The IAM District 190 Sparker of the IAM District 190 Sparker of

VOL. I3 NO. 5 October/November 2011

Serving the Active and Retired Members of IAM District Lodge I90

As companies increase their "green" credentials, so must the techs

Waste Management goes green, moves away from diesel

orking in the garbage industry may still be a dirty job, but now it's a green job, too. And 34 members of Local 1546 are gaining new skills, maintaining the facilities at the Davis Street Transfer Station in San Leandro, and servicing the alternative fuel vehicles that the company is now running.

Inaugurating green Organics Processing building

In late September, Waste Management of Alameda County (WMAC) unveiled its \$11 million, state-of-the-art LEED™ Gold Organics Processing and Transfer Facility is now called the Davis Street Resource Recovery Complex. (LEED is a nationally-recognized design designation certifying that building construction met a range of environmental standards.) This, the first industrial building designed to LEED's Gold standard in San Leandro, will go into operation on October 11.

Among the building's distinguishing features are:

- A state-of-the-art biofilter to eliminate odor;
- High-speed rollup doors to contain odor and prevent bird entry;
- Daylighting via translucent panels and solar tubes;
- Mechanically-stabilized embankment walls built with 100% recycled aggregate;
- Solar panels installed on the walls rather than the roof due to the dusty nature of the facility;
- 95% of construction waste was recycled;
- 40% of the building materials were sourced locally;
- 20% of the building materials came from recycled sources.

In addition, local contractors provided the majority of construction services and 92% of the workforce were union members.

Previously, green and food waste was kept outdoors in huge piles, but neighbors complained about the odors and the airport was concerned that the piles attracted birds. "It's best to keep everything inside," says Rebecca Jewell, Recycling Programs Manager, as she gives a tour of the facility in an electric vehicle. "As the doors open to let in the trucks filled with green and food waste, air is pumped at the doors to keep the birds out and the odors in."

The Organics Processing building will process 150,000 tons of yard trimmings and food scraps annually, sending most residential organics to WM's composting facility in Marin County, and shipping nearly 500 tons of Christmas trees to biofuel facilities.

The 52-acre Davis Street facility also includes a Single Stream Material Recovery Facility (MRF), that processes 350 tons of residential and commercial recyclables each day, including bottles, cans and paper; and a Public Area MRF, where 60,000 tons of construction and demolition debris a year are sorted, diverting tons of recyclables from landfills.

Where does it all go? Clean construction lumber is sent to WMAC's mulch facility in Fremont, where the wood is ground into mulch for gardening. This is part of WM EarthCare, a new land-scape product line of locally sourced, 100% recycled compost and mulch available at WMAC's seven Bay Area facilities.

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Prototype of new UPS electric truck, built by EVI in Stockton.



Above: UPS currently runs a variety of alternative fuel vehicles;
At right: Back in 1936, UPS had a fleet of electric trucks, used in New York City.

Brown goes green

Pretty soon, when you see a UPS truck on the street, the likelihood is that it will be an alternative fuel vehicle. And depending on where you are, it may be all-electric.

In 2010, UPS tested an all-electric package car in the North Cal District and the results were so good that the company placed an order for 100 all-electric package cars for California from a company in Stockton (EVI). The cars, which have a range of 70-100 miles per day, depending on load, will be in Sacramento, Ceres, Fresno, Bakersfield and San Bernardino.

IAM mechanics, who currently service the UPS fleet, will be trained by factory representatives, once the vehicles are put into service.

UPS currently has a range of alternative fuel vehicles in its fleet. These include 130 Hybrid Electric Vehicles (HEVs) that were put into use starting this past spring, and 40 Hydraulic Hybrid Vehicles (HHVs), set to be used in Atlanta and Baltimore. The company is also looking to get its large trucks on Liquefied Natural Gas (LNG), a dense fuel that packs a large amount of energy in a small space, making it excellent for large trucks traveling a long distance.

Utilizing these new technologies involves numerous questions that the company hasn't previously had to think about. For the electric cars, they're looking at where they need charger stations, what happens if there's a power failure—do all the charging facilities have back-up generators? What happens when a truck runs out of charge? How do they establish routes to maximize the available power? And many more.

"The technology of the future is here, today," says Directing Business Rep Jim Beno. "And our members are prepared to move seamlessly into servicing whatever comes their way. This is a great opportunity to show-case the skills our members have acquired over the years. We're glad to work with UPS and hope to work with EVI even more as these vehicles get deployed."

Actually, this isn't the first time that UPS has used alternative fuel vehicles. Back in 1936, they ran a fleet of electric trucks in New York City. The technology didn't catch on—partially because a gallon of gas was only 10¢ then and the auto and rubber industries were determined to kill the electric car. The company is confident that electric will be a winner this time.

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MEMBERS IN ACTION

Rallying to save the postal service

Facing a shortfall of a few billion dollars, the U.S. Postal Service is planning to drop 220,000 full-time jobs and close 3,700 post offices and 300 processing centers by 2015, while scaling back services and cutting retirement benefits. And that's after laying off 110,000 employees since 2007.

In response, union representatives point out that the service has huge surpluses in pension accounts that can be used to settle the crisis without throwing workers onto the street. Postal employees and union members rallied on September 25 in support of new legislation (HR1361) that would tap those funds.

But what has been lost in the political debate over the Post Office



Business Rep Garry Horrocks leads the chants at the September 25 Oakland rally to save the Postal Service.

is why it is losing this money. Major media coverage points to the rise of email or Internet services and the inefficiency of the post model as the major culprits. While these factors may cause some fiscal pain, almost all of the postal service's losses over the last four years can be traced back to a single, artificial restriction forced onto the Post Office by the Republican-led Congress in 2006.

At the very end of that year, Congress passed the Postal Accountability and Enhancement Act of 2006 (PAEA). Under PAEA, USPS was forced to "prefund its future health

care benefit payments to retirees for the next 75 years in an astonishing ten-year time span" — meaning that it had to put aside billions of dollars to pay for the health benefits of employees it hasn't even hired yet, something "that no other government or private corporation is required to do."

MNPL supports George Miller



In August, the Machinists Non-Partisan Political League—which raises voluntary donations from IAM members for political campaigns, was proud to deliver a \$5,000 check to Congressman George Miller (D-Contra Costa), one of the staunchest supporters of unions and the rights of workers in Washington. (From left: Area Directors Tom Brandon, Mark Hollibush, Jesse Juarez, Congressman George Miller, NFFE Rep Dennis Murakami, Business Rep Rick Rodgers and Local 1173 E Board member Bob Gonaslves.)

IAM launches first Human Rights conference

More than 400 participants representing IAM District and Local Lodges across the U.S. and Canada joined together in Lake Buena Vista, Florida on September 1-5 for the IAM's First Human Rights Conference.

The goal of the event was to embrace diversity in the house of labor from human rights and women's rights, to issues facing younger workers, and issues in our communities.

"Every worker has human rights," says Business Rep Pedro Mendez, who attended the event for Local 1414. "We have a diverse group of members working together in our shops, and everybody should be equal in each other's eyes, but sometimes misunderstandings arise. We hope to find the tools to enable our members to overcome those misunderstandings." Workshop topics included the history of human rights in the IAM, working families, organizing and diversity and social media.

Each Local and District is charged with establishing a Human Rights committee. If you're interested in serving on a local committee, talk to your business representative or call the Local office.



District 190 received an award for its support of the first Human Rights conference. (From left: GVP Gary Allen, Business Rep Arthur Gonzalez, International President Thomas Buffenbarger, and Business Reps Roberto Pintos and Pedro Mendez.)



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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.

SORGANIZING WINS

Workers stand strong despite delays

The employees at Mercedes Benz of San Diego voted to join the IAM on August 31, 2010, but the company is doing all it can to delay the start of bargaining. They appealed the election decision in December, but the Labor Board denied their appeal. They then appealed this decision to the Labor-Board in Washington, D.C.

In August, 2011, that Board again certified the election, but the company has refused to bargain. The union filed more unfair labor practice charges and the Labor Board issued another complaint. "This employer knows they won't be able to overturn the Labor Board's decision, but they're just stalling on people's right to have union representation," says Area Director Jesse Juarez.

On August 31—exactly one year after the election was held—the company announced that they won't bargain with the union because they didn't agree with the decision, but would instead give everybody a raise. (Some techs got a \$5/hour raise.)

"The counsel for the NLRB says that Mercedes Benz is being frivolous and is just re-litigating things that were decided," Juarez adds. "The guys are hanging strong. Justice delayed will not be justice denied."

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.

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| ΑD | out | you | ı. |

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.)

Green and food waste currently sit in a pile, attracting birds



Natural light primarily lights the new Organics Processing building.



After being sorted, the remaining organic material is dumped from above into waiting trucks on this lower level.

Recycling trash — the green way

continued from page 1

Green vehicles, too

Currently, nearly 50% of Davis Street trucks are run on Compressed Natural Gas (CNG). "For 2011, no diesel power units are scheduled to be bought," said Mickey Lattimer, Sr. District Maintenance Manager. "Moving forward, all of our vehicles will be CNG."

Lattimer explained that the diesel trucks got so advanced that they became too expensive to run. "We can run a regular catalytic converter on CNG. It's much cleaner than burning gasoline, and we can create our own CNG."

"Even though the actual mileage from CNG is lower than diesel (3.9 mpg vs. 5.2 mpg), CNG is much more economical," Lattimer explains. "It's cheaper by the gallon and better for the environment. Fewer particulates also means fewer particulate filters to replace."

A prototype natural gas collection vehicle, currently being tested in the City of Oakland, was on hand to inaugurate the Organics Processing building. The vehicle is powered with biofuel made from landfill gas at the Altamont Landfill in Livermore.

To date, six Local 1546 members have been sent for training on CNG engines at Alameda Community College, and four techs have received their CNG This structure brings construction and demolition debris up to Tank Inspection certification. "This is very important, be sorted. because the tanks have to be inspected every three years or 30K miles, and anytime a truck is in an incident/accident," Lattimer says.

The CNG trucks come from Cummins West, in Oakland. Local 1546 members who work at Cummins have been on-site at Davis Street as WMAC gears up the new fleet.

So when you think about garbage, remember that it's not just dirty any more. It's also green—providing compost, building materials, and fuel for the future.



Consumer garbage fills this room up to 8-feet deep until it's trucked to the landfill.



This gabion retaining wall is made of recycled concrete in baskets.





Members of ILWU Local 6 use magnets to identify metal products, and sort out wood, metal and concrete.



Here, wood is sorted out and tossed below into this container, for later shipment to a biofuels company.



LETTERS TO THE EDITOR

The last was the best

I retired in 2004, after 35 years as a mechanic at various dealership lines. 31 of those years were sometimes good and sometimes bad. Working for owners that were not much more then glorified used car salesmen passing themselves off as businessmen was a real challenge. The good owners were generally from the auto repair trades themselves, so they could grasp what it took to get things repaired right for the customer and avoid the "boomerang" effect of constant comebacks and high customer complaints. I was about to hang it up in 2000 out of shear frustration when I

heard, through a source at Local 1173, that they were hiring at Brentwood Dodge. I had also heard that the owner, Joe Rogers, was great to work for and the work environment was relaxed but functioned very well. I applied and was hired and for the next 4 years this was, by far, the best shop I had ever worked for. When Joe announced that he was retiring in 2004 and selling out, I

was a little apprehensive. It wasn't until I found out who was purchasing the dealership that I began to worry. This was a company with 0 dealership experience and very deep pockets. After 6 months of new ownership I had decided it was time to retire. I will say they never treated me badly, just made such huge financial mistakes, in my opinion. Two years after I retired in late 2006

Retired and active members: Please write in if something in *The Spark*plug 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 they closed the doors and went under. I remember the day in 2004 like it was yesterday, when one of my fellow union buddies came up to me and said, "Jerry, you are getting out of here just in time". No truer words were spoken. I still miss working in that shop. I made many friends and have many good memories. They all came in the last 4 years of my career, for which I'm forever grateful. The days of the Mom and Pop shops like this one are now relics of the past. Welcome to the corporate world of auto repair.

> Jerry Bell Retired member Local 1173

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AROUND T

Local 93 - San Jose

Contract updates

Getting a first contract at a newly organized shop often takes many months, and **Kimball Motor Company** in San Luis Obispo is no exception. Business Rep Sam Saiu has been meeting regularly with the dealership to nail down a deal.

Talks are also under way at **Industrial Machine Shop** in Salinas and **Granite Rock's Wilson Quarry** in Aromas.

Negotiations have just begun with VSE Corporation for the 100 members who work at Ft. Hunter Liggett. "Corporate was open to a lot of our proposals, including the AI health care program," says Saiu. "But they haven't agreed to anything yet."

No dues change

Following a lively debate and a division of the house to verify the vote count, Local 93 members voted at the September meeting **not** to modify the Local Lodge By-Laws' monthly union dues structure.

Local 653 - Fresno

Ongoing talks

Negotiations continue with Ruan Transport Corp. in Tulare and Elliott Manufacturing Corp. in Fresno, reports Business Rep Tom Rotella. He's also been busy handling grievances and terminations at Foster Farms in Livingston, UPS in Bakersfield, and TMH, Sun-Maid Growers and Greyhound, in Fresno.

Local 801 - Fallon, NV

No sour deal

Bargaining with **LB&B Associates** in Fallon started off on a sour note, reports Area Director Mark Martin. "We anticipated a real battle, possibly forcing us to involve the employer's one customer, the U.S. Navy. Our members were fully prepared for the fight. But in

the end, we were able to reach a fouryear deal with increases of 2.5% in wages for each year of the agreement."

And over at **Saperstein Services**, **Inc.**, the Local went into bargaining on the heels of a one-year agreement with a wage freeze. "We ended up with a new one-year contract with a 2.5% increase. The members approved that agreement overwhelmingly," Martin says.

Local 1101 - San Jose

New agreement

The 43 techs and service advisers at **Piercey Toyota** in Milpitas ratified a new four-year agreement that includes 50 cents an hour more each year of the agreement and no takeaways. "These days, that's a decent deal," says Business Rep Richard Breckenridge.

Local 1173—Concord

Coming up to speed

Six parts people and 12 in the service department ratified their new three-year contract with **Bill Brandt Ford** in Brentwood. "It took three months, but we finally finished it up in August," says Business Rep Rick Rodgers.

The parts people will get hourly raises of 75 cents the first year, and 60 cents each of the next two years.

"We believed that the techs were getting underpaid," says Rodgers, so "we did an assessment of the wages, pension and health benefits all of the techs in Local 1173 were earning and found out we were right. We asked the employer to bring the techs up to the average and they agreed." The techs will be getting increases of \$1.50 in year one, \$1.00 in year two, and 50 cents the final year.

The company carries its own health care plan, but the union got language stating that the company will stay with the same level of benefits for the duration of the contract.

Rogers especially thanks Shop

Steward Bill Tanner. "He did a fantastic job."

More charges at Hopkins

The union filed more charges against **Hopkins Honda-Acura** in Fairfield for making unilateral changes in working conditions and violating the Labor Board's settlement agreement, reports Area Director Mark Hollibush.

One part of the settlement agreement had been a six-month extension of the prior contract. "This was supposed to enable the union to rescind the 20 unilateral changes that the company had imposed. First, the company came into bargaining saying all of the right things, then they went back to their old tactics," says Hollibush. "The main thing the company didn't do was rescind their unilateral changes and make the employees whole, which was the whole point of the settlement agreement. In addition, the company has engaged in self-dealing, trying to bargaining with the guys individually, and they've hired new guys and are paying them much more than the current members."

At this point, the union has filed more charges and is asking the Labor Board to set aside the settlement agreement and go with the original charges.

Local 1528-Modesto

Settling grievances

One thing about a large and complex facility like **Silgan Riverbank**, is that there are always a lot of grievances to settle. "It keeps a union rep's job interesting," says Area Director Mark Martin. "We've had grievances involving disputes in discipline, job descriptions, work processes and other issues. By and large, we've been successful in resolving lots of issues for the members."

Buying tires? Get

The U.S. Dept. of Transportation requires that all tires sold in the US. carry a code which shows, among other things, the company and plant that made the tire. (The code looks like this: DOT BE XX XXX XXX.) Following are the union plants (the two-letter symbol following the DOT): **Goodrich**: BE, BF,

Local 1546-Oakland

Fighting Mercedes

The union has been in hot and heavy renewal negotiations with Mercedes Benz of Oakland. "The dealership wants to eliminate the pension plan and while they have a 401K option, they're not offering to fund it. They also want to switch to a health plan that would save the single guys money but would stick it to those with families," says Area Director Don Crosatto.

A good sale

Often, when a union company sells, it marks trouble for the union. And when the buyer is an equity fund, the union generally assumes that current workers are not a high priority. However, the tide seems to have turned at **Fabco Automotive**.

"Fabco's parent company, Accuride, had just come out of Chapter 11 and hired as their CEO a man whose father was known for closing union shops and moving them to Mexico. We feared it would be 'like father, like son.' But when he brought up potentially selling the company, we feared the unknown," says Crosatto.

Ultimately, Fabco was sold to Wynn-Church, a private equity firm. "The first thing the local management did was come into the union 401K plan. Also, they have to get out of Accuride's company health plan, so they're looking at AI Plan C for both the union and non-union personnel," Crosatto adds. "They're also talking about a longer-term extension on the agreement, up to several more years."

SHOP TALK: IAM members at Applied Aerospace in Stockton talk about the



JOHN SWING, JR.
Applied Aerospace—6 years
Local 1528

"Better health insurance. I came here for the health insurance, but over the past few years, it has become really crappy."



FIDEL RIVERA
Applied Aerospace—23 years
Local 1528

"Medical. It's ugly now. We have a co-worker who died because he was afraid to go to the doctor because he couldn't pay the bills."



RAY RAMOS
Applied Aerospace—30 years
Local 1528

"Medical. We have to contribute so much for it. We use to have a Kaiser option but they eliminated that. And now it's so expensive, we try not to use the plan at all."



Applied Aerospace—2 years Local 1528

"I want the union dues to be lower—they're too high compared to our pay rate."



Applied Aerospace—21 years
Local 1528

"Medical. You have to pay too much and the plan has gotten much worse over the years."



Applied Aeros Local "More money."

working on a tr profit margin—I bonuses and w hourly wage. Tl more sharing.

HE LOCALS

them union-made

Bridgestone/Firestone: VE, YE, YU 8B, D2, E3, W1, Y7, 2C, 4D, 5D

Cooper: UP, UT

Goodyear: JU, PC, UK, JJ, MD, PU, JN, MJ,

PY, JE, MC, PT, JT, MK, TA **Denman Tire**: DY

Dunlop: DA

Kelly-Springfield: JF, MM, PJ Yokohama Tire: CC

Join us for better wages

Local 1546 did handbilling at TEC, (formerly the Oakland Truck Center). "We wanted to inform the techs that we had open diesel mechanic jobs, and if they didn't feel they were paid enough at TEC, they could join the union," said Crosatto. "Within four hours, the union received two phone calls from TEC techs. These guys could be looking at an increase of \$8/hour."

Because of retirements and plant expansion, Waste Management is looking for diesel and plant maintenance mechanics. The journeyman rate is \$35.50/hour. If you're interested, contact Local 1546 at 510-638-6705.

Stunted Groth

Groth Brothers finally went out of business when the court-appointed trustee shut them down on August 26. At that point, only about 9-10 union mechanics, parts people, body shop and service writers were still there.

"Of course, owner Robin Groth did not have the money to pay the final paycheck or accrued vacation, which will be a subject of the bankruptcy proceedings," says Crosatto.

In the last few months, Groth said that "several East Coast buyers were willing to pay \$1-2 million for the dealership, even though it was bankrupt, had no cars on the lot, didn't own the property and was four months in arrears in its rent," Crosatto explains. "It was never actually proven that anyone was truly serious about buying the business."

At the post-closure creditors meeting, the union learned that not only had she not paid Social Security for the last few years, she testified that she paid the income tax withholding "some of the time." Fortunately, if the money is withheld and the employee has no way of knowing whether it was actually sent to the IRS, the employee is not liable.

The next step is the sale of the few remaining assets still on the property. The big fight will be over the \$450,000 that Groth paid to herself and her relatives just before the bankruptcy.

Local 1584-Oakland

New deal at AB&I

The four pattern makers who were at AB&I, a molding shop in Oakland, have a new four-year agreement. "They didn't get an increase in year one, but did get the Bay Area cost of living increase for years two through four. They'll also get an increase of 25 cents/hour each year in their IAM pension," reports Business Rep Chris Rasmussen.

Local 1596-Petaluma

Contract updates

A wage opener at Fred's Body Shop in Eureka resulted in a 51 cent per hour increase, reports Area Director Tom Brandon.

At Vincent Whitney in Sausalito, the company agreed to pick up the health and welfare increase in a oneyear extension.

Negotiations just started at Henry Curtis Ford in Petaluma, and are ongoing at Hansel Ford in Santa Rosa

Local 2005-Livingston

Officer/Steward training

There will be an all-day training meeting for Officers and Shop Stewards at 9:00 a.m. on Saturday, October 22, 2011. The training will be held at the Union Office, 416 Main Street, Livingston CA.

If you're off work...

For members who are off work or know they are going to be off work, please contact Aurora at the union office (209-394-7822). She will explain your membership options while you are off work. The office hours are 7:30 a.m. to 12:30 p.m. Monday through Friday.

Local 2182-Sacramento

First contract in Paradise

Welcome to the nurses at the Sun Health Group/Pineview in Paradise, CA. They ratified a first contract in August. "What started off as an adversarial relationship turned into a working one," says Area Director Mark Martin. "I want to thank my union committee-Sally Armstrong and Andrew Petyo - for their efforts."

Contract updates

It was a tough bargaining environment over at Elm Ford in Woodland, says Martin, not because of the relationship with the employer, which is good, but because of the lack of hot weather this summer. "We reached a two-year agreement that provides some increases and no takeaways."

The union negotiated a one-year contract extension at Toyota Material Handling—the wages are frozen but the employer picked up the cost increase of benefits.

Troubles around Sacto

The problems at Hubacher/Kuni Motors of Sacramento continue and the union has filed additional charges against the company. "The employer did not bargain over moving employees into different classifications or the wage rate they were to be paid in the new classifications," says Business Rep Skip Hatch. "The company may be in violation of the original settlement agreement."

Local 2182 will be going to trial with the City of Sacramento in December at PERB (the Public Employment Relations Board). "We need a unit clarification," says Hatch. "The City created a new classification called Service Coordinator that takes duties, such as writing up work orders, and assigning and scheduling work, from our Mechanic III classification. This in itself is not completely objectionable," Hatch explains, "but the City decided to assign representation of this classification to Stationary Engineers Local 39. This is our work and should be represented by the Machinists Union." Five employees are caught in the balance.

In a classic shell game, A&A Readymix runs a powdered cement operation at the Port of West Sacramento. Local 2182 has contracts with A&A and Pan Pacific Cement and had been in talks for another agreement with Two Rivers Cement. A&A Readymix is the parent of all three companies.

"A&A Readymix is pretty obviously shuffling the companies around and has moved the employees between companies to try to gain concessions." Negotiations at Two Rivers abruptly stopped on September 26 though. "The company is trying to cherrypick the worst of the other two contracts to get the most sub-standard contract there," says Hatch. "Our attorneys are currently working on the legal side of the shell game the company is playing."

Multiple Locals

Penske talks

Contracts for Locals 1546, 1101 and 1414 with Penske are expiring. "The major issue is health insurance," explains Don Crosatto. "We all agree that we need to change from the current health plan. The employer proposed a plan that does not include Kaiser, which is a problem, since two-thirds of the guys are covered by Kaiser. The union has proposed AI's Plan C, which would preserve the Kaiser option and save the employer money. We think it makes sense; the employer is giving it serious consideration." The union hopes to wrap up the contract in October.

ir priority for the next contract. Health care, anyone?



ENNERSON space–9 mos. 1528

The company is emendous hey get e just get the nere should be



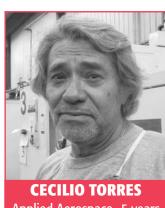
"Health benefits. I'd like to have more coverage. We have high co-pays and also a lot of out-of-pocket. Back in the 80s health care was better-doctors and hospitals got paid and more people were covered."

Local 1528



Applied Aerospace—1.5 years **Local 1528**

"Better health care. Our copay and our deductible are way too high. If we get in an accident, it's \$3,000 out of pocket. This is important because I need to keep healthy to be able to stay working."



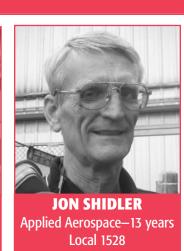
Applied Aerospace—5 years **Local 1528**

"Keep the wages going up in a good percentage and better health insurance—that's particularly important for those with families."



Local 1528

"I need a raise! Medical is my number two. When I started, we didn't pay much for medical — but the co-pay went from \$10 to \$30. Delivery of our baby was free back then, but now it would cost \$3,000."



"The medical coverage needs to be better-it provides really cheap coverage. I don't have an answer to the health care crisis—the country is being looted by the banks and the IMF."

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IN THE NEWS

Smelling a profit in 9% unemployment, Hallmark introduces layoff cards

by Laura Clawson DailyKOS Labor

Giving new meaning to the term "Hallmark holiday," Hallmark has rolled out a line of cards to be given to people when they get laid off.

One card reads, "Don't think of it as losing your job. Think of it as a time out between stupid bosses."

The staff at an Indiana workforce development center liked the idea. "Getting a card like that and somebody caring is fabulous," said Michelle Crowthers-Lunczynski. "The crazy part to think about this is there's so many people laid off. At least someone's caring enough to you know, get a card and say, 'I'm thinking of you'."

Point taken, but since in addition to being a time out between stupid bosses, it's also a time out between paychecks, I'd think people would prefer to have the \$3 the card cost. Or for their friends to buy them a drink. Or a burger. Something that says "I care about you, and I'd rather boost your bottom line than Hallmark's."

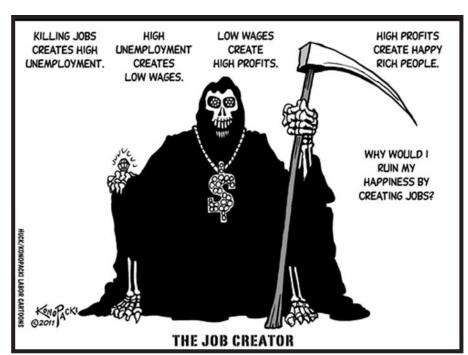
Health care costs rising; employers pass increases to working people

by James Parks AFL-CIO Now Blog

The Kaiser Family Foundation's latest survey of health care costs shows half of workers at small firms with individual policies now face annual deductibles of \$1,000 or more. In 2006, that figure was 16 percent. At large firms, the share has grown from 6 percent to 22 percent over the same five years.

"As health care insurance costs continue to rise, Congress should look at ways to curb health care costs rather than leaving it to private employers who have never done a good job of that," says Drew Altman, president of the Kaiser Family Foundation.

While the conventional wisdom is that private insurance does a better



job of controlling costs, the opposite is true. The Centers for Medicare and Medicaid Services (CMS) says that Medicare spending per enrollee grew at a much lower rate than private insurance between 1999 and 2009 (4.9 percent vs. 7.2 percent for comparable benefits).

The average family health care policy now costs more than \$15,000 per year. Premiums for family plans rose 9 percent in 2011, while workers' wages grew just 2 percent that year. Since 1998, worker contributions to premiums have increased 168 percent, while wages have grown 50 percent and inflation 38 percent. "This reflects a growing trend of employers passing on the cost of health care to workers," Altman says.

The increase in premium costs is not the result of the Affordable Care Act passed in 2010, since most of the law's provisions don't go into effect until 2014. "The two biggest changes this year allow young adults up to age 26 to stay on their parents' insurance policies and require some insurance plans to cover preventive services at no cost to patients," Altman said. "These are popular provisions that provide real benefits, and combined, they account for about one to two percentage points of this year's premium increase."

Chamber of Commerce sues NLRB to block rule requiring workplace posters

by Laura Clawson DailyKOS Labor

In August, the National Labor Relations Board issued a new rule requiring employers to post notices informing workers of their legal rights under the National Labor Relations Act. The required posters are available for employers to print themselves, and are to be posted in the same location as workplace safety and other such already-required notices.

So, of course, the Chamber of Commerce is suing to block the regulation. Randy Johnson, the Chamber's senior vice president of labor, immigration and employee benefits, said the NLRB's rule on the notices is the latest effort by the board to favor unions over businesses.

"At a time when the private sector is striving to create desperately needed new jobs, it is disappointing to see that the NLRB is imposing new and unnecessary regulations on employers," Johnson said in a statement. "The latest rule is part of the NLRB's pattern of tipping the scale in favor of unions, at the expense of employers and employees alike."

The Chamber contends that the regulation infringes upon employers'

First Amendment rights and violates a number of other laws.

Here's the rub: the poster doesn't just tell workers that they have the right to join a union and bargain collectively, and that their employers are prohibited from trying to dissuade them from exercising their rights in specific ways. It also tells them that they have the right *not* to join a union and that unions are prohibited from trying to exert pressure on them to join. But it's clear which set of information the Chamber thinks workers will respond to more strongly.

Inside Amazon's Warehouse

By Ezra Klein, Bloomberg View
In a remarkable article published
in Allentown, Pennsylvania's Morning Call newspaper, reporter
Spencer Soper paints a clear depression-era picture of workers at the local Amazon.com warehouse.

The warehouse, Soper reported, is brutally hot in summer. "Computers monitored the heat index in the building and Amazon employees received notification about the heat index by email." One day, the index "exceeded 110 degrees on the third floor." A local emergency room doctor treated so many warehouse employees for heat exhaustion this summer that he called federal regulators to report an unsafe work environment. A security guard called OSHA after seeing two pregnant women taken to nurses.

There were occasions in June and July, Soper reported, when "Amazon paid Cetronia Ambulance Corps to have ambulances and paramedics stationed at its two adjacent warehouses." The company refused to cool the warehouse by opening the garage doors because managers feared it would lead to theft.

In a statement to the *Morning Call*, Amazon said: "The safety and welfare of our employees is our No. 1 priority at Amazon.... We go to great lengths to ensure a safe work environment, with activities that include free water, snacks, extra fans and cooled air during the summer."

SHOP TALK: What's your priority for you next contract?



ERNIE LOCKMILLER
Applied Aerospace—8 years
Local 1528

"I've been in the union for 32 years and need more vacation. Management gets an extra week after 5 years but we have to wait until 10. We should be on the same page—it's just basic fairness."



Anthony Young
Applied Aerospace—5 mos.
Local 1528

"Improving the health care plan and getting a cost of living allowance. Things are really getting expensive and we need to keep up with inflation, at least."



"I bet everybody says the same thing: health insurance. And at my age, I've started thinking about a good pension. I want that, too."



Applied Aerospace—2 years
Local 1528

"We need ways to improve our classification system and be able to move up in the company. Basically, I just want to know the career ladders and how I can move up."



JOHN FONVERGNE, JR. Applied Aerospace—8 years Local 1528

"Better retirement. I'm getting up in age and that's a priority for me. The company matches the salaried people—I'd like to see some matching for us."



UNION NOTICES



Official notice of nomination and election of **Local 653 officers**

Nomination and election of officers for the years 2012-2014

At our regular meeting on Wednesday, November 16, 2011 at 5:30 p.m., nominations will be held for the following positions: President, Vice President, Recording Secretary, Secretary/Treasurer, Conductor/Sentinel, Executive Board (three to be elected), Trustee (three to be elected), Audit Committee (three to be elected).

Election of officers will be held at the first regular meeting in December, which is December 21, 2011. Polls will be open from 6:00 a.m. to 7:00 p.m.

The following election regulations will

be observed:

Absentee Ballots: See box below.

Qualifications to become a candidate for election: In accordance with Article XI, Section 10, of the Local Lodge By-laws, to be eligible, a member shall attend at least fifty percent (50%) of the regular Local Lodge meetings held during the twelve (12) month period ending the date of close of nominations.

Qualifications to vote: Only members in good standing and free from delinquency of any nature to the Local Lodge shall be allowed to vote.

Official notice — Local 1596

Notice of proposed by-laws change

A first reading of a proposed change in Local Lodge 1596's by-laws will take place at the October 18, 2011 meeting. A second reading of the proposed change will take place at the November 15, 2011 meeting at 7:00 p.m., at which time the By-laws Committee recommendations will be reported and a secret ballot vote will be conducted on the proposed change. The meeting place will be at IAM Local 1596, 4210 Petaluma Blvd. No., Petaluma, CA 94952

A copy of the proposed change will be available to each member at the meeting.

be, shall be furnished absentee bal-

absentee ballot must request a ballot

must be delivered to the Recording

Secretary of your Local Lodge in

person or by mail no later than ten

in writing (see below).

Any member entitled to vote by

The Request for Absentee Ballot

To get an absentee ballot for your Local Lodge

Eligibility: In accordance with Election of Officers, Article II, Section 3 of the IAM Constitution, members who reside in outlying districts more than 25 miles from the designated balloting place, members who are either confined because of verified illness or on leave qualifying under U.S. and Canadian family leave laws, or on vacation, or on official I.A.M.

Lodge, District Lodge, Grand Lodge, or on employer travel assignment, or reserve military leave, as the case may

Your written request for absentee ballot must be mailed to your local

lodge (see addresses on page 8), and include the following: "Please send me an absentee ballot."

Name • Address • City/State/Zip • Book # • Your signature You must also include the reason you

are making the request.

(10) days prior to the election. Completed Absentee Ballots for business approved by the Local District Delegates and for your Local must

Lodge elections received by the Local Lodge prior to closing of voting at your

Local Lodge's

first meeting in

December.

Official notice of nomination and election of **Local 2005 officers**

Nomination and election of officersfor the years 2012-2014

Nominations and Election of Officers, Executive Board Members, Negotiating Committee Members & Delegate Positions will be held in accordance with Local 2005 Bylaws and the IAM Constitution.

Nominations for Officers, Executive Board Members, Negotiating Committee Members & Delegate Positions shall be held at the regular Membership Meeting on Sunday, November 20, 2011, at the Veterans Memorial Hall: 1605 7th Street, Livingston, California

Election: Sunday, December 18, 2011,

shall be held at the regular Membership Meeting. Further information will be handed out at the November 20, 2011, meeting. The following election regulations will be observed:

Absentee Ballots: See box this page

Qualifications to become a candidate for election: As outlined by the IAM constitution.

Qualifications to vote: Only members in good standing and free from delinquency of any nature to the Local Lodge shall be allowed to vote.

Official notice of nomination and election of **Local 2182 officers**

Nomination and election of officers for the years 2012-2014

At our regular meeting on Tuesday, November 8, 2011, at 7:00 p.m., nominations will be held for the following positions: President, Vice President, Recording Secretary, Secretary/Treasurer, Conductor/Sentinel, Executive Board (three to be elected), Building Committee (five to be elected), and Audit Committee (three to be elected).

Election of officers will be held at the regular meeting in December, which is December 13, 2011. Polls will be open from 12:00 Noon to 9:00 p.m.

The following election regulations will be observed:

Absentee Ballots: See box this page.

Qualifications to become a Candidate **for Election**: In accordance with Article XII, Section 2, of the Local Lodge By-laws, to be eligible a member shall attend at least fifty percent (50%) of the regular Local Lodge meetings held during the twelve (12) month period ending the date of close of nominations.

Qualifications to Vote: Only members in good standing and free from delinquency of any nature to the Local Lodge shall be allowed to vote.

Official notice of nomination and election of **Local 1528 officers**

Nomination and election of officers for the years 2012-2014

At our regular meeting on Wednesday, November 2, 2011, at 7:00 p.m., nominations will be held for the following positions: President, Vice President, Recording Secretary, Secretary/Treasurer, Conductor/Sentinel, Executive Board (three to be elected), Audit Committee (three to be elected), Delegate to CA Labor Federation (1 to be elected) Delegate to Central Labor Council (6 to be elected). Election of officers will be held at the regular meeting on December 7, 2011. Polls will be open from 12:00 Noon to 9:00 p.m.

Election of officers will be held at the regular meeting in December, which is December 13, 2011. Polls will be open from 12:00 Noon to 9:00 p.m.

The following election regulations will be observed:

Absentee Ballots: See box at left.

Qualifications to become a Candidate for Election: In accordance with Article XII, Section 2, of the Local Lodge By-laws, to be eligible a member shall attend at least fifty percent (50%) of the regular Local Lodge meetings held during the twelve (12) month period ending the date of close of nominations.

Qualifications to Vote: Only members in good standing and free from delinquency of any nature to the Local Lodge shall be allowed to vote.

SHOP TALK: What's your priority for you next contract?



JOAQUIN SANTILLAN Applied Aerospace-6 mos. **Local 1528**

"I would like a raise—more money. Also, there's some problem and I can't even get health insurance until next May. I know it's not a great plan, but I should be able to get covered before then."



ZANE JOCHIM Applied Aerospace—15 years **Local 1528**

"Medical. Our deductible and co-pays are too high. I know everybody needs health insurance and we're better off than having none. But this company is doing so well, we can be doing better."



LINDA FIRPO Applied Aerospace—6 years **Local 1528**

"It doesn't affect me because I have other coverage, but for everybody else here, the medical is a real problem. The deductibles are just too high."



VIRGINIA RIVERA Applied Aerospace—14 years **Local 1528**

"My salary, of course! I heard they hired people starting at \$17/hour and I dont get that much after 14 years.."



NASIM KAHN Applied Aerospace—17 years Local 1528

"Health coverage. The health plan they offer us has all these deductibles. We're afraid to go to the doctor. It would also be nice to have choices between an HMO and PPO."

Get your IAM news on the web!



Visit the District 190 website at:

www.iamdistrict190.org

Go to the International IAM website:

www.goiam.org

Local 1546 members have a website for their local news:

www.IAM1546.com

Check out Local 1101's Facebook page:

facebook.com

(search for IAM Local 1101)



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

Contact us at 510-836-2484

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
Ocober 25 • November 22 • December 14**

Executive Poord Meetings 6:20 p.m.

Executive Board Meeting: 6:30 p.m. **General Delegates' Meeting:** 7:00 p.m.

**Note: December meeting changed due to the holidays

Local I484

1261 Avalon Blvd. Wilmington, CA 90744 310-835-6688 Executive Board Meeting: 6:00 p.m. on the third Thursday of the month

October 20 • November 17 • December 15

General Membership Meeting: 6:00 p.m. on the first Tuesday of the month

October 4 • November 1 • December 6 **Retirees' Club:** 1:00 p.m. on the third Wednesday of the month: October 19 • November 16 • December 21

Local 93

2102 Almaden Rd., #105 San Jose, CA 95125 408-723-4900 Meetings are the second Tuesday of each month
October 11 • November 8 • December 13

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

October 5 • November 2 • December 7

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:

October 19 • November 16 • December 21 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

October 19 • November 9* • December 21 **Executive Board Meeting:** 5:00 p.m. **Membership Meeting:** 5:30 p.m.

Note: November meeting changed due to holidays

Meetings are the third Thursday of the month

Membership Meeting: 4:00 p.m.

October 20 • November 17 • December 15

Meetings are held at the Carpenters' Hall, in Reno.

Local 1546

10260 MacArthur Blvd., Oakland, CA 94605 510-638-6705 Meetings are the first Tuesday of the month

October 4 • November 1 • December 6

General Membership Meeting: 7:00 p.m.

Member Education Meeting: 5:30 p.m.

Executive Board Meeting: 6:30 p.m. on the Thursday preceding membership meeting

October 27 • December 1 • December 29 **Retiree Club Pot Luck Luncheon:** 12 noon on the first Wednesday of each month

October 5 • November 2 • December 7 **Alcoholics Anonymous**: 9 a.m. every Saturday

Local IIOI

Local 801

7717 Oakport Street,

Oakland, CA 94621

800-655-2182

2102 Almaden Rd., #105 San Jose, CA 95125 408-723-4900 Meetings are the second Thursday of the month

October 13 • November 10 • December 8 **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 I584

8130 Baldwin Street Oakland, CA 94621 510-635-2064 Meetings are the third Thursday of the month

October 20 • November 17 • December 15 **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: October 4 • November 1 • December 6

Local II73

1900 Bates Ave., # H Concord, CA 94520 925-687-6421 **Executive Board Meeting:** 6:30 p.m. on the second Thursday of the month

October 13 • November 10 • December 8 **Membership/Shop Stewards' Meeting:** 6:30 p.m. on the third Thursday of the month

October 20 • November 17 • December 15

Local 1596

4210 Petaluma Blvd. No. Petaluma, CA 94952 707-795-0086 Meetings are the third Tuesday of the month October 18 • November 15 • December 20 Executive Board Meeting: 6:30 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

October 20 • November 17 • December 15 **Executive Board Meeting:** 6:00 p.m. on the second Thursday of the month

October 13 • November 10 • December 8

General Membership Meeting: 6:30 p.m. on the third Thursday of the month

October 20 • November 17 • December 15 **Retirees' Club:** 11:00 a.m. on the first Wednesday of March, June, Sept., Dec. All are welcome!

December 7

Local 2005

416 Main Street Livingston, CA 95334 209-394-7822 Membership Meeting: 7:00 p.m.

Meetings are held the third Sunday of each

month at the Veterans Memorial Hall: 1605 7th

Street, Livingston, CA 95334.
October 16 • November 20 • December 18
Executive Board Meetings: 10 a.m. at Union Hall
General Membership Meetings:

Spanish: 1:00 p.m. English: 2:00 p.m.

Local 2182

967 Venture Court, Sacramento, CA 95825 800-458-9200 Meetings are the second Tuesday of the month

October 11 • November 8 • December 13 **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:

October 19 • November 16 • December 21