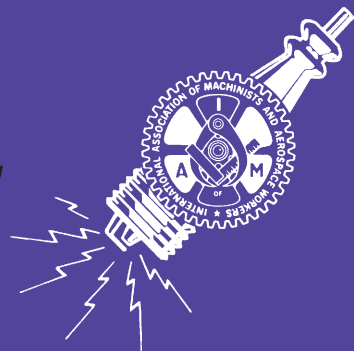


The IAM District 190 Sparkplug



VOL. 13 NO. 4

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August/September 2011

Serving the Active and Retired Members of IAM District Lodge 190

Be wary of signing ballot petitions



If you've been to a grocery store or shopping mall recently, you probably have been confronted by a newly iconic symbol of summer—the signature gatherer. Most likely, he or she asked if you're a registered voter, and if so, won't you sign a variety of petitions to get initiatives on the ballot. Don't rush to sign. These days, many petitions are sponsored by big corporations and wealthy people, and are against the interests of unions and working people.

You may be told that signing the petition just puts the initiative on the ballot and that, of course, you can choose to vote against it if you want. And that's true.

Here's what you won't be told:

- Paid petition signature gatherers often travel from state to state looking for the highest price per signature. Often they carry up to a dozen petitions at a time to maximize personal profit.
- Being paid by the signature is an invitation to fraud. Signature gatherers have been known to forge signatures from one petition onto another—possibly on an initiative that the original signer never would have signed. This is a form of identity theft.
- Paid signature gatherers often use misleading, unscrupulous and even blatantly dishonest tactics to get voters to sign initiatives so they can collect their bounty.

Perhaps even more important, the initiative process itself has become corrupted by big money interests. For example, Californians have voted down the so-called "paycheck protection act" twice in the past 10 years. This initiative is

designed to restrict union involvement in the political system. And, because of anti-union zealots, like the oil-rich Koch brothers, this initiative will likely be on the ballot again in 2012. And then unions will have to use their hard-earned money to fight against it—a third time.

According to State Senator Mark DeSaulnier (D-Concord), who has authored two bills to reform the initiative process and make signature gathering operations more transparent and accountable, 1982 was the last year a 100% volunteer effort—as opposed to a paid signature effort—qualified an initiative to get on the ballot in California.

California is one of 24 states with initiative systems. The initiative process and the desire for citizen-run democracy has strong public support across the state.

"California has the most robust direct democracy," says DeSaulnier. "Unfortunately, it's been hijacked." DeSaulnier puts some of the blame on California's size and the amount it costs to place television ads in large, expensive markets like Los Angeles and San Francisco. He says the time is now to reform the initiative system.

History of initiatives

California voters adopted the ballot initiative process in 1911 as part of the Progressive movement, a grassroots effort to end government corruption. State politics in the early 1900s involved frequent corruption and bribery trials, domination by political bosses and particularly by the railroad industry, which had control over the legislature,

electoral procedures and the courts. The initiative process enabled citizens to create their own legislation.

A century later, however, critics say that progressive approach to governance has morphed into an industry that caters to special interests with money to spend. Competing with well-funded, well-mesaged campaigns often funded by corporate interests, unions have been forced to work on the defense, enabling them, at best, to maintain the status quo.

Recently, "**Think before you ink**" campaigns have been launched by union coalitions in Sacramento and San Diego. Their goal is to provide information about the real content of petitions that the signature gatherer may not be fully or accurately disclosing.

Fixing the system

California has received an "F" grade on the Ballot Initiative Strategy Center's state-by-state report card for its lack of accountability and transparency in the signature gathering process.

This session, the state legislature has passed two bills to rein in some aspects of the signature gathering system. Governor Brown has

already vetoed one bill by Sen. Ellen Corbett (D-San Leandro), that would mandate that issue campaigns pay signature gatherers by the hour rather than by the signature because he was "concerned about its unintended consequences." The other bill, by DeSaulnier, would require signature-gatherers to wear badges that indicate whether they're paid or volunteers. This bill has not yet reached the governor's desk.

Currently, 16 initiatives and referenda have been cleared by California's Secretary of State for signature gathering. These range from prohibiting home foreclosures; legalizing marijuana and taxing oil companies to several initiatives challenging union members' rights and pensions.

"Union members should definitely think twice before signing petitions," says DBR Jim Beno. "If you don't understand what the petition is for and you don't get a clear answer from the person carrying the petition, don't just sign it anyway. You may be helping put something on the ballot that is against your interests and then you, and your union, will have to play defense to ensure that it doesn't pass."

When you should sign

The **League of Women Voters**, a non-partisan good government organization, is telling voters: "Your signature is very valuable, considering that far fewer signatures are required to qualify a petition for the ballot than voters to pass it on the ballot. Only sign an initiative petition that you believe belongs on the ballot."

The League suggests you consider five questions to help determine whether or not to sign an initiative petition:

1 Is it complex? Some issues can be decided by a simple yes or no vote. Complex issues may need to be thoroughly examined and debated in a legislative arena.

2 Is it confusing? Some initiatives are not well written or contain conflicts that may require court resolution or interpretation. This costs the taxpayers additional money to resolve these issues.

3 Does it belong in the Constitution? If an initiative amends the Constitution, consider whether it really belongs there. Is it a fundamental law that should be protected from change? Correcting a constitutional amendment requires another constitutional amendment – another vote of the people – and is cumbersome and costly.

4 How will it be funded? Is it an "unfunded mandate" that would require the Legislature to take funds from other essential programs? Consider the effect on the overall flexibility of a government budget with already limited revenue. An initiative should generally create its own revenue source, and not earmark, restrict or obligate a specific percentage of General Fund revenues.

5 Who is behind it? Find out who are the real sponsors and opponents of the petition drive.



MEMBERS IN ACTION

Local 1528 supports member and son who drive Legends minicar

Who knew they made 5/8 scale cars, much less that people race them? Local 1528 members know, because for the past six years, they've sponsored long-time member Ted Clement's mini '37 Chevy Sedan in the Legends of the Pacific racing series.

For 26 years, Ted has worked at Sardee Industries in Stockton, a machine shop that manufactures specialized equipment for the container industry. Ted is the chief mechanic and his son Keith, an auto mechanic, is the driver of the mini-car. The car is painted metallic green with bright yellow interior, numbers and lettering and proudly displays the IAM logo.

Keith has come a long way since he started driving in 2006. Back then, he was named "Most Improved Driver" in the Semi-Pro division. In the 2010 season, he was the fourth place finisher over all three divisions—Masters, Pro and Semi-Pro. He was also voted Legends of the Pacific's "Sportsman of the Year" for his contributions as an engine



For years, Local Lodge 1528 has sponsored member Ted Clement and his son Keith's mini-car driving career. They proudly display the IAM logo on the car and on the trailer. Pictured above, Business Rep Skip Hatch gives a \$300 check to the Clements.

builder, tuner, troubleshooter and all-around nice guy!

"We purchased a new chassis for our car early in the 2009 season and in spite of its having been through some bad wrecks, we have managed to keep it very competitive," Ted says.

Mini-cars are fairly inexpensive to purchase at around \$15,000 complete and ready to race. They run 1200 or 1250 Yamaha motorcycle engines and can race an entire evening on a single five-gallon tank of gas. "As racing goes, we're fairly

green. These cars enable you to be involved in motorsports competition at a high level and still keep costs under control," Ted says. He and Keith race at speedways in Stockton, Roseville, Lakeport, Ukiah and Shasta.

"After the races, the fans always come up to check out the Legends cars and many are surprised and pleased to see that we are sponsored by the IAM & AW," Ted says with pride. "It gives us that look and feel of being a 'Big Time' team."

Other than the first race this year, where the car ended up rolled on its side, Ted says that #8 has run well and been fairly incident-free. "If we can continue that kind of performance, the 2011 season should be another great year for us."

Ted thanks everyone at IAM Local 1528 for their continued support and says that this year's donation will go towards new tires for the car. "We truly appreciate it and will do our best to make you proud!"



ORGANIZING CHALLENGES

Mercedes Benz techs celebrate but still have work to do to get union contract

With a cake proclaiming "One Year and Still Here!", the techs at Mercedes Benz of San Diego celebrated their union solidarity and the fact that they've held strong since they voted for union representation a year ago.

"The campaign started on June 24, 2010 and the employer, PAG, has used every delay tactic they could," says Area Director Jesse Juarez.

The union won 'round one' when the Labor Board agreed to a settlement of the ten unfair labor practice charges that the union had filed

A cake proclaims the MBSD techs' pride in winning round one at the labor board. "They want a union and they'll stick together until they get it."



around such issues as threats, bribes, and unilateral changes in pay plans. "A highlight of the settlement is that,

in addition to posting the settlement, the HR person must hold a mandatory meeting to read it out loud to the employees," says Juarez. "This includes saying that the company promises not to interfere with their rights and won't threaten them."

Juarez adds that the labor board still hasn't ruled on the election itself, but he expects the ruling to come soon. And, he says there are more

unfair labor practice charges pending.

"I'm proud of these guys. They want a union and they'll stick together until they get it," Juarez adds.

Organizing plans

District 190 is committed to organizing as a way to grow and strengthen the union and keep current contracts strong, but has been frustrated with how skewed labor law is against those seeking to join unions. "We've decided to focus on Service Contract organizing," says Juarez, who was recently handbilling in Barstow to drum up interest in the union. "We're going to the same employers that we have under contract at Fort Hunter Liggett and Moffett Field. We already have contracts and relationships with these employers and will focus here."

The key to a strong union is ORGANIZING—and you can help keep District 190 strong!

Do you know people who work in your industry but don't have a union? Often non-union workers have the same wages as union employees—but that's all they have. Talk to people in non-union shops about the benefits of having a contract, a grievance procedure, a pension and good union benefits. If they're interested, ask if one of our organizers can call them. (Remind them that the call will be completely confidential.) Here's a contact form for you to complete and send to District 190.

About you:

Name: _____

Where you work: _____

Your phone number: _____

Please call the following to tell them more about IAM representation:

Name: _____

Company: _____

Home or Cell Phone Number: _____

Best time to be reached: _____

Please return this form to: District 190, 7717 Oakport Street, Oakland, CA 94621. (Use this form, or just include the info on your own paper.)

The IAM District 190

Sparkplug



Debra Chaplan,
Managing Editor

The Sparkplug (USPS 007966) is published bi-monthly by District Lodge 190, International Association of Machinists, Oakland, Calif., a non-profit organization. Periodicals postage paid at Oakland. Subscriptions are \$3 per year.

The Sparkplug is the official publication of District Lodge 190 and its affiliated

local lodges and notification of any meeting or election in this paper shall constitute official notice per Article B, Section 4 of the IAMAW Constitution and Articles V and VII of District Lodge 190 By-Laws.

Postmaster: Send address corrections to: The Sparkplug, 7717 Oakport Street, Oakland, CA 94621.



LABOR DAY 2011

Celebrate workers' rights and the Labor Movement — join a Labor Day event in your area!

Contra Costa CLC Labor Day Barbeque
September 3, 11am-2pm
1333 Pine Street Suite E, Martinez

Fresno-Madera-Tulare-Kings CLC Labor Day Pancake Breakfast
September 5, 8-10am
Fresno Fairgrounds, 1121 South Chance Ave., Fresno

LA County Fed Labor Day March, Rally, and Picnic
September 5, 10am-3pm
Meet at Banning Park, Wilmington

Merced/Mariposa CLC Labor Day Picnic
September 5, 10am-5pm
Lake Yosemite, Merced



North Bay CLC Labor Day Pancake Breakfast
September 5, 8am-noon
1700 Corby Ave, Santa Rosa

Sacramento CLC Labor Day Picnic
September 5, 11am-3pm
Land Park (Sutcliffeville Rd. and Freeport Blvd.), Sacramento

San Francisco CLC Annual Pre-Labor Day Breakfast
September 2, 8-10am
Holiday Inn Golden Gateway, 1500 Van Ness Ave., San Francisco

Napa-Solano CLC Labor Day Breakfast
September 6, 9am-noon
Iron Workers' Hall, 3120 Bayshore Road, Benicia



27th Annual Michael J. Day Memorial Guide Dogs of America Charity Golf Tournament
Friday, August 26, 2011

Alameda Municipal Golf Course
1 Club House Memorial Drive, Alameda (South Course)
Sign-In: 9:00 a.m. • Shotgun Start: 11:00 a.m.

Francesco's Restaurant
Pardee & Hegenberger, Oakland
No-Host Cocktail Party: 4:30 p.m. Dinner: 5:30 p.m.
Entry Fee: \$300 per person/\$1,200 foursome
Includes: Greens fee, golf balls, tee prizes, awards dinner




Get your IAM news on the web!

Local 1546 members have a new website for their local news. Go to:
www.IAM1546.com

Everyone else, visit the District 190 website at:
www.iamdistrict190.org

and the International IAM website as well:
www.goiam.org



LETTERS TO THE EDITOR

Fight with Groth

I retired from Groth Bros. Chevrolet [in Livermore] after 30 years. It saddens me to see what has happened at the dealership and how Robin and Rick Groth are making the union their scapegoat for all the financial woes of the dealership.

I worked for their dad, uncle, cousin, and through the take-over, when Bill Groth's widow turned over her ownership to her son and they booted out Robin for a few years until a lot of money got her back in control. In all that time, Groth Bros. was a union shop and we always survived. Even during the previous recession, Robin's dad would always find a way to keep us going.

Through the years, when we would get our raises, we would vote to split the raise and put 50% into our pension fund for the future. That is why the amount was so high. By deciding not to pay the pension, Robin gave the employees a big pay cut and could care less. Her decision

not to pay their medical just puts the knife in even deeper. I am sure she is still paying the medical on her female employees.

Robin and Rick Groth should look in the mirror and realize that the main cause of the financial hardship is their own lack of ownership knowledge and management skills. It's too easy to blame someone else. Rick has never worked for anyone else and Robin never lasted long at any job while she was exiled from the dealership. Neither knows what it is like to be a real employee and not an employer.

My advice to the remaining union employees at Groth Bros. is to move on and find a better place of employment. Groth Bros. will never be the place it used to be. The deal-

ership that was a great place to work was gone years ago.

I am thankful that, because of the union, I was able to retire after 30 years of employment and do not have to deal with all the turmoil. The best of luck to all of my old union friends back at the dealership.

Jeff Horrick
Retired member, Local 1546

Greyhound, back in the day

My name is Andrew Cafasso Book #LL1447. When asked how long I was a union member, I don't have to think. I joined on my 18th birthday and retired 39 years later on my 57th birthday.

I served my apprenticeship at Greyhound in San Francisco. I belonged to now defunct Local

1305, which had been a strong local formed in the city during the depression. I worked with members whose books started with single letters.

Greyhound had 500 members in San Francisco. When we took strike votes, they were always unanimous. We shut down interstate bus travel and fought management by telling them that without a workforce, they would go out of business. When the leadership of 1305 was presided over by ex-Greyhound employees like Frank Souza, J.B. Martin and Jerry Hiner, the Local was stronger than ever. All ex-Greyhound employees earned status as knowledgeable men because the shop had people who had come through the depression and the war and had proven their ability to repair and maintain automotive equipment. As everyone said, "you can always tell a San Francisco Greyhound employee, but you can't tell him much."

Without a union I would not be enjoying the life I have today.

Brother Andrew (Gus) Cafasso
Retired member, Local 1305

Retired and active members: Please write in if something in *The Sparkplug* makes you happy or mad or inspires you to action. All letters will be used, space permitting. They may be edited for length or grammar, but not for content. Letters may be submitted as follows:

e-mail: dchaplan@mindspring.com
fax: 510-288-1346
mail: IAM District 190, 7717 Oakport Drive, Oakland, CA 94621



After 47 years, member retires and shop closes



Congratulations Dave Wickham for a long and successful career at Peerless Pump. (From Left:) Local 653 Vice President Dan Deubner. Dave Wickham and his wife Shirley.

Local Lodge 653 was proud to recognize Brother Dave Wickham at its July 20 meeting. Dave is 73 years old and has worked at Peerless Pump in Fresno for 47 years.

“Dave always said that the place would close before he left...and he was almost right,” says Business Rep Tom Rotella. “It turns out that Dave’s last day was July 29, 2011, and that’s the same day that Peerless Pump closed its doors.”

The Local wishes Dave much happiness in his retirement.

Breakfast at the Fresno Fair Ground. Tickets are \$10; kids under 10 are free. Breakfast will be served from 8 a.m. until Noon on Labor Day Sept 5. Call the union office for tickets and more information.

Local 1173—Concord

Bill Brandt Ford tries to inflict pain

Contact negotiations at **Bill Brandt Ford** in Brentwood have been contentious from the outset, as the employer’s opening gambit was to propose increasing the employees’ share of the health and welfare cost by more than 200% per month. “Obviously, the members are not excited about having to pay more than double for their current medical plan,” say Business Rep Rick Rodgers, who’s in negotiations for both the technicians and the parts department employees.

At the last negotiation meeting, the employer gave the union their last, best and final offer that contained the huge medical increases. The members quickly voted this proposal down and requested that the employer go back to the table and negotiate a deal that is fair. “It’s up to the employer to change their final offer or risk the possibility of a strike,” Rodgers adds.

Hopkins Honda-Acura not bargaining in good faith

In April, **Hopkins Honda-Acura** of Fairfield unlawfully stopped bargaining with the union and submitted their last, best and final offer for ratification. In response, the union filed unfair labor practice charges against the employer. The labor board upheld the charges and is forcing the employer to go back to the table and bargain in good faith with the union.

“The employer needs to knock-off their foolish behavior and constant delay tactics and begin negotiating a fair contract for their employees,” says Area Director Hollibush.

Local 93 - San Jose

Changing the bylaws

The Local Lodge 93 Bylaws Committee has been meeting to review the Local’s dues structure. Under consideration is a proposal to modify the dues structure to base the members’ monthly union dues rate on an average hourly wage rate by shop, rather than by classification. International President Buffenbarger and the Executive Council have already granted approval to use this method for calculating low wage special dues rates, effective July 1, 2011.

The proposed bylaws change on the overall dues structure will be read at the August membership meeting. Members will have an opportunity to discuss and vote on it at the September 14 meeting.

Steward training

IAM Western Territory Education Rep Marie Box will conduct a Shop Steward Training Seminar at Local 93’s offices on Thursday, August 25, 2011. All Stewards, Local Lodge Officers and members of the Executive Board are encouraged to attend.

Running for the Dogs

West Coast Hawks for Dogs announces that its Annual Motorcycle

Run is set for Saturday, October 15, 2011, at 1:00 p.m. The event is being held at the Florence in the historic Niles district of Fremont. The registration fee is \$25 pp. The ride will start and end at the Florence—the route is still being set.

For more information call 510-489-7685. Proceeds benefit Guide Dogs of America.

Contracts in the works

Negotiations for new agreements continue with **Granite Rock** and **Industrial Machine Shop**, reports Business Rep Sam Saiu. Kimball Motor Company negotiations for a first agreement are also ongoing, and the Rich Foods contract is coming up for negotiations.

Bargaining will begin soon for new agreements with **Sam Linder Cadillac** in Salinas, and **VSE Corporation** at Fort Hunter Liggett. Business Rep Richard Breckenridge represents these members.

Local 653 - Fresno

Contract updates

The members who work at the **Fresno Truck Center** have a new contract that includes \$1.35/hour increases for wages and pension, new

health and welfare language, training and DTNA certification pay.

Business Rep Tom Rotella wanted to give special thanks to the union committee that included Joe Artiaga Jr., Jeremy Celaya, and Alex Lett, who will be retiring next month. “Alex stayed long enough to train our newer negotiators and get this round done,” says Rotella.

Ron Glapenske, night shop steward, also retired but remains active on the Local Lodge 653 E-Board and on the District 190 E-Board. “Thanks, Ron and Alex. I hope you both enjoy your retirement” says Rotella on behalf of the membership.

Joe Artiaga Jr. and Jeremy Celaya will assume the Shop Stewards positions. “Good luck and welcome aboard.”

The members who work at **G & H Diesel** in Fresno have a new three-year agreement that includes \$1.50 hourly increases for wages and pension, new vacation language and a change in the probation period from 354 hours to 60 calendar days.

Contract negotiations are actively progressing at **Herwaldt Subaru**, **RUAN Trucking** and **Elliott Manufacturing**.

Labor Day breakfast

The Fresno Central Labor Council is sponsoring a Labor Day Pancake

SHOP TALK: What can government or businesses do to create more jobs in



LYNNE MARCHI
Jennings Technology—28 years
Local 93

“There used to be so much manufacturing done here in the U.S. but so much of it has been sent overseas. Stop outsourcing good jobs and make the products here.”



MARC SCALESE
Jennings Technology—31 years
Local 93

“I’d like to see spending cut. I’ve heard there are a lot of regulations holding business leaders back from being able to expand. I also want to see a balanced budget amendment.”



PAT STELMA
Jennings Technology—1 year
Local 93

“Congress should start working for the people, not for the individual parties. Corporate America has billions in the bank and they’re not investing it. They need to spend that money.”



PAZ ANGEL
Jennings Technology—32 years
Local 93

“I hear everybody talking the party line. We’re definitely in trouble in this country, and I don’t know how to get us out of it.”



KIM VO
Jennings Technology—3 years
Local 93

“Keep jobs in the U.S. Labor is expensive here, but if everyone has a job, they’ll spend their money and keep the economy running.”

THE LOCALS

The labor board settlement that ultimately forced the company back to the table gives the union quite a bit of leverage if the employer continues to play games. “I plan to give the company a fair chance to demonstrate that they intend to bargain in good faith,” Hollibush explains. “However, if they don’t quickly stop their unlawful bargaining tactics, the union will have very little patience.” Only time will tell whether the employer bargains a fair contract or ends up in costly litigation at the labor board. Either way, the technicians at Hopkins will prevail in their struggle for their first contract.

1484—Wilmington

Contract updates

The eleven members who work at **Flexi-Van** in Carson recently ratified a two-year contract. “This is quite a rich contract for the off-dock industry,” says Business Rep Kevin Kucera. “It includes respectable wage increases and other benefits.”

Kucera is currently in negotiations with the **Ports America Group** and is confident that they’ll get a good agreement.

The next contracts up for negotiations are **Marine Dockside**, **Ocean-wide** and **West Coast Industrial**, all located at the ports of LA and Long Beach.

Local 1528-Modesto

It just takes one

After learning that a technician was working at the Patterson Penske Truck Leasing shop alongside those at the already-unionized Ceres shop, the union claimed a “commonality of interest” mandating that the tech should be in the union. Not surprisingly, the company balked. The union took the case to the Labor Board, and won the ‘unit clarification.’

“The employee is now covered under the Ceres agreement,” says

Business Rep Skip Hatch. “The NLRB found there was enough commonality and interchangeable work between the Patterson shop and the Ceres shop that the tech should be covered by Ceres agreement.” Hatch says he that while this fight was over one member, he expects the shop to grow in the near future.

Local 1584-Oakland

More contracts

The 21 members who work at **Morton Salt, Inc.** in Newark recently ratified a new three-year agreement. “They’ll be getting 2.5 percent wage increases each year, and we agreed to a 60¢ differential for the second shift and 75¢ for the third shift. We also increased the health insurance caps to \$1025 in year one, \$1060 in year two, and \$1110 in the final year of the contract,” explains Business Rep Chris Rasmussen, who wanted to thank the negotiating committee which included Chief Shop Steward Fred Schaffler and Shop Stewards Joe Krauss and Allen Turner.

And over in Emeryville, the 65 members at the **George Martin Company** ratified their new four-year agreement. Journeymen and higher will get annual wage increases of 10¢, 15¢, 25¢ and 30¢/hour each year, respectively. The increases for specialist and below are 10¢/hour the first and second years, and 15¢/hour for years three and four. Also, the company will pay 65% of any health insurance cost increases and the employees will cover the remaining 35%. Finally, the employer will increase their contribution to the IAM pension by 5¢/hour each year.

SSA members jump off bridge



After taking a five-mile hike into the Angeles National Forest near Azusa, 22 people—Local 1484 members and one management person from SSA—jumped 350 feet off the Bridge to Nowhere. “An exhilarating time was had by all,” reports Business Rep Kevin Kucera. Below, member and event organizer Doug Derosia, prepares for one of his five jumps of the day.



Local 2182-Sacramento

Unilateral changes don’t fly

When **Hubacher Cadillac** merged with **Kuni Motors** and later moved to a new location, they thought they could just dump the union. Well, the union didn’t think so and ultimately neither did the Labor Board. Now the company needs to rescind all the unilateral changes it imposed since August and must recognize the union.

The dealership dropped the Hubacher name when they moved to a new location in August, 2010 and is now known as **Kuni Motors of Sacramento**. “While the contract didn’t follow the employees to the new location, all of the conditions remained in place,” says Business Rep Skip Hatch. “Now, we have to bargain for a new contract.”

In the meantime, the company will

have to make the employees whole for wages that the company unilaterally reduced and for any out-of-pocket expenses the employees incurred when the company changed from union dental, vision, orthodontic and life insurance plans to company plans.

“The process is that the employer will send all checks to the Labor Board, who will distribute them to our members,” says Hatch, who looks forward to bargaining on the two collective bargaining agreements, one that covers the 25 service and parts employees and the other that covers eight detailers, washers, valets, and drivers in the car lot unit.

“The union fought for our members’ rights under the contract. It took a while, but we finally won,” says Hatch. This shop has many new employees, and we figure that they’ll see the value of having a union when those checks arrive.”

Help Wanted:

Central Concrete and **Cemex** are both hiring heavy duty mechanics. Four jobs are available, one each in San Jose, Hayward, Pleasanton and Concord.

At Cemex, the day shift rate is \$34.73; Central pays \$35.23. “Both are good union jobs with lots of benefits (\$700+ in pension, fully paid health and welfare)” says

Area Director Don Crosatto. “Both companies are replacing people who retired, so these are not short-term positions.”

Contact Local 1546 at 510-638-6705 for more information about how to apply.

n the United States?



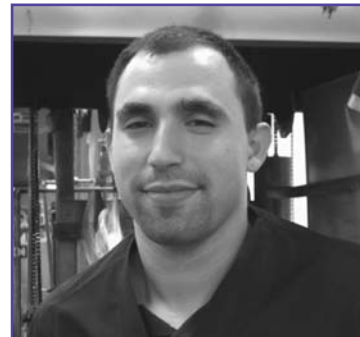
MILTON EDWARDS
Jennings Technology—35 years
Local 93

“Companies should be taxed if they send jobs out of the country and get tax benefits if they create jobs here. Also, we need to start investing tax dollars and working on our infrastructure.”



JOHN MULEA
Jennings Technology—34 years
Local 93

“Government needs to stop outsourcing and learn how to spend money. We need to get off foreign oil and start investing in our own energy and creating jobs in the energy field here.”



CHRISTOPHER NUNES
Jennings Technology—2 years
Local 93

“The key to success is never giving up. Maybe if they increased the import tax, then outside products would be more expensive, keeping American products more competitive. Also, stop the war in Iraq.”



VIOLET KEANAAINA
Jennings Technology—30 years
Local 93

“People need jobs, especially those with families. Under Bush, the money all went to the Iraq war. They need to focus more on the people here and our problems instead of being involved in other countries.”



MONTY MEZZANO
Jennings Technology—7 months
Local 93

“Start training more young people to be interested in manufacturing. A lot of young people are going after college degrees who don’t need them. We need to stay cost-competitive so other markets aren’t so attractive.”



IN THE NEWS

Eliminating workers' rights more important than air safety

House Republicans would rather shut down the Federal Aviation Administration (FAA) and put the flying public at risk than allow aviation and rail workers a simple majority vote—the same process that applies to electing lawmakers—on whether to join a union.

This incredible hostage-taking of a bill to reauthorize funding for the FAA is all about a new rule adopted last year by the National Mediation Board (NMB) that says air and rail elections should be decided by a majority of votes cast. Previously under the Railway Labor Act (RLA), which covers rail and airline workers, each worker who did not cast a vote in a representation election was automatically counted as a “No” vote.

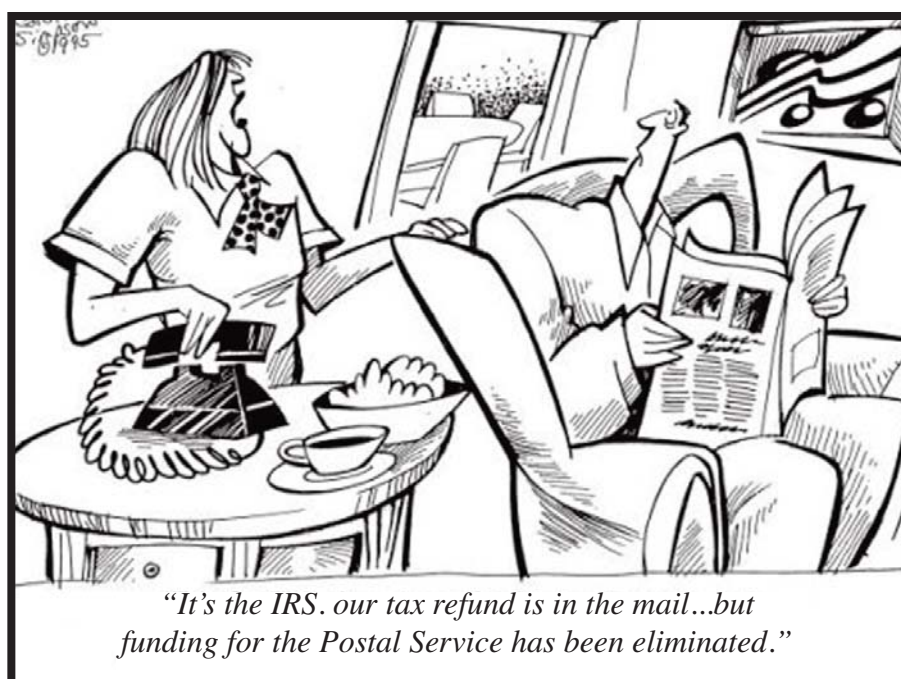
As this paper goes to press, Congress went on a six-week vacation without passing a temporary reauthorization bill, but a deal was struck effectively reopening the agency after two weeks. The congressional inaction furloughed 4,000 FAA workers and stalled hundreds of airport construction projects, putting 90,000 construction workers back on the out-of-work list.

Along with the job loss, the shut-down will have cost taxpayers \$200 million in uncollected aviation taxes a week. Instead of reducing the ticket price to account for these taxes, most airlines just pocketed the funds as additional profit.

by Mike Hall, AFL-CIO Blog

Decline in unions a leading factor in income inequality

With union members under attack across the country, a new study shows how important unions are to the economy. The study, “Union Decline Accounts for Much of the Rise in Wage Inequality,” published in the August issue of the “American Sociological Review,” says the decline in the percentage of workers



who belong to unions is worsening income inequality and closely parallels the decline of the middle-class.

“Our study underscores the role of unions as an equalizing force in the labor market,” says Bruce Western, a professor of sociology at Harvard University and co-author of the study. “Even nonunion workers benefit from stronger unions as employers raise wages and increase employee benefits”

“For generations, unions have been the core institution advocating for more equitable wage distribution,” says co-author Jake Rosenfeld, a professor of sociology at the University of Washington. “Today, when unions—at least in the private sector—have largely disappeared, this voice for equity has faded dramatically. People now have very different ideas about what’s acceptable in terms of pay distribution.”

Since union membership began to decline in the 1970s, the link between worker productivity and wages has been cut, causing employees to work harder for less and less money. Between 1980 and 2008, nationwide, worker productivity grew by 75 percent, while workers’ inflation-adjusted average wages increased by only 22.6 percent, the study says.

by James Parks, AFL-CIO Blog

New jobs created are nearly all low-wage

So, even as there are still 4.7 workers for every one job, the jobs that are being created are primarily low-wage—and the wages in those jobs have fallen disproportionately, according to a new report by the National Employment Law Project (NELP).

From the first quarter of 2010 through the first quarter of 2011, the most recent data available, lower-wage occupations grew by 3.2 percent, with retail salespersons, office clerks, cashiers, food preparation workers and stock clerks topping the list. Mid-wage occupations, including paralegals, customer service representatives and machinists, grew by only 1.2 percent, while higher-wage occupations like engineers, registered nurses and finance workers, declined by 1.2 percent.

While overall, wages have fallen 0.6 percent since the start of the recession, lower-wage jobs have declined by 2.3 percent. In mid-range occupations, wages declined by -0.9 percent while wages in higher-wage jobs actually rose by 0.9 percent.

“Today’s retail clerks, health aides, child care workers, restaurant workers, security guards and other

minimum wage workers have \$6,500 less in annual buying power than their 1968 counterparts,” says study author Holly Sklar.

by Tula Connell, AFL-CIO Blog

Lockout’s end is a victory for workers

The long-awaited end of the NFL lockout wasn’t just good news for sports fans or fantasy football fanatics. The resolution of the owners’ lockout was welcome news for thousands of stadium employees and a powerful reminder of the benefits of workers standing together for respect and a voice on the job.

Stadium workers weren’t the only ones with their livelihood on the line. “Based on the NFL’s own numbers, the owners’ decision to lock out the players would have affected 150,000 jobs, and countless small businesses and communities that depend on game day revenue,” says American Rights at Work Executive Director Kimberly Freeman Brown. “With our economy still struggling to get back on track, putting people out of work just to pad record-setting profits would have been indefensible and disastrous for local economies.”

Now that the lockout is over, the thousands of workers whose jobs depend directly and indirectly on NFL football can get back to work.

What’s more, as Dave Zirin at *The Nation* noted, “despite the power of the NFL owners who forced the lockout, the players were able to gain improved safety protections and health care provisions because they stood together. The success of the NFL players reminds us that when employees have a voice on the job, they’re empowered to improve their working lives. That’s something that fans of any team should cheer for.

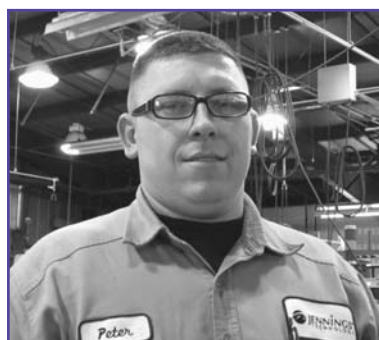
by Will McDonald
American Rights at Work

SHOP TALK: What can be done to create jobs in the U.S.?



RAYMOND DELACERDA
Jennings Technology—34 years
Local 93

“Government and business need to create jobs so people aren’t on the street. In the early 50s, there was plenty of work. When corporations took over, they moved work out. Now they need to create the jobs..”



PETER JURCZYK
Jennings Technology—7 years
Local 93

“I think there are plenty of jobs out there. People just need to get out and find one. The economy’s not good, but if you need a job, get off your ass and go find one.”



SANDRA DELGADO
Jennings Technology—2 years
Local 93

“We need to build more businesses. The government needs to play a role to get that going.”



JAVIER YEPIZ
Jennings Technology—32 years
Local 93

“The government needs to create jobs. We used to do a lot of work that’s now being done in other countries cheaper. They have to worry about us first before sending work to other countries.”



HEALTH BENEFITS UPDATES

AI trustees keep rate increases low and plan changes minimal

For most years in recent memory, the health and welfare trustees could expect double digit increases from health care providers. This put a strain on our employers, and reducing our ability to negotiate decent wage increases. “This year, the trustees are pleased to announce that we’ve been able to keep the increases to a minimum—less than 3% on Plan A and less than 1% on Plan B,” says trustee and DBR Jim Beno.

One provider, HealthNet, had come to the table with a double digit increase, causing the trustees to decide that they could no longer offer HealthNet as an option. “When we informed them that we were going to end the relationship as of January, HealthNet lowered their rate increase significantly. After taking the new offer into consideration, the trustees unanimously decided to keep them for another year,” Beno says. “Our strong preference is to keep the providers we have, so

that members don’t have to hunt for new plans or new doctors. But, if the cost increases are prohibitive, it hurts everyone. Of course, we’ll have to play this game again next year.”



ATPA is the administrator for the Automotive Industries Health & Welfare and Pension Trust

Contact us at 510-836-2484

A few plan changes

“Overall, this was a pretty good year for the health plan, but we did have to make a few modifications,” Beno says.

Kaiser Plan: For those who have Kaiser on Plan A: The emergency room co-pay was increased from \$50 to \$100.

Kaiser’s prescription drug plan:

- The \$100 annual deductible has been eliminated;
- Co-pays for generic drugs go from \$10 to \$15.
- Co-pays for brand name drugs will remain at \$30, but will cover a 30-day supply (instead of 100-day supply).

Because of healthy reserves in the life insurance account, the Trustees are now offering the option of \$75,000 or \$100,000 policies, in addition to the current \$10,000, \$25,000 and \$50,000 policies. The policy level is still bargained with the employer.



401(k) OPTIONS

Two great ways to save for retirement!

Beginning in October, 2011, the California Machinist 401k Plan will offer the ability to make traditional before-tax contributions (the way it is today) and/or after-tax (ROTH) contributions.

BEFORE-TAX OPTION—Today, contributions to the 401k plan are taken out of your paycheck before income taxes are calculated. This means that your annual income is reduced in the year the contributions are made. Your funds grow tax-deferred and you pay income taxes on the contributions and their earnings when you withdraw them in the future.

AFTER-TAX ROTH OPTION—Roth contributions are taken out of your paycheck after taxes have been calculated. Earnings are sheltered from taxes while in the Plan. The key is that the withdrawals from the Roth portion of your 401k plan are free from federal income taxes and penalties if the first Roth contribution was made at least five years before withdrawal and if you’re at least 59½, you’ve become disabled or have died. Unlike a Roth IRA, there are no income limits restricting who can contribute to the Roth 401k.

Now you have the choice to....

Pay taxes tomorrow?

- Do you think your personal income taxes will be lower when you’re in retirement?
- Do you think tax rates will be the same when

you reach retirement as they are today?

- Will a reduction in your current taxes make saving in the 401k plan more appealing to you?

Pay taxes today?

- Do you think your personal income taxes will be higher when you’re in retirement?
- Do you think tax rates overall will be higher when you reach retirement?
- Does the idea of tax-free earnings appeal to you?
- Do you want more flexibility in managing your income in retirement?
- Do current income tax restrictions prevent you from contributing to a Roth IRA?

Can’t decide? You don’t have to choose one option or the other. You can make both before-tax and after-tax contributions to the California Machinist 401k Plan. Your combined total contribution, however, cannot exceed \$16,500 (\$22,000 if you’re age 50 or older) in 2011.

Have questions? Interested in signing up for the Plan or making changes to status of your deferrals? Please contact either the Plan Administrator, Kaufmann and Goble at 408-298-1170 or the Plan’s Financial Advisors, Carla Koren and Jose Zavaleta, Jr. at 800-543-9087 x488.



Union-Made Old Glory

by Will McDonald on July 4, 2011
American Rights at Work

Many iconic American products have been union-made: **John Deere tractors, Campbell’s Soup, Tootsie Rolls, Harley Davidson motorcycles**, and classic cars such as the **Ford Mustang** and the **Chevy Camaro**. We can add to that list the most iconic item of them all, the **American Flag** itself.

Annin Flag Company of Roseland, New Jersey, produces thousands of union-made American flags each year. Workers at Annin Flags are represented by the United Food & Commercial Workers (UFCW).

Established in 1847, the company prides itself on being the oldest and largest manufacturer of flags in the U.S. Their flags have been in used in the inauguration ceremonies of U.S. presidents since Zachary Taylor was sworn in to office back in 1849. An Annin flag was draped across President Lincoln’s coffin, raised on Iwo Jima in 1945, and used in the Apollo space program.

While many American flags are not made in the U.S., in 2010 the House of Representatives unanimously passed the All-American Flag Act, which mandates that all flags used for government purchases be made domestically.

Union members have helped to build this country, and the value of their contributions is reflected each day by the union members at Annin Flag Company.

Important Notice for members with Kaiser Permanente health coverage in San Mateo County

As of August 15, Kaiser opened its new San Mateo Medical Offices (and closed the Aspen Building). The new offices are at 1000 Franklin Parkway in San Mateo (right off the Hillsdale Blvd. exit from Highway 101).

The new offices will offer the following outpatient medical services:

- Family Medicine
- Internal Medicine (Adult)
- Laboratory services
- Obstetrics/Gynecology
- Pediatrics
- Pharmacy
- Sports Medicine
- Vision: Optometry/Optical Center

• Imaging: X-ray/Mammography
Please note: No emergency or hospital services will be provided at the San Mateo Medical Offices. Emergency and hospital services will continue to be available at the Redwood City and South San Francisco Medical Centers.

If you have questions about the services offered at the new medical office, please call Member Services at 1-800-464-4000, or 1-800-777-1370 (TTY for the deaf, hard of hearing, or speech impaired) weekdays from 7 a.m. to 7 p.m. and weekends from 7 a.m. to 3 p.m. You can also visit www.kp.org/sanmateo for current information.

Statement released by Denise L. Monet, Labor and Trust Accountant for Kaiser Permanente.



— Local 1596 Members —
2nd Annual Barbeque/Picnic
SEPTEMBER 24, 2011
11:00 a.m. to 3:00 p.m.
Warm Springs Recreation Facility

3333 Skaggs Springs Rd, Geyserville—Area 2, Poker Flats
on beautiful Lake Sonoma

FREE ADMISSION for members, prospective members and their families.
Park at the Warm Spring Dam Visitors Center.

Barbeque provided with all the fixings
Free raffle for members: GRAND PRIZE \$100 gift card for Work World
JUMP HOUSE AND PLAYGROUND FOR KIDS

RSVP by Tuesday, September 6, 2011. Please either:
• Sign up with your Shop Steward or Representative;
• E-mail your RSVP to Lodge1596@att.net; or • Call Cindy at (925) 687-6421

NOTICE TO LOCAL 93 MEMBERS
VOTE TO AMEND LOCAL LODGE 93 BY-LAWS

The first reading of a proposal to amend the By-Laws of Local Lodge 93 will be at the August 9, 2011 membership meeting. There will be no debate and no action taken at this meeting. The second reading of the proposed change will be held at the September 13, 2011 membership meeting. Following that reading, the floor will be open for debate, followed by a vote on the amendment. A change to the dues structure, providing for monthly dues to be based on the average wage by shop, instead of average wage by classification, is the subject of the amendment, giving relief to members working in lower wage industries or regions. If approved, the new dues structure would go into effect January 1, 2012. Only members in good standing will be permitted to vote.

MOVING? Or need to report a member recently deceased...

Send the mailing label on this newspaper to your local union office.
See Calendar below for your local union's address.



UNION MEETINGS



District
Lodge 190

7717 Oakport Street
Oakland, CA 94621
510-632-3661

Meetings are the fourth Tuesday of each month
August 23 • September 27 • October 25
Executive Board Meeting: 6:30 p.m.
General Delegates' Meeting: 7:00 p.m.

Local 1484

1261 Avalon Blvd.
Wilmington, CA 90744
310-835-6688

Executive Board Meeting: 6:00 p.m. on the third
Thursday of the month
August 18 • September 22 • October 20
General Membership Meeting: 6:00 p.m. on the first
Tuesday of the month
August 2 • September 6 • October 4
Retirees' Club: 1:00 p.m. on the third Wednesday of
the month: August 17 • September 21 • October 19

Local 93

2102 Almaden Rd., #105
San Jose, CA 95125
408-723-4900

Meetings are the second Tuesday of each month
August 9 • September 13 • October 11
Grievance Committee: 3:30 p.m.
Executive Board Meeting: 4:30 p.m.
Membership Meeting: 5:00 p.m.

Note: Office hours are 8 a.m.—4:30 p.m. Monday through Friday.
The office remains open during lunch.

Local 1528

713 16th Street
Modesto, CA 95354
209-529-9210

Meetings are the first Wednesday of the month
August 3 • September 7 • October 5
Executive Board Meeting: 6:00 p.m.
General Membership Meeting: 7:00 p.m.
Women's Committee Meeting: Please contact local
1528 for times and dates of monthly meetings
Retiree's Club: 10:00 a.m. on the third Wednesday
of the month:
August 17 • September 21 • October 19
Narcotics Anonymous: 5:30-6:30 p.m. every Tuesday

Local 653

544 West Olive
Fresno, CA 93728
559-264-2815

Meetings are the third Wednesday of the month
August 17 • September 21 • October 19
Executive Board Meeting: 5:00 p.m.
Membership Meeting: 5:30 p.m.

Local 1546

10260 MacArthur Blvd.,
Oakland, CA 94605
510-638-6705

Meetings are the first Tuesday of the month
August 2 • September 6 • October 4
General Membership Meeting: 7:00 p.m.
Member Education Meeting: 5:30 p.m.
Executive Board Meeting: 6:30 p.m. on the Thurs-
day preceding membership meeting
September 1 • September 28 • October 27
Retiree Club Pot Luck Luncheon: 12 noon on the
first Wednesday of each month
August 3 • September 7 • October 5
Alcoholics Anonymous: 9 a.m. every Saturday

Local 801

7717 Oakport Street,
Oakland, CA 94621
800-655-2182

Meetings are the third Thursday of the month
August 18 • September 22 • October 20
Membership Meeting: 4:00 p.m.
Meetings are held at the Carpenters' Hall, in Reno.

Local 1101

2102 Almaden Rd., #105
San Jose, CA 95125
408-723-4900

Meetings are the second Thursday of the month
August 11 • September 8 • October 13
Executive Board Meeting: 5:30 p.m.
General Membership Meeting: 6:30 p.m.

Note: Office hours are now 8 a.m.—4:30 p.m. Monday through Friday.
The office remains open during lunch.

Local 1584

8130 Baldwin Street
Oakland, CA 94621
510-635-2064

Meetings are the third Thursday of the month
August 18 • September 22 • October 20
Membership Meeting: 7:00 p.m.
Executive Board Meeting: 6:00 p.m.
Retirees' Club: 12:30 p.m. on the first Tuesday of
the month: August 2 • September 6 • October 4

Local 1173

1900 Bates Ave., # H
Concord, CA 94520
925-687-6421

Executive Board Meeting: 6:30 p.m. on the second
Thursday of the month
August 11 • September 8 • October 13
Membership/Shop Stewards' Meeting: 6:30 p.m. on
the third Thursday of the month
August 18 • September 15 • October 20

Local 1596

4210 Petaluma Blvd. No.
Petaluma, CA 94952
707-795-0086

Meetings are the third Tuesday of the month
August 16 • September 20 • October 18
Executive Board Meeting: 6:30 p.m.
Membership Meeting: 7:00 p.m.

Local 2005

416 Main Street
Livingston, CA 95334
209-394-7822

Meetings are held the third Sunday of each
month at the Veterans Memorial Hall: 1605 7th
Street, Livingston, CA 95334.
August 21 • September 18 • October 16
Executive Board Meetings: 9 a.m. at Union Hall
General Membership Meetings:
Spanish: 1:00 p.m. English: 2:00 p.m.

Local 1414

150 South Boulevard
San Mateo, CA 94402
650-341-2689

Shop Stewards' Meeting: 5:30 p.m. on the third
Thursday of the month
August 18 • September 22 • October 20
Executive Board Meeting: 6:00 p.m. on the second
Thursday of the month
August 11 • September 8 • October 13
General Membership Meeting: 6:30 p.m. on the third
Thursday of the month
August 18 • September 22 • October 20
Retirees' Club: 11:00 a.m. on the first Wednesday of
March, June, Sept., Dec. All are welcome!
September 7 • December 7

Local 2182

967 Venture Court, Sacra-
mento, CA 95825
800-458-9200

Meetings are the second Tuesday of the month
August 9 • September 13 • October 11
Executive Board Meeting: 6:00 p.m.
General Membership Meeting: 7:00 p.m.
Retirees' VISTA CLUB: 11:00 a.m. on the third
Wednesday of each month:
August 17 • September 21 • October 19