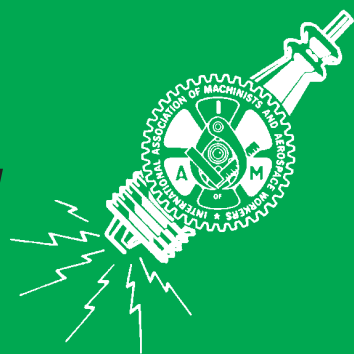


# The IAM District 190 Sparkplug



VOL. 12 NO. 6

© GCC/IBT 869-M

December 2010/January 2011

Serving the Active and Retired Members of IAM District Lodge 190

## Election 2010: Worker-friendly candidates win in California

The counts are finally all in, and labor-friendly candidates swept the 2010 elections in California.

In the end, Californians proved that they could not be bought by Meg Whitman's record-breaking \$180 million campaign, as Jerry Brown won a decisive 13-point victory. And Senator Barbara Boxer's win over HP ex-CEO and notorious job killer Carly Fiorina ensured the continuation of a Democratic majority in the U.S. Senate.

The winning candidates didn't do it on their own. Unions and union members put money and volunteer effort into their campaigns. According to the California Labor Federation, 30,000 union volunteers made millions of phone calls, knocked on hundreds of thousands of doors and talked to thousands of their co-workers.

### What to expect now

We hope this across-the-board victory signals change in Sacramento, but the road ahead includes a very steep climb. During Jerry Brown's transition, he has been reviewing the budget and his options in order to present a balanced budget in early January. He's told union leaders that the deficit for the next two years is expected to be \$30 billion, much higher than even Schwarzenegger had projected.

"Brown is a pragmatist," says Directing Business Rep Jim Beno, who is attending California Labor Federation's transition meetings. "He knows that he's going to have to make tough choices that will probably anger some interests, particularly public workers."

But on the other side, "he's listening to us. He's open to our ideas." Beno says that labor is looking for ways to create jobs, which will, in turn, raise



At an Oakland rally on the eve of the election, Jerry Brown addresses the crowd while Attorney General candidate Kamala Harris and Senator Barbara Boxer stand by. All three won their elections.

tax revenues, rather than just making cuts, which harm workers and the services they produce.

This is also a time for Brown to put his stamp on state government. "We've identified 25-30 key positions where who Brown appoints will make a major impact on union members." These positions are mostly in several departments of the Labor and Workforce Development Agency. Each union is looking to have a friendly face on a variety of boards, commissions and state agencies, even beyond the Labor Agency.

Californians also made the right choice in passing Proposition 25, the Majority Vote Budget initiative. By supporting majority rule, California's voters took an important step forward in restoring democracy to the budget process, and in ensuring

that the budget will be passed on time. No longer will a few legislators hold up the entire budget process until special favors are finally granted in exchange for their votes.

On the cynical side, the budget is crumbling and the burden for decision-making is now all on the Democrats' shoulders. That burden has been made even heavier since the voters also passed two other propositions: one that doesn't allow the legislature to borrow or re-direct funds from city and county governments, and the other, that requires a 2/3 vote for the passage of fees. Both of these new laws prevent the governor and legislature from finding solutions to the deficit.

"Frankly, if Meg Whitman had won, we'd be in the same bind, with the added problem of having a Governor who wanted to do away with unions. At least now, we'll have a seat—if not quite a few seats—at Governor's Brown's table," Beno adds.

### A different story, nationally

California bucked the national trend of throwing out incumbents. Some of the tight races included Senator Barbara Boxer, Congressman Jerry McNerney who represents Alameda, Contra Costa, and San Joaquin Counties, and Congressman Jim Costa in the Central Valley. All three won reelection.

Nationally, however, with Republicans retaking control of the House of Representatives, much labor-backed legislation will be put on the back burner. Numerous California congresspeople lost their committee chairmanships, reducing the clout that our state had come to enjoy.

In addition, numerous state houses moved to Republican control. This will have a major impact on the congressional redistricting process.

"We don't expect much good to come from the federal level now," Beno adds. "But we have to remain hopeful that we can work together with the governor to help pull California out of our slump."

*To all the active, retired & future members of the IAM  
and your families*

**Happy Holidays!**

**¡Felices Fiestas!**

**ਓਵਣ ਸਰਿਲ ਦਾ ਮੁਬਰਕਤਿਕ**

**Feridos Felizes! • Bonnes Fêtes!**

**节日快乐**

*From the officers and staff of  
District Lodge 190*



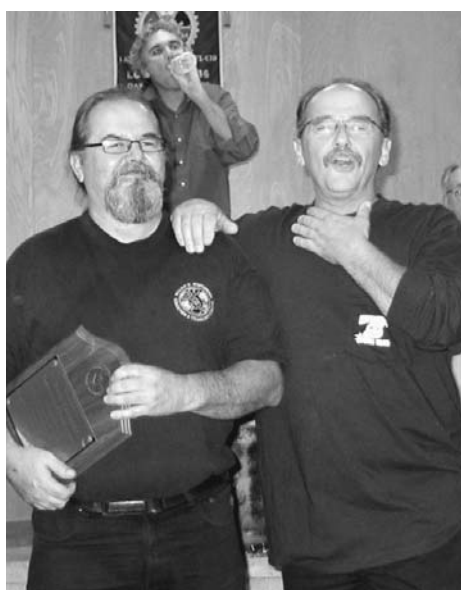
## UNION PEOPLE

### Celebrating a new group of journeymen



On Saturday, October 16, the graduating class of 2010 apprentices came to Franciscos to celebrate their accomplishment and collect their certificates. Pictured above are all of the apprentices, East Bay and SF Peninsula Joint Apprenticeship Committee members and college instructors. "This was the largest graduating class in three years," says JAC Coordinator

Jon Fowkes. "We had 24 graduates and 17 attended the dinner. The speakers were Division of Apprenticeship Standards Acting Chief Glen Forman, District 190 Directing Business Rep Jim Beno, and Jon Fowkes.



Paul Tavres, Local 1546 Steward of the Year (L), with Business Rep Gary Horrocks.

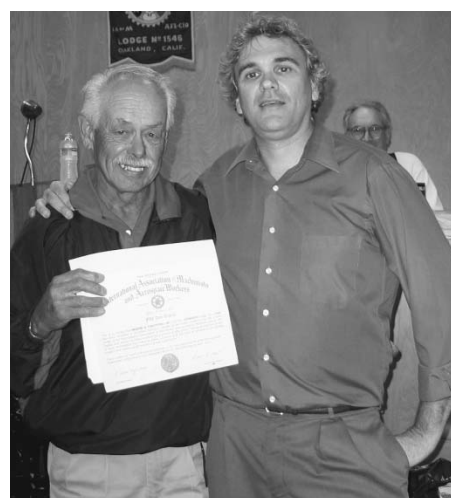
### Local 1546 names its Steward of the Year

On October 5, Local 1546 celebrated and gave appreciation to its shop stewards and named Paul Tavres Steward of the Year.

Tavres served as a steward at Golden Gate Truck Center for about five years. In introducing him, Area Director Don Crosatto said that he's been tenacious. "He had a very difficult manager to contend with. It didn't matter if it was a journeyman, apprentice or a prepper, he'd jump in and aggressively represent our members. In fact, he's still calling and e-mailing about the shop, even though he retired a few months ago!"

"Once a member tried to change oil by using a forklift to put up the car. The manager said that he fired people for less. But with Paul backing him up, the guy got off with one day's suspension," Business Rep Gary Horrocks told the audience.

Tavres worked in the trucking industry for 37 years and is a 27-year union member. "I worked hard at being a good steward, trying to represent everyone fairly. If someone did something wrong, I tried to convince the company that people were worth keeping and they should take reasonable action. I'm proud to be recognized for my efforts."



Area Director Don Crosatto gives Bernie Tolentino (L) his certificate for 50 years of service to the union. Bernie was a business rep at Local 1546 from 1971-1990 and currently serves on the annual golf tournament committee.



## BENEFITS NEWS

### Is it time to re-think your health plan coverage?

***This article is particularly directed to Automotive Industries Health & Welfare Plan A active participants enrolled in HealthNet. But all members are encouraged to review if the health plan you have is the best option available to you.***

The Trustees of the Automotive Industries Health & Welfare Fund continually assess our health care benefits and costs, always looking for ways to provide you with the best quality health care while being mindful of the spiraling costs of medical insurance. We try to maintain equality amongst the healthcare options by balancing benefits with cost efficiency. The most important thing is for you and your family to have the coverage that best suits your situation and needs.

Members who are enrolled in the HealthNet HMO Plan are covered by the single most costly plan offered by Automotive Industries. While the costs of all of our plans are rising, the increase has been particularly great for HealthNet, and we believe we should address it together.

Beginning January 1, 2011, if you participate in the HealthNet Plan, your employer will be assessed a \$50/month surcharge. Depending on your contract, you may be responsible for some or the entire surcharge.

This extra money will help us maintain all of your health care options by offsetting the higher costs of the HealthNet Plan.

If your contract has Automotive Industries Plan A coverage, you can avoid this surcharge completely. The Direct Pay (Bluecross) coverage under Plan A offers our participants a cost-effective alternative, while offering you greater freedom of choice without sacrificing the quality of care. The Plan uses the Blue Cross PPO Network, the largest network of doctors and hospitals in California. Over 330 hospitals and 52,000 doctors and specialists belong to this network. Virtually every doctor and facility you currently use with HealthNet also belongs to the Blue Cross PPO Network. The Direct Pay Plan offers the advantages of greater reimbursement than HealthNet if you are hospitalized, and a lower out of pocket maximum for families.

One of the most popular features of the Plan A Direct Pay (Bluecross)


coverage is that it deposits \$50.00 per month into a Health Savings Account (HSA). You access your account with a debit card, which you can use for co-pays, prescriptions, dental care and other eligible medical expenses. Over the course of a year, that's an extra \$600.00 you can use instead of paying \$600.00 to be in the HealthNet Plan.

Another option, particularly if you have a large family or significant medical expenses on an ongoing basis, is to consider the Kaiser HMO plan. Under Kaiser you are limited (except in cases of emergency) to utilizing Kaiser facilities and physicians. However, with Kaiser you will generally have lower

co-payments and out-of-pocket expenses.

Research shows that Americans value quality of care over any other feature when choosing a health plan. But research also shows that few people understand their options well enough to make an informed choice.

You have time. Look at your choices: Kaiser Permanente, HealthNet and Direct Pay (Bluecross). Make a decision that is the best in terms of both cost and quality of care for you and your family. If you have any questions, please call the Automotive Industries Fund office at (510) 836-2484. When you hear the recording, you can dial option 9 to bypass it.

<p>The IAM District 190</p> <h1>Sparkplug</h1>		<p>Debra Chaplan, Managing Editor</p> 
<p>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.</p>		
<p>The Sparkplug is the official publication of District Lodge 190 and its affiliated</p>		<p>local lodges and notification of any meeting or election in this paper shall constitute official notice per Article B, Section 4 of the IMAW Constitution and Articles V and VII of District Lodge 190 By-Laws.</p> <p>Postmaster: Send address corrections to: The Sparkplug, 7717 Oakport Street, Oakland, CA 94621.</p>



# BUILDING FOR THE FUTURE

## Local 1546 works to create new high-wage jobs in Oakland

The Oakland Army Base was decommissioned in 1999 and by Federal law the ownership of the 166 acres of prime industrial land reverts back to the control of the City of Oakland. This parcel of real estate is a windfall for the City of Oakland located between the approach to the Bay Bridge on North side, Rail yards on the East side And Container Terminals on the West side this diamond in the rough has the potential when fully developed to create some four to six thousand jobs for the City of Oakland.

IAM Local 1546 representatives rolled up their sleeves and joined forces with other Unions and community groups to form a broad-based coalition with one goal in mind: to grow the local economy while creating good jobs opportunities for the local residents and union members.

The Alameda County Central Labor Council has taken a leadership role, bringing together unions, environmental and, community benefit groups to work alongside the City Planning Commission, the mayor's office and the project Developer.



Unions are working together to make the Port of Oakland the site for new high-wage jobs.

“It has been a long, slow journey. There are a lot of individual interests at the table that need to be addressed when a project this large is getting off the ground,” explains Business Representative Garry Horrocks, who has participated in countless meetings for the last four years.

The coalition named itself Revive Oakland and has won a hard-fought battle against other interested groups who had proposed to develop a retail model that would build, among other things, big box stores like Wal-Mart, restaurants and a movie studio complex. Revive Oakland

wants to see an Industrial Model Project built on this land. Expanding the port and-warehouse logistics and adding light manufacturing industries is a better fit for this area that would, not coincidentally, provide high-wage jobs.

“These are the type of jobs we want to see created in our neighborhood,” Horrocks says. “We don't need minimum wage retail jobs that won't support working families.

Revive Oakland has been driving the bus on this, but unfortunately the wheels came off the bus when an exclusive negotiation agreement expired during the lame duck term of Mayor Dellums. “We came to the table with a few simple requests: card check neutrality for labor peace, a percentage of local hires and apprentices, no temp agencies and money for job training,” Horrocks said.

Revive Oakland has scheduled negotiating meetings with Oakland's Mayor-elect Jean Quan and is hopeful about the outcome.

### 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.)



## ORGANIZING WINS

### Local 1414 — San Mateo

Nine drafters and clerical workers who work at IAP Moffett Field voted in October to join Local 1414. The local represents several other workers at this company, which has a service contract with NASA. “We're ready to start bargaining, and look forward to representing this new group out there,” says Business Rep Pedro Mendez, who worked with Business Rep Steve Older on the organizing campaign.

### Get your IAM news on the web!

District 190 has updated its website and added lots of new features. Go to:

**[www.iamdistrict190.org](http://www.iamdistrict190.org)**

## LETTERS TO THE EDITOR

If something in *The Sparkplug* makes you happy or mad or inspires you to action, write us a letter. 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

### Moving?

#### Or 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.

### 2011 IAM Scholarship Competition

The IAM makes available financial scholarships to help members or children of members attain a Bachelor's degree or a two-year vocational/technical certification.

**Amounts of the Awards:**  
Awards to members are \$2,000 per academic year. Awards to children of members are \$1,000 per academic year. These awards are granted for a specific period from one to four years to enable the member to earn a Bachelor's degree or a two-year vocational/technical certification.

**Eligibility for Competition:**  
Applicants must be an IAM member (or the child of an IAM member) having two years of continuous good-standing membership up to and including the closing date of the competition plus meet additional requirements as specified in the scholarship pamphlet.

**How to Apply:** There are three different application packets: one for members, one for children of members, and one for vocational/ technical school. Application packets for the 2011 competition may be obtained on the web at: [www.goiam.org](http://www.goiam.org)  
>> Headquarters >> Departments >> Scholarship or by writing to:

IAM Scholarship Program  
9000 Machinists Place, #117  
Upper Marlboro, MD 20772  
Use a coupon from the IAM Journal (summer or fall issues) if possible.

The deadline to submit the completed application form is February 25, 2011.



Local 653—Fresno

Job openings

Business Rep Tom Rotella reports that he knows of some openings for techs: a heavy duty and bus mechanic with A/C cert. for Greyhound bus and a heavy duty GM car/truck tech. Call Tom at 559-264-2815 or send your resume to tomrotella@comcast.net.

Local 801 — Reno

Better with new boss

When Dyncorp lost its contract to maintain C12 aircrafts for the army, the IAM 801 members didn't know who their next boss might be. It turns out that L-3 Communications won the contract and, effective February 1, the members will get a \$3.30/hour

wage increase and other improvements. "They got a four-year contract," says Area Director Mark Martin. "And now we're working to combine the company's 14 separate locations within the Western Territory to create a territory-wide agreement. All in all, it's a very good deal."

Local 1101 — San Jose

Could be worse

Nobody at Coast Counties Truck Center is happy with their new contract. It calls for a two-year freeze in wages and a 5% wage cut in the third year. On the positive side, the agreement includes pretty decent AI Plan C health coverage.

"It's a lot better than where we started," explains Business Rep

Richard Breckinridge. "Sales, service and parts sales were all down, so having to take cuts was no surprise. But the boss's first offer was to take a 5% reduction each year for three years, and that just wasn't going to fly."

Word on the street is that truck fleets are the oldest they've been in decades because companies have not been investing in new equipment. But at some point they'll need to and truck sales will start to rebound.

Good start in Seaside

Breckinridge reports that he's started negotiations with Val Strough Honda in Seaside for a first contract. "They went well. We're hopeful of getting a decent settlement in the near future."

Arbitration win

Frontier Ford in San Jose wasn't

paying the techs as the contract required and the union let them know, eventually taking the case to arbitration. The arbitrator ruled that the employer must now pay \$1 more per hour for every extended warranty they're working on. "That's a good settlement."

New contract at Hertz

The five members who work at Hertz Rent A Car in San Jose just ratified a new three year contract that gives them a \$750 signing bonus in year one, and 80¢/hour increases for the next two years.

Local 1528 — Modesto

Pattern is set

The contract is up for our members who work at Silgan Dougherty. "We



SEEKING FIRST CONTRACTS



Local 1173 — Concord

*In 2010, the employees at several auto dealerships voted to be represented by Local 1173. Unfortunately, their employers are not as eager to deal with the union. Here is an update, provided by Area Director Mark Hollibush, about the status of negotiations at these shops.*

**Fairfield Toyota:** For nine months, since the members voted to be represented by Local 1173, this dealership steadfastly refused to bargain with us or to provide requested information. Finally, on October 6, the Labor Board certified the union as the legal bargaining representative for the 16 technicians employed here.

We answered by filing charges against the employer for violations of labor law. The Labor Board decisively upheld the charges against the employer for refusing to bargain and is seeking an injunction against them for failing to comply with the Board's decision. The Labor Board has moved this matter up to the 9th Circuit Court of Appeals. A final determination from the Court of Appeals may be another year away.

Additionally, the union has a pending lawsuit against the employer for vandalism of our 16-foot tall rat that we routinely used on picket lines. We are aggressively pursuing these charges.

**Hopkins Honda and Acura:** Local 1173 has been in negotiations with this employer since May. Over those months, the employer has snubbed labor law, forcing us to file charges with the Labor Board for refusing to bargain before making unilateral changes, and for discrimination against employees for their union activity. The Labor Board is currently collecting strong evidence to support the unfair labor practice (ULP) charges against this employer. We are confident that the refusal to bargain charge will ultimately be upheld by the Board.

We still have overwhelming support from the 14 bargaining unit employees. I believe that we will eventually be able to reach an agreement, but we may have to strike the employer to get there.

**HanLees VW-Subaru:** We have been in negotiations with this employer since August. The progress of negotiations has been very slow and the employer may ultimately try to avoid signing a contract with the union by dragging out the process. We are very aware of these types of tactics and will obviously be using everything in our arsenal to ensure this does not happen.

The support from the eight bargaining unit technicians remains very strong and they have told us that they would be willing to take action on the employer if that becomes necessary in the future.

**Concord Honda:** We have been in contentious negotiations with this employer—Sonic—since June 2010. Sonic has continually frustrated the bargaining process, but has recently shown signs that they would rather reach an agreement than have a long, protracted fight with the union.

The 18 technicians in the bargaining unit have remained strong throughout and are looking forward to a fair contract in the near future.

**Winter Chevrolet and Honda:** We have been in negotiations with this employer for two months. The techs and parts people employed at the two dealerships are already under contract; we are seeking a new agreement for the six service writers and two dispatchers who voted for union representation this summer.

Even though the union remains confident that an agreement can ultimately be reached, the company's initial contract proposal is completely unreasonable on critical issues such as seniority, layoffs and classifications. The employer has proposed severely compromising the seniority principles that this union has fought so hard for. I understand that employers always want more flexibility in contract language, but this union will not give up our members long-term job security rights simply because the employer believes it may inconvenience them a little too much.

SHOP TALK: Advice from retirees to active members



Steve Gatto  
Local 1414 Retiree  
IAM since 1948

"Just keep moving. Make sure you keep standing up—that's important!"



Darlene Caponera  
Local 1414 Retiree  
IAM since 1952

"Stay with the union. It'll pay off in the end. I retired early, but am glad for the good wages I had."



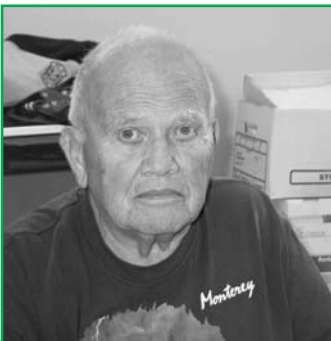
Raul Corral  
Local 1414 Retiree  
IAM for almost 40 years

"Stay active in the union. What you put into it is what you get out of it. I get all the benefits that we earned through the years."



FRED BRANIFF  
Local 1414 Retiree  
IAM since 1990

"Be born rich!  
By the time you finish something, you know how to start it. So just keep learning and have a go anyway!"



CHARLES ROGERS  
Local 1414 Retiree  
IAM since 1948

"Just keep active!"

# THE LOCALS



distributed a survey to the members to get their proposals,” says Area Director Mark Martin. “We have a pattern with Silgan Riverbank. I don’t anticipate any problems with getting an agreement in the next several months.”

## Local 1546 — Oakland

### Better the second time

The members at Cummins West will be voting a new contract as the *Sparkplug* goes to press. After several months of hard bargaining, they had unanimously turned down the employer’s first offer. The revised offer included wage increases of \$1.25/hour in year one and then \$.80, \$.85 and \$1.10 for the following years. The medical cost split was 75%-25% and the employer will put substantial money into the Machinists 401(k) plan.

“The new proposal more than doubles the amount of money the employer will contribute to the retirement plan,” says Area Director Don Crosatto. “They also made substantial improvements to the wage package and dropped their insistence that members no longer be able to honor picket lines.”

### Another contract

The members at St. Francis Electric, the biggest underground electric contractor in the Bay Area, have a new contract that should cover their health and welfare for the next three years. “Our members are getting the hours; they’re working steadily, which is a good thing.”

## Local 1584 — Oakland

### Contract update

**Oakland Machine:** The 13 members at Oakland Machine just ratified a good five-year agreement, Business Rep Chris Rasmussen reports. “The company will add 40¢/hour into the IAM National Pension and 75¢/hour in wages each year. That brings them up to \$5.40/hour into the national pension.”

**Georgia Pacific:** Over in Antioch, the 18 members at Georgia Pacific ratified a new four-year agreement. They’ll get wage increases of 2% each year of

the contract. They also got a \$900 signing bonus. “And we expect that the cap we got for their health and welfare should cover their expenses, unless the increases are even crazier than we’ve come to expect,” Rasmussen adds.

**Cargill Salt:** The members ratified a new three-year agreement at the Cargill Salt facility in Fremont. They’ll get wage increases of 80¢/hour the first year, and 75¢ each of the next two years. “We got a lot of other increases and improved contract language,” Rasmussen adds. “The company will increase their contribution to the pension plan by \$2/hour each year of the contract; they increased call-in pay from time-and-a-half to double time, and they increased the differential pay by 60¢ for the second shift and 75¢ for third shift, and these go up a nickel each year.”

## Local 1596 — Petaluma

### Contracts

Area Director Tom Brandon reports that the members at Novato Toyota just ratified a new two-year contract. And, the local is starting wage openers for Diego Truck Repair in Larkspur, and for Van Bebbler Bros. in Petaluma.

### New Officers


Local 1596 is proud to announce it’s new officers for the 2011-2013 term:

- President—Randy Watson
- Vice President—Frank Crabtree
- Financial Secretary—Dave Alfsen
- Recording Secretary—Albert Farrens
- Conductor Sentinel—John Grainger
- Trustees—Gordon Cameron
- John Potter, Steve Buchanan
- Executive Board—Aaron Dodge
- Don Wooten

## Local 2005 - Livingston

### Update on staffing

Best wishes to Brother Al Lopez for a quick return from your back surgery; we miss you. Welcome to business rep/organizer Pedro Mendez.




## Local 1414 Holiday Party

### December 16

6:30 p.m. (right after a quick general meeting)

150 South Blvd., San Mateo



Perdro will be helping out in the office and at the shop of Foster Farms in Livingston until further notice.

We have changed the office hours to better serve the members. Our new hours are 7:30 am to 12:30 pm. Come by and say hi to Aurora. The staff is working on about 15 issues, seven grievances and three terminations. We’re experiencing a few delays due to the holiday season, as so many members and company reps take time off to visit family outside of the country.

Check the bulletin boards for meeting notices. We will be voting on a Bylaws change at the February Meeting.

## Local 2182-Sacramento

### Changes in the bakery biz

The Sara Lee Bakery is in the process of being bought out by Bimbo Baking. “We think they’ll ‘me-too’ the current agreement because Bimbo is a long-time union employer,” says Area Director Mark Martin. “We don’t anticipate a problem next year when the sale concludes.”

### Settlement is near

The 20 RNs and LVNs who work at the Sun Bridge Health Group, a long-term care facility in Paradise are 85% of the way toward completing a first contract with the employer. “We’ve already nailed down management rights, seniority, discipline and discharge language,” says Mark Martin. “We anticipate a final settlement soon.”

### City saga continues

The ongoing saga with the City of Sacramento continues. A year ago, the City came to Local 2182 and asked for some immediate concessions. The

Local agreed only after the city’s negotiators promised that if other unions didn’t all take the same concessions, they would make the IAM members whole. When reminded, the city responded by saying that they wouldn’t abide by any promises, and would only go by the signed agreement.

“We’re consulting legal counsel to see which steps to take next, whether we file a grievance, go to PERB or what,” says Martin. “In the meantime, we’re filing other grievances over their subcontracting work. Everything they’re doing is counter-productive to any logic.”

### No word at Hubacher

We’ve reported that Hubacher Cadillac merged with another dealership and moved, and thought that was all it needed to do to break its long-standing contract with the IAM. “The union brought the company up on charges,” says Business Rep Skip Hatch, and the Labor Board is considering 10J injunctive relief. We’re just waiting on a final decision.”

### Doing it right is good for business

Sims Recycling does it right. This company recycles computers and other high-tech equipment. “They’re super busy and their warehouse is full,” says Hatch. “Unlike other companies that put the waste in a cargo container and send it off to Asia, or just to the bottom of the ocean, Sims does the job in a safe, healthy and careful fashion, and the computer companies have no choice but to recognize that. Apple and a few other computer companies have contracted with them to deal with their E-Waste. That’ll keep our members busy.”



**DON MEDINA**  
Local 1414 Retiree  
IAM for 32 years

“Live within your means. If you can live on 40 hours pay, save your overtime and have money for retirement. When you retire, look 30 years down the road to see what costs will be so that you’re not caught by surprise.”



**FRANK WOLFE**  
Local 1414 Retiree  
IAM for 47 years

“I just hope you can keep your job. Plan to save for retirement, (though I know the young ones don’t think of retirement).”



**HENRY DOSDORIAN**  
Local 1414 Retiree  
IAM since 1954

“If you want to advance in the trade, get into electronics. And learn to do diagnostics. You’ll get more money.”



**JOSEPH VELLA**  
Local 1414 Retiree  
IAM since 1943

“Come to the union meetings. It’s a good thing. It keeps people together.”



**BOB MICALLEF**  
Local 1414 Retiree  
IAM since 1950

“Try to stay active in the union. The more people are unionized the better benefits they will have. We’re fortunate to have very good benefits.”



## IN THE NEWS

### Some millionaires don't want tax cuts extended

by Tula Connell, AFL-CIO Now

Calling themselves "Patriotic Millionaires for Fiscal Strength," more than 40 of the nation's wealthiest individuals joined Warren Buffett, the country's second richest man, and wrote an open letter to President Obama urging him to "allow tax cuts on incomes over \$1 million to expire at the end of this year as scheduled."

The letter continues: "We have done very well over the last several years. Now, during our nation's moment of need, we are eager to do our fair share. We don't need more tax cuts, and we understand that cutting our taxes will increase the deficit and the debt burden carried by other taxpayers. The country needs to meet its financial obligations in a just and responsible way."

The U.S. public agrees. A recent poll shows 51 percent of registered voters want Congress to extend the tax cuts only for households making less than \$250,000 a year.

The Patriotic Millionaires campaign came out the same day as a study showing that half of the members of the House and the Senate are millionaires—and many of those millionaires want our tax money to go to their tax breaks. And some of these congressional millionaires also say we can't afford to maintain unemployment insurance for long-term jobless workers in the worst economic morass since the Depression.

The Patriotic Millionaires website notes that "letting tax cuts for the top 2 percent expire as scheduled would pay down the debt by \$700 billion over the next 10 years." That's real money—money the nation's more than 16 million jobless workers certainly don't have to hand over to the 375,000 people who make more than \$1 million a year.

The site notes that in 1963—when prosperity in the United States was far more widespread—millionaires



had a top marginal tax rate of 91 percent. Today, millionaires have a top marginal tax rate of 35 percent.

### NLRB increases backpay awards with compounded interest

by Mark Gruenberg, PAI

For employers, breaking labor law by illegally firing workers just got a little more expensive.

That's because, on Oct. 25, the National Labor Relations Board voted 4-0 that when an illegally fired worker gets back pay, the employer must also pay interest on that sum, compounded daily. Before, the employer had to pay only simple interest.

In an unusual circumstance, the agency's general counsel—its top enforcement officer—the AFL-CIO, SEIU, and even the viciously venal National Right To Work Committee all argued for compound interest on backpay awards. "Our primary focus must be on making the employees whole," the Board replied in its ruling.

"There is no force to the argument" by the employer in the case, the Kentucky River Medical Center, "that compound interest wrongly penalizes respondents for the sometimes protracted nature of unfair labor practice proceedings," the Board ruled.

"The Supreme Court rejected a

similar argument with respect to back pay awards generally, recognizing that delay injures backpay claimants and that the Board is 'not required to place the consequences of its own delay...upon wronged employees to the benefit of wrongdoing employers,'" the NLRB decision said.

"Before a back pay award becomes effective, the respondent enjoys an interest-free loan for as long as it can delay paying out back wages. We believe daily compounding...will lead to more fully compensatory awards of interest and thus come closer to achieving the make-whole purpose of the remedy."

"Awarding compound interest on back pay prevents unjust enrichment" for employers, the AFL-CIO told the NLRB in its brief on the case.

"An injurer allowed to keep the return (interest) on his money has profited by his wrong," the AFL-CIO added. "Compounding interest also encourages prompt compliance with the Board's orders," the fed noted, adding that it would also encourage companies to obey labor law, while furthering the law's objectives.

### Deficit Commission Chairs' proposals would cost 4 million jobs

by James Parks, AFL-CIO Now

If the recommendations in the Fed-

eral Budget Deficit Commission Chairs' preliminary report were to be followed, they would cost four million jobs and actually raise the budget deficit by \$127 billion in the next three years, according to an analysis by the Economic Policy Institute (EPI). Only 11 of the 18 commissioners voted to accept the report; it needed 14 votes to be put before the Senate.

The approach by co-chairs Alan Simpson and Erskine Bowles, and not endorsed by the full committee, calls for deep spending cuts in vital programs, reduced Social Security benefits, tax code changes including reduced corporate tax rates and lower tax rates for the wealthy, along with tax cuts for middle- and low-income workers.

AFL-CIO President Richard Trumka said the preliminary report "tells working Americans to 'drop dead.'"

In the EPI report, economists Josh Bivens and Andrew Fieldhouse say the co-chairs' proposal "threatens to increase the already unacceptably high level of unemployment and increases the possibility of the economy falling back into outright recession."

They say it is premature to enact such drastic cuts and doing so would not only stop the already slow recovery in its tracks, it would lead to some serious long-term effects such as higher unemployment and higher deficit.

A better path to fiscal responsibility would be to invest in job creation and growth to increase revenue in the near-term. They also recommend raising revenue from new sources over the medium-term to stem the hemorrhaging caused by the Bush-era tax cuts for the very well-off.

Otherwise, "in the present economic environment, the near-term austerity measures proposed by the co-chairs would be fiscally counterproductive and crippling to states, communities, and families, delaying a robust economic recovery for years," Bivens and Fieldhouse say.

## SHOP TALK: Advice from retirees to active members



**JIM ELLIOTT**  
Local 1414 Retiree  
IAM since 1949

"Be active with your union because, without the union, you're nobody."



**LEN GOLDSTEIN**  
Local 1414 Retiree  
IAM for 27 years

"Stick with the union. You might have ups and downs with your co-workers, but you can have success if you work together as a true bargaining unit."



**JORGE PORTILLO**  
Local 1414 Retiree  
IAM for 49 years

"Try to talk to your kids and teach them about the union. We have to be set for future generations, so we have somebody to follow us."



**JERRY CUSLIDGE**  
Local 1414 Retiree  
IAM since 1947

"Stay in the union. It's made my retirement perfect. I can't say enough about being in the union. Even at 84 years young, it's still paying off."



YOUR DUES MONEY

# Union membership brings good ‘return on investment’

This is always a good time of the year to update our members on where their dues money is spent. Every January our Local Lodges adjust their dues rates for the upcoming year and the expenditures at the District level directly affects those dues rates. Again the small cost of dues is outweighed by the overall level of benefits and guarantees our members have in their union contracts.

The pie chart shows the major expense categories that District Lodge 190 incurs in its operations. Most of the District expenses are salary-related as the District is responsible for the wages, benefits, pensions and expenses of business representatives and Organizers at our 13 local union offices and the clerical support staff in our headquarters office in Oakland.

As the economy has shrunk, the District has responded with numerous cost-cutting measures. Several vacancies on the business representatives staff, due primarily to retirements over the past several years, have gone unfilled with the remaining business reps picking up the slack. The District has frozen its per capita tax charged to the locals for calendar years 2010 and 2011. The business representatives have also taken salary freezes for the last two years even though a 2.5% increase was proposed for mid-2009.

Several business representatives

have been trained on handling arbitrations, which enables us to save on attorney fees. Attorneys are only used on the most complex cases.

### Return on Investment

Your union has negotiated the best contracts in the industries we represent. Just a few of the important benefits that are protected and guaranteed by your union contract include your wages and benefits—including medical, dental, prescription drug and vision coverage, life insurance, holidays, vacations and pension plans.

With the economy still in a slump, most non-union employers continue to balance their budgets on the backs of their workers. These employers are cutting wages, reducing hours of work, passing along most of the costs for health insurance to the workers, terminating employees at-will and laying off employees indiscriminately.

A union contract protects you from these types of actions. When a union employer crosses the line and violates the union contract, you have your union and the grievance procedure to protect you. Workers in non-union shops have no protections and no one to fight for their rights.

In these times your dues money is one of the best investments you can make. It doesn’t cost to belong to the union—it actually pays.

### The District Lodge 190 expense pie chart

A	Local Lodge Net Proceeds	22%
B	Grand Lodge Per Capita	25%
C	Administrative Costs	3%
D	Health & Welfare and Pension	5%
E	Legal Costs	1%
F	Employees Wages & Expenses	44%

**A – Local Lodge Net Proceeds: 22%**  
District Lodge 190 collects the dues from all of the members and sends the Locals 22% of all that was received. This money is used for wages and benefits for clerical staff, officers and committee members, lost time for members who sit on negotiating committees or grievances, building expenses like rent, mortgage and utilities, meeting expenses, legal expenses, conferences and conventions, affiliations with Labor Councils, and state and national AFL-CIO.

**B – Grand Lodge Per Capita: 25%**  
The international union is a half-million member organization with offices from coast to coast, including the headquarters building and Winpisinger Training Center, both in Maryland. The Grand Lodge conducts legal research, legislative advocacy, communications and organizing. This share of every dues dollar covers the strike fund, the organizing fund, cost of operating and maintaining the IAM headquarters building, wages and benefits for staff in all the departments, and membership in the AFL-CIO and other labor organizations.

**C – Administrative Costs: 3%**  
Covers upkeep and repair of our building, taxes, telephone and other utilities, production and mailing of *The Sparkplug*, and more.

**D – Health and Welfare Benefits and Pension: 5%**  
Covers the health and welfare costs and pension contributions for District employees.

**E – Legal Costs: 1%**  
Covers the costs for arbitrations, lawsuits against employers, legal expenses related to organizing and other legal fees.

**F – Employee Wages & Expenses: 44%**  
Covers the salaries for all of the district officers, organizing staff and business reps who negotiate your contracts, handle grievances and arbitrations, represent the union on Joint Apprenticeship Committees and at Central Labor Councils and the State Federation of Labor. It also covers travel and hotel expenses when they’re away from town to represent the membership, and training to stay up with the trends.



associated  
THIRD PARTY ADMINISTRATORS

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


**Contact us at 510-836-2484**

## SHOP TALK: Advice from retirees to active members




**BOB MARIANI**  
Local 1414 Retiree  
IAM since 1951

“Be cautious. In this day and age, the protection is not like what it was in the 1950s. Things will get better.”



**PAUL JONES**  
President of Local 1414 Retirees Club—IAM for 44 years

“Try to negotiate smart contracts, especially your health and pension. The unions are very valuable—they’ve improved the working conditions over the last century. And remember, all are welcome to attend the Retirees Meetings.”



**IRWIN WIPRUT**  
Local 1414 Retiree  
IAM for 50 years

“Hang on to your job and contribute to your pension as much as you can.”



**GEORGE LITVINOFF**  
Local 1414 Retiree  
IAM for 43 years

“Stay with the union. Fight for the union and for your benefits. Support the union! (I’m a trustee and sentinel of the Retirees Club.)”



# Buy union this holiday season

Holiday shopping traditionally kicked off on “Black Friday”—so designated because that’s when many retailers hope to move from red ink to black on their balance sheets.

This year, shoppers found plenty of “bargains” as early as 3 a.m. on the day after Thanksgiving. The question is whether any of these deals help provide family-sustaining jobs for the people who manufacture them.

Union family shoppers do have options if they want to look beyond foreign-made electronics, trendy toys and gadgets. There are enduring goods that are union made. Or, you can consider pur-

chasing gift cards for union-productions, such as movies or sports events, or union made foods. There are still many union-made candies, baked goods, spirits and specialty items.

Start your shopping list with a visit to: [www.unionlabel.org](http://www.unionlabel.org), and click on Union Products. If you can’t find what you’re looking for there, move on to the websites of the unions with links on that page.

Use your power-of-the-purse to help rebuild our economy. Buying union-made and American-made products helps keep good jobs in our communities.

UNION MEETINGS		
<b>District Lodge 190</b> 7717 Oakport Street Oakland, CA 94621 510-632-3661	<i>Meetings are the fourth Tuesday of each month</i> Weds., December 15* • January 25 • February 22 <b>Executive Board Meeting:</b> 6:30 p.m. <b>General Delegates' Meeting:</b> 7:00 p.m.  * <i>Note:</i> Date changed due to holidays.	<b>Local 1484</b> 1261 Avalon Blvd. Wilmington, CA 90744 310-835-6688  <b>Executive Board Meeting:</b> 6:00 p.m. on the third Thursday of the month December 16 • January 20 • February 17 <b>General Membership Meeting:</b> 6:00 p.m. on the first Tuesday of the month December 7 • January 4 • February 1 <b>Retirees' Club:</b> 1:00 p.m. on the third Wednesday of the month: December 15 • January 19 • February 16
<b>Local 93</b> 2102 Almaden Rd., #105 San Jose, CA 95125 408-723-4900  <i>Note:</i> Office hours are 8 a.m.—4:30 p.m. Monday through Friday. The office remains open during lunch.	<i>Meetings are the second Tuesday of each month</i> December 14 • January 11 • February 8 <b>Grievance Committee:</b> 3:30 p.m. <b>Executive Board Meeting:</b> 4:30 p.m. <b>Membership Meeting:</b> 5:00 p.m.	<b>Local 1528</b> 713 16th Street Modesto, CA 95354 209-529-9210  <i>Meetings are the first Wednesday of the month</i> December 5 • January 5 • February 2 <b>Executive Board Meeting:</b> 6:00 p.m. <b>General Membership Meeting:</b> 7:00 p.m. <b>Women's Committee Meeting:</b> Please contact local 1528 for times and dates of monthly meetings <b>Retiree's Club:</b> 10:00 a.m. on the third Wednesday of the month: December 15 • January 19 • February 16 <b>Narcotics Anonymous:</b> 5:30-6:30 p.m. every Tuesday
<b>Local 653</b> 544 West Olive Fresno, CA 93728 559-264-2815  * <i>Note:</i> Meeting date changed due to holidays. The business office will be closed due to Holiday and vacation scheduling from 12/20/10-1/3/11. The office will reopen on Tuesday January 4, 2011. We will monitor the answering machine and someone will return calls as soon as possible.	<i>Meetings are the third Wednesday of the month</i> December 15* • January 19 • February 16 <b>Executive Board Meeting:</b> 5:00 p.m. <b>Membership Meeting:</b> 5:30 p.m.	<b>Local 1546</b> 10260 MacArthur Blvd., Oakland, CA 94605 510-638-6705  * <i>Note:</i> Date changed due to November elections.
<b>Local 801</b> 7717 Oakport Street, Oakland, CA 94621 800-655-2182	<i>Meetings are the third Thursday of the month</i> December 16 • January 20 • February 17 <b>Membership Meeting:</b> 4:00 p.m. <i>Meetings are held at the Carpenters' Hall, in Reno.</i>	<b>Local 1584</b> 8130 Baldwin Street Oakland, CA 94621 510-635-2064  <i>Meetings are the third Thursday of the month</i> December 16 • January 20 • February 17 <b>Membership Meeting:</b> 7:00 p.m. <b>Executive Board Meeting:</b> 6:00 p.m. <b>Retirees' Club:</b> 12:30 p.m. on the first Tuesday of the month: December 7 • January 4
<b>Local 1101</b> 2102 Almaden Rd., #105 San Jose, CA 95125 408-723-4900  <i>Note:</i> Office hours are now 8 a.m.—4:30 p.m. Monday through Friday. The office remains open during lunch.	<i>Meetings are the second Thursday of the month</i> December 9 • January 13 • February 10 <b>Executive Board Meeting:</b> 5:30 p.m. <b>General Membership Meeting:</b> 6:30 p.m.	<b>Local 1596</b> 4210 Petaluma Blvd. No. Petaluma, CA 94952 707-795-0086  <i>Meetings are the third Tuesday of the month</i> December 21 • January 18 • February 15 <b>Executive Board Meeting:</b> 6:30 p.m. <b>Membership Meeting:</b> 7:00 p.m.
<b>Local 1173</b> 1900 Bates Ave., # H Concord, CA 94520 925-687-6421	<b>Executive Board Meeting:</b> 6:30 p.m. on the second Thursday of the month December 9 • January 13 • February 10 <b>Membership/Shop Stewards' Meeting:</b> 6:30 p.m. on the third Thursday of the month December 16 • January 20 • February 17	<b>Local 2005</b> 416 Main Street Livingston, CA 95334 209-394-7822  <i>Meetings are held the third Sunday, every other month</i> at the Veterans Memorial Hall: 1605 7th Street, Livingston, CA 95334. (Note: No December meeting) • February 20 <i>Spanish:</i> 1:00 p.m. • <i>English &amp; Punjabi:</i> 2:00 p.m. <b>Executive Board Meetings</b> are held at the Local 2005 office in Livingston: January 16 (9 a.m.) • February 20 (11 a.m.)
<b>Local 1414</b> 150 South Boulevard San Mateo, CA 94402 650-341-2689	<b>Shop Stewards' Meeting:</b> 5:30 p.m. on the third Thursday of the month December 16 • January 20 • February 17 <b>Executive Board Meeting:</b> 6:00 p.m. on the second Thursday of the month December 9 • January 13 • February 10 <b>General Membership Meeting:</b> 6:30 p.m. on the third Thursday of the month December 16 • January 20 • February 17 <b>Retirees' Club:</b> 11:00 a.m. on the first Wednesday of March, June, Sept., Dec. All are welcome! December 1 • March 2	<b>Local 2182</b> 967 Venture Court, Sacramento, CA 95825 800-458-9200  <i>Meetings are the second Tuesday of the month</i> December 14 • January 11 • February 8 <b>Executive Board Meeting:</b> 6:00 p.m. <b>General Membership Meeting:</b> 7:00 p.m. <b>Retirees' VISTA CLUB:</b> 11:00 a.m. on the third Wednesday of each month: Dec. 15 • Jan. 19