The IAM District 190 Sparker 1

VOL. I4 NO. 2 April/May 2012

Serving the Active and Retired Members of IAM District Lodge 190

Machinists are building the future

It's not news to hear that members of District Lodge 190 work on cars. A casual reader might even guess that some of them work on electric cars. But did you know that some of our members are up in Benicia, at Amports, doing final assembly on the new CODA all-electric vehicle?

Yes, there's a new EV coming to town called CODA, and members of Local 1173 are doing final assembly—installing the all-important battery and doing software flashing. They're also performing quality control checks, ensuring that the engines and bodies are in perfect-condition before being shipped to the dealerships. At this point, as the company starts up, thereare only 10 Machinists and 100 or so Teamsters on the job, and they're turning out two cars a day. The company aims to employ up to 2,000 union members, with the goal of assembling 50 cars a day.

What's a CODA?

A CODA is a new 100% electric vehicle (EV). It's not retrofitted to be electric and it's not a hybrid—it was designed intentionally as an affordable electric car, 100% emission-free. With its battery on the bottom, it's the only electric car in its class to have full trunk space. Currently, there's one model—a 4-door, 5-passenger sedan that comes in six colors.

The car lists at \$37,250, but after state and federal rebates, the cost is \$29,750. The total cost of ownership is even lower than an internal combustion engine, since you don't need to factor in the price of gasoline or oil changes. The 31kWh battery option has a 125-mile range, which is more than adequate for most com-

muters. A level 2 EVSE charger charges the EV in about six hours,

How did CODA come to Benicia?

CODA Automotive is a privately-held company headquartered in Southern California that designs, manufactures and sells electric vehicles and lithium-ion battery systems purpose built for transportation and utility applications.

As initial assembly is conducted in China, they were looking for a California home to do the final assembly. That's when they found Amports. Amports has done vehicle processing for Asian and U.S. auto companies for years. The company owns its own port in Benicia and is close to the Port of Oakland. And Amports has been signatory to the Machinists and Teamsters for many years. So when CODA went looking for a California base, they found an ideal location and partnership with Amports.

At this point, you can see a CODA at its Experience Center in the Century City Mall in Los Angeles. Currently, three dealerships in Southern California and one in Northern California are selling CODAs.

"It's all about the environment," says Chris St. Jean, a 12-year Machinist who's been at Amports for the past two months. "I think it'll be a good take-off car. It's perfect for commuting and very economical."





Chris St. Jean did a lot of electrical work on Audis. "I got training on high voltage and here I am."

The CODA engine (above) is all about electricity, with the lithium ion batter underneath. There are no gas, oil or radiator fluids to be found. At right is the CODA 4-door Sedan.





Painter Willie Buntas has worked at Amports since 1992. Here, he's ensuring the fit and finish of a new Coda.



Chris Adkins has been at Coda for six weeks doing final assembly. "I like working on the new technology and getting to move with the times. People will always need to commute and this is a good way to do it."



Randy Armas has been a painter for 30 years but just came to Coda and joined the union three weeks ago. He's integral to the process of making sure the cars look perfect.

PAGE 2 April/May 2012



UNION PEOPLE

Bill Tanner named Local 1173 Shop Steward of the Year



Bill Tanner (C) receives his award at work from Business Rep Rick Rodgers (L) and Area Director Mark Hollibush.

Bill Tanner has worked at Bill Brandt Ford in Brentwood for 12 years and has been shop steward for the past six. On March 7, Rick Rodgers and Mark Hollibush visited him at the shop and presented him with the Local's Shop Steward of the Year Award.

"Bill has performed outstanding work as shop steward," says Business Rep Rick Rodgers. "He played a vital role in negotiations to secure a threeyear contract that included significant economic improvements for all the members. Having Bill at the table was like having another business rep with us; he takes the time to educate himself and to be prepared. And he has the respect of his co-workers. That's why he was able to do such a good job on their behalf."

"He's a true shop steward, a selfless individual who looks out for the well-being of his co-workers," adds Area Director Mark Hollibush. "He takes on any battle that needs to be fought."



IN MEMORIAM

Donald Lee 1949 - 2011

Donald Lee was passionate about his family, friends, food and fishing. On July 2, 2011, Don took a fishing trip aboard the "Erik." At around

2:00 a.m., the first morning, huge waves overtook the boat and it cap-60-100 sized miles south of San Felipe, two miles off Mexico's Baja coast. Forty-three passengers -27 American tourists and 16 crew members—were on board. One passenger found dead and

seven were never found. Don was one of the seven.

Don and his wife May built a fulfilling life, struggling to make ends meet as they raised their family. After a 40-year career in the auto industry, working in auto parts at Mason Auto Supply in San Francisco, followed by more than 15 years at F.H. Dailey Chevrolet in San Leandro, then a few years at Crown Chevrolet, he retired from Fitzpatrick Chevrolet in Concord in 2008. He was a member of Locals 1546 and 1173.

In raising their daughters, Don and May put a strong emphasis on education and a solid work ethic. Don was very proud to watch his

> three daughters graduate from college.

> > Don had a close knit family and a large network of friends. He traveled to China and Mexico for annual fishing trips. "Do It Now.' would often say. His family and friends are at peace knowing that Don



Donald Lee, union member, family man and fisherman

the website.

ones. The site is now a place to collect memories that friends and co-

went missing living life to its fullest.

The families of the missing have

established a website, findourfathers.com, as a forum to pressure the U.S. and Mexican governments to continue the search for their loved workers had of the seven men. If you knew Don Lee, we encourage you to contact his family through

2012 ELECTIONS

June 5 California Election Recommendations

California's 2012 primary ballot will be chock full of candidates running for state and local offices. The California Conference of Machinists recommends that you look closely at the candidates' statements and records as to how they would approach getting California out of the economic doldrums it has been in for years. If they're all about blaming the unions for the state's economic woes, beware! They might go after the public employee unions first, but they'll come after your union-protected benefits

The Cal Conference wants to share two recommendations on ballot initiatives that you'll see in June:

Proposition 28 – Revising Term Limits – Support

(Assembly and Senate members may serve 12 years in one house—currently they may serve no more than six years in the Assembly and eight years in the Senate. This bill shortens their total term by two years, but enables them to gain greater seniority and knowledge in the house they're in.)

Prop 29 – Cancer research tax – Oppose

This proposition increases the tax on cigarettes by 5¢ per cigarette (or \$1.00 per pack). The IAM opposes this proposition because it will negatively impact members who work for the tobacco industry.

Support the Millionaires Tax petition

California needs to increase its income to rise out of the economic hole we've been in since 2008. Labor and the Governor have come together to support a tax initiative on the November ballot called the Millionaires Tax. This will raise taxes on individuals making more than \$250,000 a year, or households making more than \$500,000 per year.

Sign the petition if you see someone carrying it, or go to www.millionairestaxca.com to download your own petition. They must be submitted by April 26.

Local 1546 Members and Spouses PRE-RETIREMENT SEMINAR

Are you thinking about retiring in the next few years?

If so, this seminar will answer all your questions about pension and retiree medical coverage. We'll also review the retiree health plan.

Saturday, April 28, 2012 • 9:00 a.m.

Local 1546, 10260 MacArthur Blvd., Oakland

Spouses welcome Includes continental breakfast Space is limited • First come—first served

Note: If you would like our pension advisors to print out your current data, you must contact the office by April 10. If you feel you have an unusual or complicated question, please get it to your Business Rep ahead of time so our advisors have time to research the answer.

Please RSVP to Tanya at 510-638-6705 by April 24

LETTERS TO THE EDITOR

Retired and active members: Please write in if something in *The* or inspires you to action. All letters fax: 510-288-1346 from members will be used, space mail: IAM District 190 permitting. They may be edited for length or grammar, but not for con-

tent. Letters may be submitted as follows:

Sparkplug makes you happy or mad e-mail: dchaplan@mindspring.com

7717 Oakport Drive Oakland, CA 94621





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

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

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



GUEST COLUMN

To create good jobs, we must invest in California

By Art Pulaski, Executive Secretary-Treasurer California Labor Federation

Years of budget cuts and shortsighted political decisions have hollowed out our state's economy. More than two million workers are still unemployed. Workers' wages are shrinking, even as CEOs paychecks get fatter. People no longer have money in their pockets to support local businesses.

Yes, California has taken more than its share of hits in this economy, but we can rebuild an economy of broadly shared prosperity the same way our grandparents created it: by investing in infrastructure that gives our businesses a competitive edge. We can come roaring back by investing in universities that are incubators of innovation and schools that train workers to make products invented in California right here in California. And when workers, not just CEOs, have good jobs, Californians will be working their way into the middle class, not falling out of it.

It's time to chart a different course on jobs, and California's unions must lead the way.

In March, the California Labor Federation and the State Building and Construction Trades Council unveiled Labor's new "Invest in California" plan, which focuses on renewing the state's commitment to middle-class supporting jobs.

The six-point plan calls for significant investment in areas that support job growth, while at the same time calling for an end to wasteful state giveaways for corporate tax breaks that encourage outsourcing. The **6-point "Invest in California" plan** includes:

Infrastructure: It's time to invest in repairing and retrofitting the infrastructure that made California great. \$9 billion in bonds already sold can, and should, be put to work in shovel-ready projects. By investing public pension funds in infrastructure projects and construction of high-speed rail, we will create jobs and improve California's competitiveness.

Manufacturing: If we invent big ideas in California, we should manufacture them here – that's why we support helping businesses to manufacture products they invent here. Our plan would speed up businesses' ability to create jobs without weakening worker protections or environmental standards.

Beducation: California needs the most educated and skilled workforce in the world to compete in the global economy, but budget cuts have put California school funding behind Mississippi, Alabama, China and Korea. We need to restore \$18 billion to K-12, community colleges and higher education, and expand and create new campuses to improve access.

Revenue: It's time to raise the necessary revenue to fund education, public safety and other essential services by revamping our tax code so it's fair. Our plan would put special carve-outs for corporations to the jobs test: no new net jobs, no more tax breaks. When corporations ship their jobs overseas, their tax breaks should disappear.

Clean Energy: Our plan would create a clean and green revolving loan fund to help manufacturers meet AB 32 requirements and create good jobs. By using good union labor to retrofit public buildings and schools, we can capture cost savings using high quality standards.

Ending Income Inequality: Economic recovery starts when workers have enough money in their pockets to buy products made in California. Our plan requires companies that receive state contracts, grants, or tax breaks to pay living wages with health benefits, and preserves project labor agreements that build our communities with living wages.

We can pay for these needed investments by restoring fairness to our economy and revenue collection. California isn't broke; our system is broken.

California is richer than ever, but in the first year of the current recovery, 93 percent of income gains have gone to the top 1 percent of earners, who today pay taxes at a lower rate than when Ronald Reagan was governor. Our wasteful system hands out tax breaks like enterprise zone credits, which have been shown to provide no benefit to the economy. It even gives corporations a tax break for moving jobs out of the state. That must stop.

It is time California worked again for people who work for a living, not just those who can buy tax loopholes in Sacramento.

To learn more, go to: www.CaliforniaLabor.org/jobs

Anti-union attorney caught altering evidence

If you work at a union auto dealership in Northern California, you probably know the name Rob Hulteng. He's the infamous attorney for Littler Mendelson, the infamous anti-union law firm hired by many IAM-represented dealerships. Hulteng has a reputation for using tactics that keep his fee meter running while delaying the settlement of first contracts, sometimes to the effect of scuttling the will of workers to organize. He is the go-to guy for dealerships willing to "do what it takes" to keep the union out.

When he's not doing all that with auto dealerships, he's been the lawyer for management at Pleasanton's Castlewood Country Club, a venue that locked out its workers—members of UNITE-HERE, the Hotel and Restaurant Workers union—two years ago over a dispute about health care contributions.

As reported by Rachel Swan in the *East Bay Express*, on March 1, Administrative Law Judge Clifford Anderson held a hearing for a complaint that the National Labor Relations Board had issued against Castlewood, alleging that the lockout was unlawful because the country club was trying to destroy the union and permanently replace all of the workers. During the hearing, the judge asked both Hulteng and Sarah Norr, the union rep, to submit their notes from two bargaining sessions. Those notes told very different stories.

According to Norr's notes, Hulteng stated plainly that the country club wanted to replace the workers. Hulteng's notes showed him being more open to rehiring the locked-out workers. That difference would be the linchpin of whether or not Castlewood was engaging in unfair labor practices.

The union's attorney, Kristin Martin, suspected that Hulteng had changed his official August 10, 2010 notes after the fact to make his own statements seem more benign. Martin also noticed that certain lines of Hulteng's notes had been written in a different type of ink. Hulteng had already testified under oath that he doesn't usually make such alterations to his notes.

Going to the experts

UNITE-HERE sent Hulteng's notes to a forensics expert. The results showed that Hulteng had, indeed, modified words — the word "sometimes" was a later addition, as was the phrase "open to discuss" and "open to ideas." More damning, however, was the added phrase "locked out [employ]ees will come back," which, Martin noted, changed the whole sentiment of Castlewood's proposal. Norr's notes had Hulteng saying that the club wanted to pick and choose which employees it would rehire; Hulteng's newly revised notes said that all of them would ultimately come back.

After the hearing, Hulteng's memory suddenly improved and he owned up to having amended his notes. The union contends that Hulteng had admitted to what could be construed as a serious act of misconduct — that he doctored evidence in order to justify the continued lockout of low-wage workers.

The judge has the power to refer Hulteng to an investigating officer of the general counsel of the NLRB, which can, in turn, institute disciplinary proceedings. But, that isn't likely to happen.

Anderson is expected to issue a written decision in May, and if he rules in the union's favor, then the NLRB could request more than two years' worth of worker back pay. Protesters displayed a fake \$1.7 million check in September, but Norr said the actual amount could be greater — depending on how long the case languishes in court.

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.*)

PAGE 4 April/May 2012



AROUND

Healthcare workers merge with IAM

The IAM and the National Union of Healthcare Workers (NUHW) recently began the process toward a formal affiliation of the two unions.

It would seem at first glance that these two unions are on opposite ends of the labor spectrum. The IAM was founded in a Georgia railroad pit in 1888 – NUHW is three years old. The IAM is an amalgamated union, with nearly 700,000 members across North America, in more than 100 different industries, such as aerospace, transportation, automotive, forestry, ship-building, and public employees. NUHW consists of approximately 9,000 members, mostly in California, and is solely in the healthcare industry.

"What we have in common is what's important," says IAM General Vice-President Gary Allen. "We've both got an educated membership that is militant, progressive and determined. The IAM has fought to raise standards of living and bring forward the issues of working families in North America. The IAM shares the NUHW's commitment to free, fair and democratic membership control of the collective bargaining process."

NUHW, based in Emeryville, California, has become California's fastest-growing union. More workers petitioned to join them in 2009 than all other U.S. labor unions combined!

"I think this partnership is a win-win for everyone," adds IAM District 190 Directing Business Representative Jim Beno. "Their leadership—Sal Roselli and John Borsos—have developed a great reputation for servicing, organizing and negotiating good contracts for their members. We've worked with them for years here in California. Together, IAM and NUHW will do great things in the healthcare industry."

NUHW had been authorized by its membership to seek out a union that shared their principles of democracy and activism. After three years of searching and studying, they chose the IAM. "NUHW reached out to us, seeking to become part of our organization and to be part of the twelve-million members in the AFL-CIO," adds Beno. "We are proud that we represent those ideals."

This partnership brings the IAM into the

healthcare industry in a big way. "We already have a presence at VA hospitals and IHS facilities through the IAM/NFFE (National Federation of Federal Employees) affiliation," says Allen. "These are skilled jobs that can't be outsourced, being done by talented and dedicated people."

NUHW has been winning representation elections by large margins across California and Michigan, and the future looks very bright. Healthcare workers across the U.S. are reaching out to them. This summer, in the largest election that the NLRB has held in more than 70 years, 43,000 workers at Kaiser Permanente will cast ballots to determine their union. The NUHW is confident that they'll win that election.

"We ask all our members to reach out and make our new brothers and sisters feel welcome," adds Allen. "The IAM sets the standards in all the industries where we represent workers. NUHW leadership has set the standard for healthcare workers. This feels like a perfect storm, and America's workers will be better off because of what we are doing together."

Local 653—Fresno

T-shirts and more

The local's new President, Jeremy Celaya, has been busy attending Central Labor Council meetings, fixing the lights at the union hall and getting Local 653 T-shirts.

That's right, get your Local 653 T-shirt at the union office for \$10; wear it to the next union meeting and get a special gift. Jeremy has many plans for the local this summer. Come to the next union meeting and find them out—a car and motorcycle show, perhaps?

Business Rep Tom Rotella reports that negotiations are upcoming at Hedrick's Collision Center and Sara Lee.

Local 1173—Concord

Fighting to represent our members

When an employer refuses to recognize the right of the union to represent its employees who are members of a NLRB-certified bargaining unit, the union will fight back. That's just what happened with Antioch Hyundai.

Local 1173 has had a bargaining

relationship with Antioch Auto Center for more than 20 years. But when the Center opened up Antioch Hyundai in 2010, they refused to recognize the Machinists union. "We immediately filed a grievance against the employer for failure to recognize the union and the dispute quickly headed for arbitration," says Area Director Mark Hollibush. On the eve of the scheduled arbitration, the employer agreed to recognize the union if the union withdrew the grievance and cancelled the arbitration. The union agreed to this settlement; however, the employer did not live up to their end of the deal.

The employer's settlement agreement only recognized the technicians, not the parts countermen. The union immediately refiled for arbitration and refused to settle for anything less than full recognition of both the parts and service department employees.

On March 2, 2012, Local 1173 and Antioch Hyundai held an arbitration hearing to determine whether the employer should have to recognize the union as the bargaining representative of the service technicians and partsmen.

The arbitrator has not yet rendered his decision, but we expect the ruling soon. "No matter the outcome of this arbitration, it was a no-brainer for the union to take it on," says Hollibush. "The union will not sit idly by while an employer deprives our members of their right to be represented."

Local 1414-San Mateo

Union helps member get job back and \$18K

A 17-year employee at IAP World Services in Moffett Field and member of Local 1414 got his job back and a check for nearly \$18,000 after the union fought for him in a Board of Adjustment hearing.

On October 11, 2011, this longtime member was accused him of falsifying records when actually he had just closed the wrong work order. He was immediately terminated.

"We believed that the charges were trumped up," says Business Rep Steve Older. "This member had a lot going against him. First, he's 65 years old and starting to think about retirement. Second, he didn't get along with his

lead. The company would've been happy to see him gone."

The Board ruled that he had made some clerical errors, likely because he was using a new computerized PDA system. They found that his supervisor had made similar errors.

The upshot is that the member will get a check for \$18,000 that covers 50% of his wages since October. He'll be reinstated to his job and keep his seniority. He'll also get training on using the PDA.

"This is a real victory," adds Older. "Without a union, he wouldn't have had any recourse."

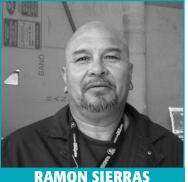
Local 1484-Wilmington

First contract at ship repair shop

Coulston Engineering and Ship Repair is a start-up facility in the City of Long Beach. Now they're a startup union facility with a contract that mirrors the contracts of the long-time ship repair companies Marine Dockside and Oceanwide.

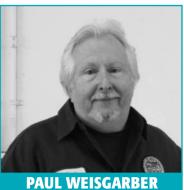
"At this point, they've just brought on a few people. They're gearing up

SHOP TALK: Should unions have a say in the political process? What about



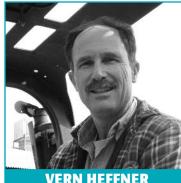
City of Sacramento-24th St. 35 years — Local 2182

"It depends on the situation. There's a lot of politics around here. I support unions being involved, because there are a lot of politics going around."



PAUL WEISGARBER
City of Sacramento-24th St.
13 years — Local 2182

"Politics are involved in my work here and the union should be involved. Since government is more about business than people, the unions should have a say and support candidates who are proemployee."



VERN HEFFNER
City of Sacramento-24th St.
22 years — Local 2182

"There's a lot of politics here. We're under civil service rules. The public is our watchdog. The union is my voice. It's not right that they take away our voice."



JEFF CROWDER
City of Sacramento-24th St.
25 years — Local 2182

"Yeah, I think the union should be involved. They already are. They're trying to cut the union short. It's not a fair balance with corporations."



JUSTIN SHAWCity of Sacramento-Meadowview

11 years — Local 2182

"Some politicians are for or against the unions. Unions should back the politicians who support our issues. It doesn't seem fair to limit the unions."

HE LOCALS

to hire 10 seniority employees," says Business Rep Kevin Kucera. "This is really a good first contract."

Contracts around the port

Toyota Logistics: The 18 body and fender guys who work at Toyota Logistics in Long Beach just unanimously ratified a new four-year contract.

"It's amazing that we got such a good contract since Japan was so heavily impacted by Tsunami last year," says Kucera. "I'm grateful that the company did its best to be fair with us this year. I especially want to thank Joe Baca and Ned Salcido for their great work on the bargaining committee."

Con Global: The last time Local 1484 had a contract to negotiate with Con Global in Wilmington, it took a six-month strike to finally get a settlement. This time, the 38 members there ratified an agreement with all but one voting yes.

"We got respectable wage increases across the board, some reasonable cost sharing on health and welfare, and other ancillary improvements," says Kucera. "I really want to thank Hank Stoltz, chief shop steward; Ezequiel Guerrero, and Joel Mendez for their hard work to see this through."

Wilmington Iron Works: The eight members here ratified a new contract that includes decent wage and pension increases. Kucera thanks Al Gutierrez for his good work at the table.

Local 1546-Oakland

Un-terminated

When Bill Nelson Chevrolet in Richmond went out of business in January, 2010, the owner basically just disappeared. "When we finally found him, the dealership was out of money," says Area Director Don Crosatto. "That left our members on the hook for monies he owed them for ASEs, vacation time and COBRA payments that the employer should have paid." The union filed a grievance, but ultimately had to wait until the property—the dealership's only remaining asset—was sold.

"Once that happened, our attor-

neys quickly made a claim. We eventually got 70ϕ on the dollar for all the money owed to the employees. We also got more than \$1.5M for the pension fund (out of \$1.9M owed)."

"We were very pleased to be able to distribute \$58,000 worth of checks to our members who were owed that money," Crosatto says. "This is just a reminder that if this were a non-union dealership, the employees wouldn't have seen a cent of that back pay."

Local 1596-Petaluma

Stero closing

After more than 60 years of building commercial dishwashing equipment in a state-of-the-art facility in Petaluma, the Stero company announced that they'd be closing by the end of the year.

"We went to the table to talk about a new contract, and instead, we got the news that our 29 members will be out of jobs," says Area Director Tom Brandon. "So instead of a contract, we're talking about severance packages."

Stero will be consolidating with a company in Pennsylvania. "We had some people interested in buying the company, but they wouldn't sell it. It's really a shame," Brandon said.

And in other talks...

Brandon reports that he's in negotiations with Fred's Body Shop in Eureka, and negotiations with Mill Valley Refuse in San Rafael are coming up. The members at Hansel Ford in Petaluma have a new three-year agreement.

Local 2005-Livingston

Workers at Foster Farms have met three times in preparation for their upcoming negotiations with the company that start on July 9. The members will designate a 20-person committee to join DBR Jim Beno and Business Reps Tom Rotella and Pedro Mendez at the bargaining table. "We hope that an agreement will be reached by end of August," says Rotella.

If you haven't returned your completed survey to the union office, please do so now. We need your input. Over the last many months. Rotella and Mendez have won numerous grievances around issues of vacation time off, shift bidding, overtime work, leaves of absence, holiday pay and more. These and other issues will no doubt be raised in the talks.

A membership drive has been very successful; Ruben and Joga are bringing in new members every week. The more members who join, the stronger the union's position will be in negotiations. Join now!

Locals 2182 & 653

JM Equipment Contract

The members at JM Equipment have a new four-year agreement covering four sites: West Sacramento,

Patterson, Manteca and Fresno and two locals: Locals 2182 and 653.

"The last time around, it took us nine months to get a contract. This time it took two meetings. The members were pleased to ratify this contract," says Local 2182 Business Rep Skip Hatch.

The contract provides a 65 cent/hour raise each year for all classifications, and a health and welfare cap increase. "The union and employer have agreed to meet on a regular basis to review health care options and plan changes in an effort to control costs," adds Local 653 Business Rep Tom Rotella, who also wanted to acknowledge and thank Fresno Shop Steward Richard Russell.



Congressmen Luis Alejo (front left) and John Garamendi (4th from left) are flanked by a union delegation including Local 1173's Rick Rodgers and Mark Hollibush and Local 1414's Pedro Mendez at the Bay Bridge on April 10.

Labor, manufacturing groups launch "Should Be Made In America" campaign in East Bay

At a Treasure Island press conference overlooking the Bay Bridge, Congressman John Garamendi (D-Fairfield, CA), Assemblymember Luis Alejo (D-Salinas, CA), and representatives from a number of local and international unions urged San Francisco Bay Area Rapid Transit (BART) to retain its commitment to Buy American as it considers contracts for a new fleet of BART cars. The BART Board will soon make a decision on a multi-billion dollar new car contract.

The "Should Be Made in America" campaign uses the iconic new east span of the Bay Bridge as a rallying symbol, given that much of it was manufactured in China. This cost American workers thousands of jobs and rewarded China for unfair trade and labor practices.

"BART has a simple choice in the weeks ahead: it can support our foreign competitors, or it can help create thousands of jobs for American workers and signal to the world that American manufacturing is back in business," said Garamendi. "We're here today to urge BART to do the right thing and make it in America."

ut the corporate deception initiative slated for the November ballot?



JOE PENNINGTON
City of Sacramento-Meadowview
16 years — Local 2182

"The city is politics. I think the union should take care of the employees and members. If they do other stuff, it detracts from the core mission. No more deductions for politics."



GENERO VENNEGAS
City of Sacramento-Meadowview
26 years — Local 2182

"Whatever the governor decides, it affects us. That's why we give money to elect a labor friendly governor. But it's not apples to apples, especially if a CEO can give \$1 million and we only give \$5. The union has to be involved."



City of Sacramento-Meadowview 11 years — Local 2182

"The union should not be involved with elected officials or else members should decide—not those who run the union. I don't like that the union pays for candidates that I don't support, so I'd support the initiative."



STEVE JIMENEZ

City of Sacramento-Meadowview

33 years — Local 2182

"Politics does have an impact. If everybody else is allowed to give money to politicians, why can't unions? We need union representation in city and state politics. The squeaky wheel gets the grease."



RAKESH PRASAD
City of Sacramento-NACY
10 years — Local 2182

"We hope to get some favors from the politicians. The city council can cut our budget. The union should have a say in the political process." PAGE 6 April/May 2012



IN THE NEWS

Speak out to help restore benefits to injured workers

Governor Schwarzenegger's 2004 workers' compensation reforms drastically cut injured workers' benefits, delayed medical treatment for many workers, and created unsustainable and unaffordable new costs that threaten the viability of the entire system. But the Brown administration is taking important steps to find out what works-and what doesn't-for injured workers and other stakeholders in California's workers' comp system.

In April, Department of Industrial Relations Director Christine Baker and Division of Workers Compensation Administrative Director Rosa Moran will conduct several workers' comp public forums around the state. The Labor Agency's goal is to learn how the system can best provide decent benefits and adequate medical treatment to workers injured on the job.

Don't miss this unique opportunity to speak out in favor of a workers' comp system that reflects the needs of California's workers—not the profiteering interests now cashing in on Schwarzenegger's mistakes.

Topics of discussion will include:

- Providing appropriate medical treatment without unnecessary delay, the Medical Provider Network (MPN), Utilization Review (UR) or other issues;
- Enabling injured workers to return to work as quickly as medically feasible;
- Adequately compensating for permanent disabilities;
- Reducing the burden of liens on the system;
- Identifying appropriate fee schedules;
- Reducing unnecessary litigation costs;
- Assessing appropriate use of opiates and other care;
 - Making other improvements.



The forums will take place between April 16 (Los Angeles) and April 30 (Oakland). Go to http://www.dir.ca.gov/dwc/DWC_MeetingPage.htm for the complete list.

The truth behind socalled 'Job Killer' list

by Caitlin Vega California Labor Federation

For years, the California Chamber of Commerce has put out a list of so-called "job killers." It's never been clear what qualifies a bill as a job-killer. Last year, the Labor Federation-sponsored bill to keep your boss from using your personal credit report to deny you a promotion was on that so-called "job killer" list. Seriously? Protecting your privacy kills jobs? Businesses are fleeing the state because...they can't review their employees' credit reports? That seems a bit farfetched...

They also named AB 350 (Solorio) a "job killer." That bill simply extended existing worker retention provisions to building services workers. That means that when a contract for building services changes hands, the workers who have been doing the job have 60 days to persuade the new contractor that they should be retained. How does keeping people in their jobs

kill jobs? It simply makes no sense.

The job-killer list reflects the right-wing belief that the only way to create jobs and build our economy is a race to the bottom. That's clear from the Chamber's latest list: so-called "job creators." That is really just the same Big Business wish list they've been pushing for decades. According to the Chamber, this is how you create jobs:

- Get rid of the 8-hour day (SB 1114-Dutton)
- Take away meal breaks from truck drivers (AB 2176-Logue and SB 1362-La Malfa)
- Make it harder for workers to get justice when their rights are violated (AB 2043-Wagner and SB 1374-Harman)
- Delay implementation of regulations to protect worker health and safety (AB 1982-Wagner and SB 1099-Wright)
- Keep local governments from even considering the use of project labor agreements (AB 1804-Valadao)

We agree with the Chamber on one thing: Job creation is top of the list. But while their ideas for job creation take us backwards and exacerbate inequality, the Labor Federation has a plan that will invest in the future and rebuild the middle class. (See page 3 of this issue.) Hopefully that's a concept that will someday make their list.

Safe jobs save lives— AFL-CIO marks April 28 as Workers Memorial Day

On April 28, the unions of the AFL-CIO observe Workers Memorial Day to remember those who have suffered and died on the job and to renew the fight for safe workplaces.

Four decades ago, Congress passed the Occupational Safety and Health Act, promising every worker the right to a safe job. Unions and our allies have fought hard to make that promise a reality—winning protections that have made jobs safer, saved hundreds of thousands of lives and prevented millions of workplace injuries and illnesses.

But our work is not done. Many job hazards are unregulated and uncontrolled. Some employers, like Massey Energy and BP, cut corners and violate the law, putting workers in serious danger and costing lives. Each year thousands of workers are killed and millions more injured or diseased because of their jobs. The Obama administration has moved forward to strengthen protections with tougher enforcement on serious violators and proposed new safeguards for workplace hazards. But business groups and the Republican majority in the U.S. House of Representatives are attacking these measures, falsely claiming they kill jobs. They are pushing legislation to make it difficult, if not impossible, to issue needed safeguards to protect workers and the public.

We cannot and will not let them turn back the clock and destroy the progress we have made to make jobs safer and save lives. Safety laws and regulations don't kill jobs—but unsafe jobs do kill workers.

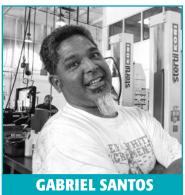
On this year's Workers Memorial Day, we will fight to create good jobs that are safe and healthy. We will fight for the freedom of workers to form unions so they may speak out and bargain for respect and a better future. We will demand that the country fulfill the promise of safe jobs for all.

SHOP TALK: Should unions have a say in the political process?



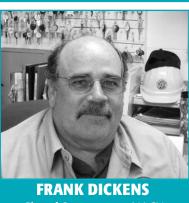
EDDIE HERNANDEZCity of Sacramento-NACY
6 years — Local 2182

"The union is supposed to be our voice, but they're trying to take it away. The unions should always be able to be funded by payroll deduction and I am all for unions supporting politicians who will support the membership."



City of Sacramento-NACY 10 years — Local 2182

"It's all politics from us on up. If the union was not involved, it wouldn't be fair. It's tricky. You need money to fight money. The little money we have on our side, fighting the big money. I don't support the initiative."



FRANK DICKENS
City of Sacramento-NACY
5 years — Local 2182

"Yes, politicians' decisions affect my pay and attitude in the shop. The union has to get involved to be effective. I don't always agree with their stands, but I know they need to be involved. The initiative is wrong; it takes choice away from the people."



ERNESTO MARTINEZCity of Sacramento-NACY
6 years — Local 2182

"The initiative is not fair. Unions have historically improved our well-being as skilled laborers. As our representative, they should be able to have the same freedom as corporations to offer political support."



LEGAL UPDATE

New law: employers must provide wage info

by David Rosenfeld - Weinberg, Roger and Rosenfeld

One of the important California laws that became effective on January 1, 2012 is the "Wage Theft Protection Act."

This law requires employers to provide a notice to employees at the time of hire that gives workers important information about their terms and conditions of employment.

The notice must specify all wage rates including the overtime rates; whether the employee is paid on an hourly, daily, weekly or some other basis; the regular pay day; the name of the employer, including any "doing business as" name; the address of the employer's main office or principal place of business; the employer's telephone number; the name, address and telephone number of the employer's workers' compensation insurance; and certain allowances which may be offset against the state minimum wage (currrently \$8.00/hour).

This information is invaluable to workers because they can check their payroll stubs to determine that they are being paid as promised. The Labor Code also requires that a very specific detailed payroll stub be given to workers and that these be made available, in some cases, electronically.

The law also requires that if this information changes, the employees must be given that change within seven days.

This is a very important law to workers because they can now prevent wage theft by checking their pay against what they were promised. If they don't get what they were promised, they can go to the Labor Commissioner, file a lawsuit or ask a union to help them recover what they are owed or organize to prevent this kind of wage theft.

The law does not apply to workers who do not receive overtime.

One other exception: The law does not apply to unionized workers who have a collective bargaining agreement. The legislature believes that union workers learn about their wage rates and are protected from wage theft through their contracts. Union workers should help their non-union brothers and sisters make sure there is no wage theft by looking at the new information required by the law.

For more information, go to the Labor Commissioner's website at:

http://www.dir.ca.gov/dlse/FAQs-Notice-ToEmployee.html.



Saturday, May 5, 2012

5:30 p.m. Cocktails 6:30 p.m. Feed \$75 per person No Host Bar

Local Lodge 1781 Hall

1511 Rollins Road, Burlingame, CA 94010

Call District Lodge 190 for tickets: 510-632-3661

or send your check for \$75 per ticket to: District Lodge 190, 7717 Oakport St., Oakland, CA 94621 Tickets will be left for you at the door.



BUY UNION

Union entertainment

As you probably know, the players on all your favorite NFL, NBA, NHL and MLB teams are in unions—as members of their respective players' associations. Most large stadiums also employ union members to work the stands and concessions and maintain the fields and courts.

What you may not know is that many musicians are union members, as well. Here are just a few:

California Symphony, Pleasant Hill Fresno Philharmonic Hollywood Bowl Orchestra Long Beach Symphony Orchestra Los Angeles Chamber Orchestra Santa Rosa Symphony Orchestra

Many big studio movies (and some independents) and television shows are union-made as well. From the actors, directors, cinematographers and editors to the drivers, electricians, accountants, and costumers—all enjoy the benefits of union membership.

District to host lobster feed for Guide Dogs

District 190 is hosting its first annual Lobster Feed on May 5 to benefit Guide Dogs of America, the IAM-sponsored charity that raises dogs for the vision-impaired. This new event is in addition to the District's very successful Guide Dogs golf tournament that has raised upwards of \$125,000 a year for more than 25 years.

"District 190 typically comes in third among the districts, nation-wide, always beaten by District 751 in Seattle and District 15 in New York," says Area Director Don Crosatto. "The fundraising committee decided to see if we can improve on that. As the other Districts put on multiple fundraising events, we thought we should try to do the same."

The Committee looked at a variety of options and decided to try a Lobster Feed.

"It'll be a great time. It's an old fashioned New England Lobster Bake. Each person gets a one-and-a-half pound lobster, dumped on a table—no utensils," Crosatto says. They'll also get shrimp, potatoes, corn, artichokes, spicy sausage, rolls, dessert, and wine, for the low price of \$75/per person. Copious mixed drinks will be served at the bar on a no-host basis.

All proceeds, after expenses, will go to Guide Dogs of America. "I've been to crab feeds and lobster feeds before, and it's always a lot of great food and a lot of fun. I look forward to seeing a lot of our members on May 5," Crosatto says.

SHOP TALK: Should unions have a say in the political process?



JEFF DORTON
City of Sacramento-NACY
7 years — Local 2182

"Politicians have a big role in my work. We have to gt their approval to get things done. We would be through if we didn't have the union. They've already tried to take everything away from us."



KEN DISHONCity of Sacramento-NACY
5 years — Local 2182

"Sure, politics impacts our work everyday. That's why the union should be involved and contribute to politicians."



"Politics impacts us more than most people think. The unions have to be involved in it because it affects everything. If we didn't have a voice, they'd run amok. Whoever's promoting the initiative is trying to get rid of unions. The playing field has to be equal."



CHARLES BEEBYCity of Sacramento-NACY
7 years — Local 2182

"I don't know how you could separate labor and politics—it's so intertwined. You can't take away the union's voice. Where else are the unions supposed to get their money but from the members through payroll deduction. Otherwise, you're talking deep pockets vs. no pockets."

PAGE 8 April/May 2012



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. Please note: If you send your notice to the Pension Fund or the Health and Welfare Trust, that won't change your address as the union has it. Be sure to contact your local union!

See Calendar below for your local union's address.

Attention Journeyman Heavy Duty Diesel Technicians

Employers with Locals 1546 and 1414 have openings for journeyman heavy-duty diesel techs.

For more info, contact Robbie Pintos at 510-409-5853

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

UNION MEETINGS

District Lodge 190

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

Meetings are the fourth Tuesday of each month April 24 • May 22 • June 26

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

Local 1484

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

Executive Board Meeting: 6:00 p.m. on the third Thursday of the month

April 19 • May 17 • June 21

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

April 3 • May 1 • June 5

Retirees' Club: 1:00 p.m. on the third Wednesday of the month: April 18 • May 16 • June 20

Local 93

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

Meetings are the second Tuesday of each month

April 10 • May 12 • June 10 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

April 4 • May 2 • June 6

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:*

April 18 • May 16 • June 20

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

April 18 • May 16 • June 20 Executive Board Meeting: 5:00 p.m. **Membership Meeting:** 5:30 p.m. **Retiree Club Meeting:** 3:00 p.m.

Local 1546

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

Meetings are the first Tuesday of the month

April 3 • May 1 • June 5 **General Membership Meeting:** 7:00 p.m.

Member Education Meeting: 5:30 p.m. **Executive Board Meeting:** 6:30 p.m. on the Thurs-

day preceding membership meeting

April 26 • May 31 • June 28

Retiree Club Pot Luck Luncheon: 12 noon on the first Wednesday of each month

April 4 • May 2 • June 6

Alcoholics Anonymous: 9 a.m. every Saturday

800-655-2182

Local 801

7717 Oakport Street,

Oakland, CA 94621

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

April 19 • May 17 • June 21 Membership Meeting: 4:00 p.m.

Meetings are the third Thursday of the month

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

Local IIOI

Meetings are the second Thursday of the month

April 12 • May 10 • June 14 **Executive Board Meeting:** 5:30 p.m. **General Membership Meeting:** 6:30 p.m.

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

Local 1584

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

Meetings are the third Thursday of the month

April 19 • May 17 • June 21 **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: April 3 • May 1 • June 5

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

April 12 • May 10 • June 14

Membership/Shop Stewards' Meeting: 6:30 p.m. on the third Thursday of the month

April 19 • May 17 • June 21

Local 1596

Petaluma, CA 94952 707-795-0086

Meetings are the third Tuesday of the month April 17 • May 15 • June 19

Executive Board Meeting: 6:00 p.m. **Membership 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 April 19 • May 17 • June 21

Executive Board Meeting: 6:00 p.m. on the second Thursday of the month

April 12 • May 10 • June 14

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

April 19 • May 17 • June 21

Retirees' Club: 11:00 a.m. on the first Wednesday of March, June, Sept., Dec. All are welcome! June 6 • September 5 • December 5

4210 Petaluma Blvd. No.

Local 2005

416 Main Street Livingston, CA 95334 209-394-7822 * Please check the bulletin board for meeting updates & changes

Meetings are held the third Sunday of each month at the Veterans Memorial Hall: 1605 7th Street, Livingston, CA 95334.

April 15 • May 20 • June 17

Negotiation Committee: 9 a.m. at Union Hall Executive Board Meetings: 11 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

April 10 • May 12 • June 10 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:

April 18 • May 16 • June 20