7 and all the Bay Area Teamster locals, the General President, and the Solid Waste and Recycling Division for their

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assistance. We relied heavily on support from the San Francisco labor community and local elected officials. Their support, along with the solidarity of our unflinching members and bargaining committee, made for a winning combination.”

The increases to the overall wage package and pension contributions were nearly 21 and 20 percent, respectively. Despite significant gains made at the bargaining table, however, Local 350 representatives noted that the narrow 201-139 ratification vote reveals Recology still has more work to do when it comes to treating workers with respect.

“I want to congratulate Local 350 members for standing strong at Recology. With the help of city officials and Local 350 leaders, these workers were able to make gains at the bargaining table that will benefit them for years to come. I want to thank General President O’Brien and Division Representative Larry Daugherty for their support during negotiations. Recology knew that the entire Teamsters Union was fully behind these workers,” said Chuck Stiles, Director of the Teamsters Solid Waste and Recycling Division. “The Waste Division will continue to stand with Local 350 members at Recology. The Teamsters won’t stop fighting until this company treats all its workers with the respect and dignity they deserve.”

Local 350 was chartered on October 8, 1936, representing members in the Solid Waste & Recycling Division, Bakery & Laundry Division and Public Sector Division.



to raise more than \$679 million. National Boot Day kicks off more than 2,000 events to support the 300,000 families in the United States who live with these related diseases.

“Traditions are at the heart of the fire service, and MDA’s Fill the Boot, which the IAFF began in Boston over 60 years ago, is very dear and personal to me. With gratitude for the trust of the MDA family, the IAFF is taking to the streets throughout the United States and Canada to Fill the Boot once again. The pandemic has taken its toll on MDA fundraising, and we need to double our efforts,” said IAFF General President Edward Kelly. “The kids need us, and MDA is ringing the bell.”

“Our partners at IAFF have been a vital part of the MDA family in communities across America for decades. We are forever grateful to IAFF for maintaining their strong commitment to the Fill the Boot program,” said Donald S. Wood, president and CEO of MDA. “Thanks to fire fighters filling the boot for decades, the pipeline of promise is growing and creating hope [for] a longer, more independent life for the millions of people and their families who are at the heart of MDA’s mission.”

Teamsters 362 Relaunches Steps to Organize Employees at Amazon



NISKU, AB, April 5, 2022 /CNW/ – Teamsters Local Union 362, which represents approximately 7,000 workers at 75 companies throughout Alberta and the Northwest Territories, has re-launched its efforts to secure employee sign ups at the Amazon Fulfillment Centre in Nisku, Alberta.

Effective today Teamsters members are actively running a campaign at the Nisku site, as the union is seeking to gain signed membership cards from Amazon workers to meet the 40 per cent threshold required to vote.

Chance Hrycun, Vice-president and Business agent with Teamsters Local Union 362, says “We want Amazon workers to know that they are not alone, and through Teamsters, we can make a profound difference in their work environment, compensation, employment rights and

(Cont on page 4)



California Teamsters Hold Amazon Accountable

Local Fights Lead to Big Wins

California Teamsters are joining with elected officials to lead a crackdown on Amazon’s disreputable practices, halting the global behemoth in its efforts to exploit workers and communities all in the name of even higher corporate profits for itself.

In the latest action this week, a California Assembly committee approved legislation that would protect workers from the growing use of data-driven technologies monitoring their every move behind the wheel or in the workplace.

AB 1651, passed by the Assembly’s Committee on Labor and Employment on Wednesday, would require transparency and disclosure in employers’ use of data collection, electronic monitoring and algorithmic management. Additionally, it mandates responsible use of digital systems by employers and accountability for impacts of these systems on workers.

Doug Bloch, Political Director for Teamsters Joint Council 7, testified in favor the legislation during the panel hearing. He said the

bill will expand existing protections that UPS Teamsters and other members have against allowing such data to be used against them on the job to all state workers, and would serve as a model for similar legislation elsewhere.

Such a step is essential, he said.

“People who talk about a robot apocalypse have it wrong,” Bloch argued. “The robots aren’t coming to take our jobs; they are coming to supervise us.”

The legislation not surprisingly faced opposition from business interests. The California Chamber of Commerce, for instance, acknowledged during the hearing that some worker data collection practices needed to be fixed. But it didn’t stop the group from placing AB 1651 on its “job killer” bill list.

The measure next heads to the Assembly’s Committee on Privacy and Consumer Protection on April 27, where it is expected to face a more contentious path forward.

Meanwhile, another bill that

takes aim at Amazon and other companies for their workplace safety actions is also making progress in the California Legislature. SB 1044 would prevent an employer from restricting a worker’s ability to communicate with family or leave a dangerous worksite during an emergency.

The measure would enhance existing workers’ protections during natural disasters by providing clear requirements for employers during such emergencies. Specifically, SB 1044 would require employers to allow workers to have access to their phones and would allow workers to leave the premises if they must do so for their safety.

The legislation is meant to prevent incidents like what happened in Edwardsville, Illinois last December, when a tornado touched down and caused an Amazon warehouse there to collapse, killing six people. Workers at the facility were not allowed to have their phones with them while on the job and several said they were forced to keep working even after a tornado warning was

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Shame on Them

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issued.

Two state Senate committees – Labor, Public Employment and Retirement as well as Appropriations – have already approved the bill.

But successes haven't just been focused in Sacramento. The Teamsters have repeatedly joined with local elected officials to shut down Amazon's efforts to expand into neighborhoods, quality of life notwithstanding. Altogether, the union's work in coalition with community partners has stopped irresponsible development of more than a dozen facilities across the Golden State.

"Teamster members in this industry have been represented for more than 100 years while living in these communities," said Randy Korgan, Teamsters National Director for Amazon and Secretary-Treasurer of Local 1932. "While industry standards are being eroded by big corporations in the supply chain recently, it's great to see residents taking action. Communities, elected officials and workers are coming together to demand more from their local government and we celebrate their success collectively. Their efforts will help all workers in this industry and address the negative impacts of the industry on workers' communities when approached this way."

Bloch said those efforts wouldn't have succeeded without the Teamsters getting active in local political campaigns.

"The fact that we have invested so much time into local races has really paid off because those are the people we go to," Bloch said. "Local unions getting involved in politics has made all the difference."

The highest profile of those wins came March 22 when the San Francisco Board of Supervisors unanimously passed legislation imposing interim zoning controls on all parcel delivery stations in the city for the next 18 months. Amazon responded by pausing development on a giant distribution center in San Francisco that directly threatened 1,400 Local 2785 Teamsters employed at UPS.

"In short, we stopped them," said Jason Rabinowitz, President of Joint Council 7. "As expected, the campaign won local and national press coverage and will surely influence the way other cities in California and the nation look at these projects."

Teamsters Joint Council 7 worked together with the San Francisco Southeast Alliance, UFCW, and Sierra Club.

The bill sets a precedent for cities across the country to determine if and how parcel delivery service facilities should move forward, given their often direct and significant impact on job

markets, air pollution, traffic and more.

The Teamsters fully support new jobs and industries that will keep our economy strong and our members working. But not all jobs are good jobs. The goal is to raise the bar for workers rather than lowering it. That means encouraging development that provides substantial benefits to communities where workers live and minimizing the harmful effects on jobs, traffic, air quality and our way of life.



safety."

Should Teamsters reach the threshold, an application will be submitted, followed by a vote with the labour board. Says Hrycun, "The workers at Nisku are demanding change, not only for their workplace, but for the thousands of workers across North America who feel like they don't have a voice. We stand with them in solidarity."

The Teamsters Union has been in Canada for more than 118 years, and warehousing and delivery services have been among the union's core industries for just as long.



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Don't Fear Foreclosure – Be Prepared to Fight Foreclosure (Part 1)

By Seymour Wasserstrum



The Law Offices of Seymour Wasserstrum
Vineland - Cherry Hill, New Jersey



Over the last few months, many homeowners have received forbearances from their mortgage companies. This has been a great short term solution for homeowners who have been facing serious financial challenges. But the truth is that sooner or later a day of reckoning will almost certainly come. Do you think that your mortgage company is going to defer your payments forever?

You need to be prepared for the day when the mortgage company gives you an ultimatum – pay up or we are going to foreclose. What are you going to do when that happens?

Well, it helps to know the law, so in this brief memo, I'm going to give you some important legal pointers which will hopefully give you the knowledge and confidence you need to deal with your mortgage company when they ultimately ask you to pay up or else.

None of us can accurately predict the future in these uncertain times, but it certainly helps to know and understand some legal principles that can help protect your home from foreclosure.

In the past, mortgage companies have not been very generous

with people who have not made their monthly payments on time, no matter what the reason. But with pressure put on them by our government, mortgage companies have been giving homeowners deferrals in their payments for up to six months.

So, let's assume your mortgage payment is \$1500 per month, and the mortgage company is letting you slide for 6 months. What happens when that 6 months is up? Is your mortgage company going to say pay up or you lose your home?

The reality is that in the past, mortgage companies have started foreclosure proceedings against homeowners who are behind four months or more on their payments. If you haven't paid your mortgage for 6 months at the rate of \$1500 per month, you will owe the mortgage company arrears of \$9000, and if they start foreclosure proceedings against you, they can also ask for lawyer fees and lots of other charges.

So, the question becomes, should you be afraid that if you can't pay your mortgage company all of this money, is the mortgage company going to quickly force you out of your precious home?

Well, at this point I'd like to provide you with a little dose of legal reality, that will hopefully help you sleep a little better at night, or whenever it is that you normally sleep. Fortunately for you, once you became aware of some important legal principles, you won't be afraid of that fearful F word, foreclosure.

It's very important for you to realize and understand that foreclosure is not an overnight solution for your mortgage company. Foreclosure is a very strict legal process, and if you understand your legal rights, you can delay the foreclosure process for a year or longer. That's right, even though you may be 6 months or more behind on your mortgage payments, if your home or other property is located in New Jersey, you have many legal rights.

Your mortgage company is not allowed to come to your home one day without having taken you to court, and without warning, and change your locks, and board up your home. No way, not even close. If they break the law and do something like that, you just might have a big lawsuit against them for violating your legal rights.

Before the mortgage company can come anywhere close to

forcing you out of your home, they have to strictly follow lots of legal principles, rules, and regulations that govern their right to foreclose against a homeowner. Those laws are pretty complex and pretty complicated, but I've found a way to explain them to my clients in very simple terms.

Just about everyone understands how a major league baseball game works. No matter how far behind your favorite team is, they can't lose the game until the 9th inning is over. And sometimes the game even goes into extra innings.

Well, I've come up with a simple way to explain to my clients what inning the foreclosure process is in. And many of my clients who thought that the game was just about over, have very surprisingly learned that the game had just barely begun and had a very long way to go.

I could tell you stories about clients who were behind in their mortgage payments for two years, three years, and more, and they were still comfortably living in their home. I'm not saying that's going to happen to you, but wouldn't it be great to know all the rules of the game before you step up to the plate?

We'll explain much more about the process in future articles. If you can't wait that long, and want answers to some of your questions now, well, I'm here for you. I've been blessed to have been able to practice law in New Jersey for 47 years, and I've got more passion than ever to help as many people as I can.

I'm happy to help you no matter where in New Jersey you live. The fastest way to get me is to just pick up the phone and call 856 696 8300. I always offer a totally free consultation – no time limit and no obligation. With this crazy covidcrisis going on, you don't have to come to any of our offices, we can see you face to face using Zoom and other hi tech techniques.

I've written a Special Report called "Don't Fear Foreclosure, Fight Foreclosure," and I'll get you a free copy when you call me at 856 696 8300.

We help people facing all sorts of legal problems, so feel free to call me with regard to any type of legal challenge you may be facing. I'm only a phone call away. If you need me, you can call me right now at 856 696 8300 for your totally free legal consultation.

Helping people with their legal issues is my privilege, my passion, and my pleasure.

About the author

The Law Offices of Seymour Wasserstrum is a full service law firm, and we are here to help. We have a very informal and friendly office environment. Many of our clients become our friends, and refer family members and friends so we can help them with their legal needs. We help clients obtain debt relief through bankruptcy, debt settlement, and mortgage modification, and we know how to stop foreclosures.

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Five Offices to Serve You



Real estate market report By Ricky Bodaford

The real estate market continued to be strong in 2021 in spite of the many forecasts to the contrary that we saw in late 2020. While COVID fears continued to be a factor worldwide, market forecasts painted a rather dismal picture for 2021.

Numerous market analysts predicted that factors such as COVID, possibly rising interest rates, and a predicted drop in sales volume would result in:

- Home price growth will flatten, with a forecasted increase of 0.8 percent
- Inventory will remain constrained, especially at the entry-level price segment
- Mortgage rates are likely to bump up to 3.88 percent by the end of the year
- Tight inventory and rising mortgage rates will lead to dropping sales
- Buyers will continue to move to affordability, benefiting mid-sized markets

As in so often the case, some of these came to fruition, while others thankfully did not. Primarily, the historically low interest rates continued throughout the year with only moderate increases in the 3rd and 4th quarters. The affordability offered by the low rates, coupled with a correctly forecasted constrained inventory sent prices soaring at a national rate of 13.9%. Also factoring into the equation, was an unprecedented redistribution of the workforce influenced by the growing trend of allowing employees to work remotely. This cultural shift is still ongoing, and it remains to be seen how much of an impact it will have in the future.

The entire Savannah area outperformed the national average with a 20% increase in sales volume. Locally, pricing also outpaced the national average with an increase of 15% vs the previous year as reported by the Savannah Multi-List Corporation (SMLC). Market indicators seem to be telling us that we can look for pricing increases to level out to more historic levels. However, inflation rates remain concerning, housing inventories continue to lag behind demand, and interest rates have not risen to anticipated levels. There are a number of arguments to be made that this crazy market may continue for longer than once thought. Suffice to say that if you are waiting for the prices to fall before buying a home, you may be in for a very long wait. If you have any specific questions about real estate in general or the coastal Georgia market in particular, feel free to contact Ricky Bodaford or any of the real estate experts at Bodaford Realty.

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About the Author

Ricky was born in 1963 and has resided in Richmond Hill since his early childhood. Graduating from Richmond Hill High School in 1981 in a class of 29 seniors, Ricky has seen first-hand, the tremendous growth of the Coastal Georgia community. After attending Armstrong State University, Ricky married his high school sweetheart and went to work at the local paper mill as a 4th generation papermaker in Savannah in 1983. The son of a union shop steward, Ricky's appreciation of and dedication to the union were deeply rooted from the beginning. After Union Camp was bought out by International Paper in the late '90s, the workforce was reduced at the Savannah facility from approximately 5000 employees to less than 1000. Uncertainty of long-term stability resulted in Ricky seeking and attaining his license and status as Realtor® in 2002 and ultimately leaving International Paper in 2006. After attaining real estate licensure, a drive to rise to the top of his profession created a "thirst" for knowledge. Those early years in the real estate profession proved to be a time of individual growth and learning. Having met all of the educational requirements to advance to the status of Broker, it was simply a matter of waiting the required 3 years before Ricky could sit for the Real Estate Broker exam for Georgia Licensure. That thirst for learning resulted in Ricky Acing the state portion of the exam with a score of 100% in 2005. Shortly thereafter, Ricky began working for a local real estate company as Sales Manager. Ricky then opened his first real estate company in 2006 under the name of Bodaford Property Management. The timing of opening that small company was not good, as the real estate industry across the country fell victim to numerous economic factors in 2008. Like so many others, Bodaford Property Management also felt the pain of that bursting real estate bubble. Bodaford Property Management survived the recession, but Ricky ultimately took a job with Norfolk Southern in Savannah as a Switchman. While real estate remained his passion, Ricky did enjoy the work as a "railroader". Ricky remained employed by Norfolk Southern until 2018. Even with the demands of the railroad, Bodaford Property Management continued to grow. Re-branding the company to Bodaford Realty and focusing on the recruitment of sales agents led to what can be best described as an "explosion" of growth. That growth continues today due primarily to the core values, work ethic, and dedication to excellence in the real estate profession that has been Ricky's hallmark from the very beginning. All those who choose to use the services of Bodaford Realty can expect the following:

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Relocation Specialists

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