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December 2012/January 2013

Serving the Active and Retired Members of IAM District Lodge 190

Unions claim many key victories on election day

When working families are under attack, what do we do? Stand up. Fight back!!!

That is just what the staff and members of IAM District 190 did. And because of their work, combined with a concerted union campaign, the 2012 California elections will go down in history.

Directing Business Rep Jim Beno took the lead and directed all of the Business Reps in District 190 to get fully involved in the elections. The primary focus was to defeat the deceptive Proposition 32. This initiative was promoted as a way to stop special interests, but the only interest it was really designed to stop was that of the workers, while advancing the interests of the corporations and the CEOs who wrote and backed the bill.

The staff of District 190 heard the call, rolled up their sleeves and went to work. The first wave of their counter-offensive was to educate the membership. Staff visited shops and handed out workplace flyers, and distributed them at membership meetings. Letters were mailed from Locals and from the District. This publication ran two front-page articles, and flyers were inserted in dues return envelopes. Staff and volunteers walked precincts throughout the District every weekend for a month before the election. In all, these efforts totaled more than 65,000 membership contacts.

Then came the phone banking phase. Staff from District 190 and all of the other Districts in California were trained on how to utilize a website called Activist Central, and then they recruited volunteers to assist in the phoning. Together, they made more than 20,000 phone calls to IAM members in California and a additional 15,000 calls to other states with campaigns that were important to IAM members.

Fortunately, all of that hard work paid off on election day.

Our top priority—Prop 32—was defeated by a 13% margin statewide, and that margin was even more significant in the Bay Area—topping 40% in most counties.



District 190 staff and officers prepare to walk precincts in Stockton

"For the third time in the last 14 years, California voters rejected an attempt to shut working people out of the political process," said California Labor Federation Secretary-Treasurer Art Pulaski in a public statement. "The message voters sent the wealthy interests behind Prop 32 could not have been more clear. Californians categorically reject power plays designed by a few in the 1% to rig the system in their favor."

Prop 32 fight boosts other wins

While the billionaires might have thought that Prop 32 would divert unions from other electoral campaigns, the opposite turned out to be true. Perhaps because of the strong union push to ensure the defeat of Prop 32, most of the other important labor-backed propositions and candidates also won.

Prop 30, strongly backed by the IAM and other unions, passed by a strong margin. In supporting Prop 30, voters agreed to tax themselves to protect essential government services and public education funding. This bill will go far to bringing California's budget out of its hole.

39, closing an unfair corporate tax loophole and funding job-creating clean energy projects.

And most importantly, history was made in the state Senate and Assembly, as union members played a key role in electing two-thirds Democratic supermajorities in both houses for the first time since 1933. This important victory should enable the Democratic majority to develop budgets and reasonable revenue-generating plans in a timely fashion, and not be beholden to those who would use the budget process to extract antiworker policies they could not otherwise achieve.

On the national level, defeating Mitt Romney and electing Barack Obama can only be seen as a victory for union members. There's no question that Romney was out to bust unions, impose "right to work" on a national basis, and support the interests of the wealthy. Unions will remain vigilant to ensure that President Obama does right by working people.

"We always say that 'this is the most important election of our lives,' and this time it really was," said Beno. "We couldn't afford to lose, and I'm proud of the work our staff and members did to Further, labor's efforts helped pass Proposition ensure that, not only did we win, but we won big!

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UNION PEOPLE

Local 1546 wishes happy holidays to stewards, retirees and members



Local 1546's December membership/educational meeting offered a special holiday treat—a delicious prime rib dinner prepared by the District's own Robbie Pintos, with a little help from some friends.

Congratulations on a job well done!

Congratulations to Hugh Dawson, 26-year shop steward for Local 1414 at NASA Ames in Moffett Field. "Over those years, Hugh worked under a variety of contractors," says Business Rep Pedro Mendez. He was working for Tessada and Associates when he retired. Here, Business Rep Dave Taylor presents Hugh with a plaque from the Local.



BUY UNION

Union-made games — just in time for the holidays!

What could be more fun for the whole family than union-made games, and there are plenty to choose from. Here is just a sample of some new games, and some tried-and-true:

Operation

Barrel of Monkeys Pictionary Battleship Ratuki Card Game Candyland Risk **Chutes & Ladders** Rook Clue: The Ultimate Mystery Game **Scattergories** Connect 4 Scrabble Farmville: Hungry Hungry Herd Sorry Game of Life Taboo **Guess Who** Trouble

Angry Birds Jenga Death Star

Hi Ho Cherry O Twister Wheres My Wter Signature Game Memory **Words with Friends Classic** Monopoly

Mousetrap Yahtzee

(For lots of great tips about union products—and even more union-made games, go to Labor 411 at **Labor411.org**. This great resource tracks and promotes a wide range of union-made consumer products.)

AFL-CIO Flash Fact

More than 6 million manufacturing workers lost their jobs between 1998 and 2009.

Celebrating our long-time members



Local 1584's 23rd Retiree Veteran Award Luncheon was held at Scott's Restaurant at Jack London Square in Oakland on December 4, 2012. Awards were given to members who have been in the IAM anywhere from 25 to 60 years. Congratulations and keep on going!

Reminder to All Mechanics

If you've gotten any new tools in 2012, don't forget to update your tool list with your employer. This is important for the purpose of insurance coverage.

LETTERS TO THE EDITOR

Please write in if something in *The* Sparkplug makes you happy or mad e-mail: dchaplan@mindspring.com 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-

Retired and active members: tent. Letters may be submitted as fol-

7717 Oakport Drive Oakland, CA 94621





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SAFETY ON THE JOB

Member loses life working on crane

Mark Arnett

1961-2012

On Wednesday, October 24th, Mark Arnett, a 51-year-old crane mechanic working for Ports America in the port of Oakland was

crushed to death during maintenance of the giant cranes that move containers from the ships to land.

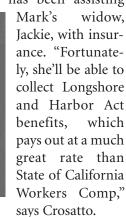
Mark was the Shop Foreman at Miles Motors, which maintains the cranes for Ports America. "He was a strong union mem-

ber, who for 15 years, was a friend and mentor to his fellow workers," says Area Director Don Crosatto. "He ran the shop, but he was one of the guys. Because he began his career as a crane engineer, he was repected at the waterfront as one of the most knowledgeable people about cranes around."

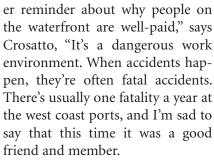
CalOSHA is conducting the fatality investigation. Initial reports indicate the two-mechanic crew was working on the track rails of

the trolley on the crane's boom when the trolley went into motion, crushing Arnett.

The union has been assisting



"This is anoth-



The union sends its condolences to Jackie and to all of Mark's family.

Union refocuses on safety after accidents

There's no question that when a member is killed on the job, as happened to Mark Arnett at the Port of Oakland in October, the union will mobilize its resources to find out what happened and ensure that it doesn't happen to others.

Over the past few months, less serious accidents have taken place at auto dealerships. These serve as a reminder that danger can lurk in all of our worksites, but with awareness and planning, members can mitigate hazards and prevent accidents. Here are a few examples:

When a mechanic at The Ford Store in San Leandro was using a hydraulic jack to lower an engine, one of the hydraulic hoses failed. The jack came down and pushed the member to the ground, dislocating his shoulder. OSHA is looking into what caused the failure.

Down the road, at San Leandro Nissan, an SUV fell off the rack. The company that services the racks had been out recently, but failed to notice that the bearings were completely gone. Fortunately, in this case, nobody was hurt.

Business Rep Steve Older says

that racks, like those at the Nissan shop, have a proscribed 10-year service life, but most are much older than that. "That kind of shop maintenance just isn't being done at all too many of our shops," he adds.

As a result of these accidents, the union is doing all it can to emphasize safety—particularly around shop equipment. "This equipment is supposed to be inspected on a regular basis," says Area Director Don Crosatto, "but we're not sure if that's happening as often or as thoroughly as it needs to."

The union is also looking into establishing safety committees, at both big shops and small. "Some of our work, like at the Port, is dangerous. There, safety committees are critical, so that the workers can raise their concerns and have them addressed," says Crosatto.

"The work isn't supposed to be dangerous at a lot of employers, but that doesn't mean that it isn't," he adds. "We need to train our members to understand and pay attention to potential hazards so that we can prevent accidents from taking place."

Worker action across the nation; organized labor finally on the offense

By GARRY HORROCKS IAM Business Representative

One week before Black Friday, I witnessed a truly inspirational event, an event that appears to be gaining momentum all over the country.

While participating at a United Food and Commercial Workers strike rally at a Nob Hill store in Alameda, I was informed about an action at the Walmart in San Leandro that I knew I had to be at.

Several workers at the San Leandro location had walked off their job and were joined by Walmart workers from different locations who are forming a workers' association called Our Walmart. They are taking job actions and know that their right to concerted activity is protected by the NLRA.

I showed up with bull horn and drum in hand ready to lead some chants and make the kind of noise that was prohibited when I was a kid.

Much to my dismay, I was once again told to be quiet. My inner child was about to rebel when I was told that Enrique, a highly-respected and beloved worker at this Walmart location, had been found dead. The planned "Flash Mob" was now transformed into a "Flash Memorial Service."

What took my breath away was when a young Walmart worker, destined to be a leader, walked off the job and spoke to the crowd of 100 supporters to say "I'm not afraid to lose my job. I'm speaking out for my

brother Enrique. He would want us to come together and support each other in love and peace."

This young man, who makes a living retrieving shopping carts in a Walmart parking lot, taught the crowd, once again, what the true

meaning of unionthe corporate vulture square in the don't scare me. Truth and justice are on my side." Perhaps he never heard the war cry of Mother Jones who said, "pray for the

dead and fight like hell for the living." But he exemplified the saying in his actions. That day, I found myself a new hero!

Since then, Our Walmart members have walked off the job at hundreds of locations across the country to call attention to their plight of intimidation, disrespect, low wages and poor working conditions.

Standing up to the Twinkie

Hostess, another iconic American company, got a taste of what happens when workers stand up for their rights. IAM and the Bakers Union workers rejected a second round of concessions at Hostess Brands that would have reduced their compensation package by 25-30% while the CEO and other top management gave themselves a 300% increase. The workers at

Hostess had already given up huge concessions back in 2008 to help the company pull out of bankruptcy and the company was so mismanaged that, four years later, they were coming back for another pound of flesh.

This time the ism is. He looked From coast to coast. Bakers decided that they had given up American workers enough and took to eye and said, "You are fighting for their strike lines after a bankruptcy judge survival-banding abrogated the coltogether and lective bargaining agreements heading to the gave the company union hall. the right to unilater-

ally impose the concessions. The IAM members honored the Bakers' line and both unions refused to blink when Hostess threatened to shutter the doors if the workers did not return to work. One striking worker at the Oakland facility said, "I've been working here for over 20 years and I'm willing to sacrifice my job to strengthen my union and unions everywhere."

Fast food walkout

In NYC fast food workers at McDonalds, Burger King, Taco Bell and KFC walked off their jobs in November to protest poor working conditions, low wages and lack of respect. The following are excerpts from interviews conducted by National Public Radio:

Raymond Lopez: "I've been on strike since 5:30 a.m. I strongly believe that when the people on the bottom move, the people on the top fall. The reason—the reason you're on the top is because we're holding you up. Might as well appreciate us."

Saveedra Jantuah: "I work for Burger King. I'm supporting this action because it's not fair how we're being treated, and we need a raise and a union to survive in New York. I work morning, noon and night... They're acting like we're the-like they're our masters, and we're slaves. Those days are over."

Jonathan Westin: "The assumption is that fast-food workers are teenagers working after-school jobs. I don't think that was the case before the recession, and it's definitely not the case now. There's a lot of mothers and fathers and people raising families that fell out of employment during the recession and are now working fast-food, low-wage jobs. A lot of these folks rely on public assistance and public healthcare to get by, so taxpayers are footing the bill for what corporations like Burger King and McDonald's aren't paying."

During the Great Depression, when conditions were the worst for the American worker, a strange phenomenon occurred: union density grew at its fastest rate. Human nature dictates that when times are darkest, we band together for the survival of the species. From coast to coast, American workers are fighting for their survival. They are banding together and heading to the union hall.

AROUND T

Local 1101

Parts Dept. joins rest of shop

The eight people who work in the Parts Department at Frontier Ford in San Jose unanimously voted to have Local 1101 be their representative in an NLRB election held on November 30. They joined the service and body shop techs, and the service advisors at the dealership, who are all union members.

"The management put on a fullscale negative union campaign, making the guys meet weekly to listen to criticism of the union and watch antiunion movies," reports Business Rep Richard Breckinridge. "But that effort clearly fell flat, since so many of their co-workers at the dealership could just tell them how the union really works." Breckinridge looks forward to negotiating a good contract for these new members.

Local 653-Fresno

Change at G & H Diesel

As of December 1, 2012, George Dukes will have retired after more than 35 years of owning G & H Diesel Service. George and Hank Tedball first opened G & H in 1977 with two union employees—themselves. With lots of hard work and determination, they created a successful business with 16 union employees and about 300 valued customers. Hank retired in 2005 and George's brother, David, became a partner in 2009.

Even though George is retiring, customers can still rely on G & H Diesel Service for all of their repair and service needs. George will continue to drop in from time to time to visit.

Local 801 - Reno

Another ongoing saga

The union has an ongoing grievance at LB&B & Associates in Fallon over seniority and time off for holidays. "We may be going to arbitration over this one," says Area Director Mark Martin.

Bad management leads to Hostess sell-off; members lose jo

Hostess Brands, the maker of such iconic baked goods as Twinkies, Drake's Devil Dogs and Wonder Bread, announced on November 16 that it is asking a federal bankruptcy court for permission to close its operations. Hostess' nearly 18,500 workers will lose their jobs as the company shuts 33 bakeries and 565 distribution centers nationwide, as well as 570 outlet stores.

District 190 has about 20 members, in different locals, working for Hostess, and this number is much lower than what it was just four years

The company is blaming a strike by the Bakers' union protesting a new contract imposed on them. But the three affected unions—the Bakery, Confectionary, Tobacco and Grain Millers (BCTGM), Teamsters and Machinists—counter that bad management is the cause.

"We've seen the mismanagement of this company first-hand," says Area Director Don Crosatto. "They destroyed San Francisco French Bread even though this was a solidly successful product. \$2.2 million in the At one time, they had seven bakeries making

French bread. At closing, they were down to a half of a bakery, and yet people still eat as much French bread as they ever did. Basically, they allowed the brand to die out due to bad management. The media is probably right that their mass production, lowquality, preservative-laden products were not as much in style in today's health-con-

scious times, but these products still had plenty of buyers."

Hostess filed for bankruptcy in January, its second trip to bankruptcy court since 2004. The company is now controlled by a group of investment firms. According to some reports, Hostess' CEO received a 300% raise, from \$750,000 to

agement also collect



Union was on the li Martin, who explain to stop paying into "Unlike the Machi limited number of out of the plan, it w their current and fu

Local 1173 - Concord

Lawrence Volvo

Local 1173 recently settled the Lawrence Volvo contract with the help of federal mediation after several months of fruitless bargaining. The 21 bargaining unit employees had sought a wage increase in each year of the new contract and the employer had refused to agree to give any meaningful wage increases.

The federal mediator helped the parties find a compromise to the deadlock. In lieu of a wage increase, the employer agreed to reduce the employees monthly medical co-pay by \$70/month each year of the agreement. This will have the cumulative affect of reducing the employees' monthly copay by more than 50% over the course of the 3-year agreement.

With great relief to finally have a contract, the group unanimously voted to accept the three-year agreement.

Good deal at CCCTA

The 26 members at the Contra Costa County Transit Authority

unanimously ratified a new threeyear contract. "With all the budget cutting and pension reform going on these days, it's really tough to get a decent contract with a public agency," says Area Director Rick Rodgers, "but CCCTA bucked the trend."

The members will get a 2% wage increase each year; they'll keep the AI Plan A intact and they'll only have to pay 2% of the medical increases each year. All other terms and conditions of the contract remain the same.

Talks underway

Local 1173 is currently in contract negotiations with Concord Toyota, Cole European, Martinez Auto Body, Drill Tech, AMPORTS and S&P Automotive Parts and Supply.

"I expect these contract negotiations to be challenging because of the ongoing rise in medical costs, the weak economy and the doubtful profitability of some of these employers for the foreseeable future," says Area Director Mark Hollibush.

Local 1528 - Modesto

Silgan Riverbank

Bargaining for a new Silgan Riverbank contract will begin in the spring, but the Local is already getting ready. "We've sent out and received member surveys for the upcoming negotiations," says Area Director Mark Martin. "The issues are no surprise: benefits, job security, reasonable wage increases and pension."

Martin says that the Local had 42 open grievances three years ago when the last contract was signed. "Currently, we have none. We've developed a good working relationship with the employer, and it's our opinion that will pay positive dividends at the negotiations table."

Local 1546 - Oakland

Organizing at Oceanwide

When Oceanwide Ship Repair opened a branch in Alameda, the owner wanted to make sure that it was a union shop. "He brought five guys up here from their Wilmington

SHOP TALK: What's the biggest challenge about being a shop steward?



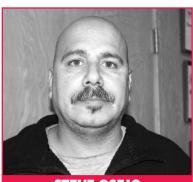
McKevitt Volvo 2-month steward/Local 1546 "Negotiating our new contract.

What's going to happen? I'm not sure, but I'm ready for them!"



Waste Management 4-year steward/Local 1546

"Educating the members and keeping them up-to-date."



STEVE OSEJO ACI 2-year steward/Local 1546

"I try to help everybody, but that puts me in the middle of the members and the company. I try to do what's fair and equal for both; try to find the middle ground. It's not easy!"



SAM DALE Waste Management/Davis St. 1-year steward/Local 1546

"Keeping the BS in check and trying to stay impartial. There's a constant interpretation of the contract for guys who refuse to read it."



"Giving all the emi tion and trying to going on. It's a cha members current i

1-year stewa

HE LOCALS

bs as competition struggles to keep up

last year, and their top maned \$1.8 million in bonuses to close out the company. Adding insult to injury, the company acknowledged to the *Wall Street Journal* that money taken out of workers' paychecks intended for their retirement funds, was instead used for company operations.

"What we knew was that the pension plan for all of the members of the Bakers ne," says Area Director Mark ned that the company wanted the pension plan until 2015. nists, this union only has a employers. If this one pulled ould be devastating for all of ture retirees. They weren't in a position to accept the company's terrible offer."

On a more hopeful note, Martin says that the Hostess brands are too valuable to be lost forever. "The union made a calculated decision that it would be better for another company to take over the Hostess product line than to take the draconian concessions they were being offered."

The IAM members at Hostess respected the Bakers' picket line. "Their battle was our battle," Martin adds. "And now, as we go into negotiations with Sara Lee, Earthgrains and Bimbo next week, the Bakers' union has assured us that if we need anything from them, it's ours for the asking."

Martin says that the production manager at Sara Lee/Earthgrains reports that their bakers are beyond capacity and can't keep up. "Somebody will have to pick up the Wonder Bread label. In Elko, Sara Lee has started up five new routes to deal with demand and the company is turning down customers. I fully expect to reach a rapid, tentative agreement."

shop to get the work started and he'll give the new workers he hires essentially the same deal as down south," says Area Director Don Crosatto.

Cemex

For the first time, the various East and West Bay facilities of Cemex are under one common agreement. The eight members ratified a new four-year contract that includes wage increases of \$.70/hour in year one, going up to \$1.35/hour in year four, as well as benefit increases. And importantly, they were able to maintain their 40-hour guarantee.

The company also agreed to recognize and incorporate the Antioch shop. "This had always been a non-union shop, which meant that the mechanics there couldn't fill in at the union shops if they needed to," explains Crosatto. "Now, the one part-timer in Antioch will go to full-time status so he can stay busy there and at other facilities. He gets nice jump in pay and a huge increase in benefits."

"The work picture is definitely picking up, which gives us more leverage in bargaining," adds Crosatto. "The company has said that they see potential down the road for many more hires as economy turns around."

Local 1584-Oakland

New contract at Atlas Pacific

The 16 members who work at Atlas Pacific Engineering in Modesto unanimously ratified a new three-year agreement.

They'll get wage increases of 80¢/hour in year one, 60¢ in year two and 50¢ in year three; pension increases of 10¢/hour in years one and two and 5¢ in year three; and increases in the medical caps for all three years.

Business Rep Chris Rasmussen led the negotiations and worked closely with Pete Cordova, Tim Ebert, and Tom Swanger, who served on the negotiating committee. "They did a great job and deserve special recognition," says Area Director Rick Rodgers.

Local 1596-Petaluma

Six Flags goes union

By a vote of 15-8, the ride mechanics at Six Flags/Discovery Kingdom in

Vallejo voted to be represented by Local 1596 on November 8.

This was the second election for these employees. Last year, the company succeeded in adding the tradespeople to the unit. With different interests from the mechanics, they voted the union down by one vote.

"The workers are looking for respect, dealing with some safety issues and better wages," says Area Director Tom Brandon. "We'll start proposal meetings and negotiations to do all we can to get a good contract for these folks."

On-going talks

Brandon reports that the Local is in negotiations at Van Bebber Bros., Novato Toyota and Fred's Body Shop and recently settled the contract at Henry Curtis Ford in Petaluma.

Local 2005-Livingston

Foster Farms members ratify new five-year agreement

The membership of Local Lodge 2005 who work at Foster Farms in Livingston overwhelmingly ratified a new five-year agreement with the company.

"Many thanks go out to our negotiating committee members who spent tireless hours in negotiations to hammer out the new agreement," says Dircting Business Rep Jim Beno. "This committee started more than six months in advance of the actual negotiations to prepare the proposals and develop strategies to accomplish their bargaining goals."

Beno reports that the final agreement not only raised wages and preserved health and welfare and sick leave benefits, but made major gains in revising the vacation computation method and providing greater plant access to the representatives in carrying out their servicing and grievance processing.

Beno led the negotiations, and was assisted by Business Reps Tom Rotella, Pedro Mendez and Organizer Ruben Zesati. Serving on the negotiating committee were: Local President Joga Chahal, Refugio Zuniga, Maribel Loya, Juana Santiago, Dolores Licea, Michael Farias, Jose Garcia, Migdalea Gadea, Abundia Romo, Rosa Lopez, Daniel Perez, Maria Hernandez, Jose Rubalcava, Maria Avalos, Amarjeet Gill, Alfredo Garcia, Ignacio Venegas, and Carlos Arruda.

Local 2182-Sacramento

Fighting the Sun

Sun Health Group in Paradise is now on their third site administrator within the last 12 months. "We have a labor-management meeting scheduled to deal with some of the issues," says Area Director Mark Martin. "There are a lot of problems there, not the least of which is that the fax machines aren't working. This creates extra burdens on the nursing staff that we represent, because they need to be able to communicate with doctors and pharmacies to do their job."

Martin says that the union will be there to lend a hand and make sure the nurses' voices are heard.

More pay for leads

"We have an active grievance around lead mechanic pay at Penske Truck Leasing in Ceres," reports Business Rep Skip Hatch. "Hopefully, we'll reach a settlement that will bring more money for the lead and foreman positions."

Hiring

UPS and JM Equipment (a forklift company in Manteca (and other locales) are both hiring right now. For more information, contact Local 2182.

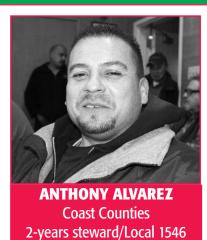
Across the District

UPS to pay for smog license school time

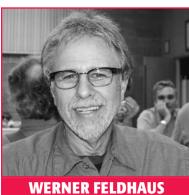
Area Director Mark Martin reports that the union raised a grievance over the fact that UPS did not want to pay for members' time when they went to school to maintain their smog licenses. "We reached an agreement and the employer will pay," says Martin.



rd/Local 1546 bloyees informaexplain what's illenge to give the information."



"Negotiations. Learning and understanding everything that's going on and taking it back to explain to the members. Getting everyone on the same page."



WERNER FELDHAUS
Penske Truck Leasing
6-year steward/Local 1546

"Getting people to understand what's contractual and what isn't...because they often want to complain about stuff that's not in the contract. Also, getting them involved—especially at contract time."



DON CHINHertz
7-year steward/Local 1546

"Being the liaison between management and the guys I represent. Trying to reconcile different views according to the contract."



"Dealing with my boss. Also, keeping up good communications between the office and the guys I work with."



IN THE NEWS

What the Election Means at the NLRB

You never heard about it in the debates, but one of the key issues facing labor in the presidential election was who will serve on the National Labor Relations Board for the next four years. For better and for worse, in a hyper-partisan world, these appointments change the interpretation of laws that affect labor organizing faster than you can say "Antonin Scalia."

In the nearly four years of the first Obama Administration, the Board's progressive majority overturned a lot of bad Bush Board decisions and expanded workers' rights with a number of new decisions and regulations that are vehemently opposed by anti-labor forces.

The Obama Board has issued a host of major decisions that affect labor's ability to organize and consolidate organizing victories:

- · Bannering and handbilling directed at a secondary employer (an employer who is not an immediate party to a labor dispute) is permitted so long as the conduct is not confrontational. Carpenters Local 1506 (Eliason & Knuth) (2010).
- · Union activists may use a large inflatable rat along with leafleting to shame a secondary employer. Sheet Metal workers Local 15 (Brandon Regional Hospital) (2011).
- · A union may lawfully reach a "framework agreement" with an unorganized employer establishing ground rules for organizing and principles for post-recognition bargaining. Dana Corp.
- Electronic posting of remedial notices is required where electronic communication is normally used by an employer to communicate with its employees. I&R Picini Flooring (2010).
- Employers who require employees



to waive rights to bring class actions or collective actions in arbitration agreements violate their employees Section 7 right to engage in concerted activity. D.R. Horton (2012).

- Employers who seek to frustrate organizing efforts, by demanding that a group of employees the union proposes to exclude be included in a vote over union representation, will be required to show that the excluded employees share "an overwhelming community of interest" with the employees in the union's proposed unit. Specialty Healthcare and Rehabilitation Center (2011).
- The Board adopted new rules to streamline Board elections and eliminate delays that employers exploit to launch anti-union campaigns. Unfortunately, this is currently on hold thanks to a superconservative judge.
- The Board adopted a rule requiring employers to post a notice to inform employees of their rights guaranteed by the National Labor Relations Act. There are three separate lawsuits seeking to block the implementation of this rule.
- The Board's Acting General Counsel is more aggressively pursuing remedies to deal with employers who seek to destroy organizing campaigns by firing union supporters and other seri-

ous unfair labor practices. GC Memorandum 10-07-2010.

All of these decisions and actions would likely have been reversed if President Obama had lost. Because the Board is free to change its mind, there is perhaps no area of the law that changes more quickly than labor law when the White House changes hands.

> By Ted Franklin Weinberg, Roger & Rosenfeld

Walmart strikes and protests hit 100 U.S. cities

Across the United States in 100 cities, Walmart employees, union members and supporters came together to speak out against the largest employer in the world on Black Friday (November 23).

More than 1,000 protests were held by Walmart workers and community activists who spoke out about poor working conditions, low wages, irregular hours and more. This year, many large retail chains began Black Friday sales on Thursday evening, forcing workers to miss out on the Thanksgiving holiday with their friends and families.

The Black Friday strike came a year and a half after retail workers announced the founding of the new employee group, Our Walmart; five months after guest workers struck a

Walmart seafood supplier; and seven weeks after the country's firstever coordinated Walmart store strikes.

Walmart striker Cindy Murray, a veteran of the last decade's unsuccessful union-backed campaign against Walmart, said that after the 2008 election, "We have to do something different." (Strikes at Walmart certainly qualify.) Murray said Our Walmart has had greater success because workers saw it their own organization, so "they finally said, maybe we can be saved. Maybe we can speak out."

Jackie Tortora, AFL-CIO Now

Walmart and Gap said no to paying for fire safety in **Bangladesh factories**

When a Bangladesh factory in Tazreen burned down in November. killing 112 workers, Walmart denied any responsibility for the blaze, despite clear evidence of Walmart labels in the ruins.

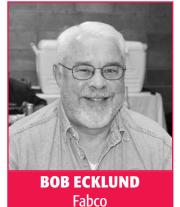
It has since been discovered that in an April, 2011 meeting about safety in garment factories in Bangladesh, executives for Walmart and the Gap discussed the possibility of paying suppliers enough to enable upgrades on things like fire safety. But the companies decided that safety for Bangladeshi garment workers was too expensive:

"Specifically to the issue of any corrections on electrical and fire safety, we are talking about 4,500 factories, and in most cases very extensive and costly modifications would need to be undertaken to some factories," the companies said in a report obtained by Bloomberg News. "It is not financially feasible for the brands to make such investments."

The question remains: how much were those 112 lives worth?

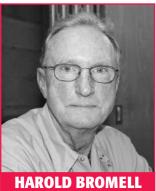
> By Laura Clauson **Daily KOS Labor**

SHOP TALK: What's the biggest challenge about being a shop steward?



15-year steward/Local 1546 "Communication. Getting the

message out to the members, especially when you have multiple shifts. This includes contract info at negotiations time, the status of grievances, and political info."



LA Smith & Sons Body Shop 10-year steward/Local 1546

"I'm lucky. We have very few problems at our shop. We have long-time personnel and things run pretty smoothly."



JEFF SYLVIA Honda of El Cerrito 10-year steward/Local 1546

"Trying to work with management and the employees. Too many different opinions! Management wants to do what they want regardless of the contract. They're always pushing the envelope."



San Leandro Nissan 2-year steward/Local 1546

"Handling all the questions that come in. We often have to call Robbie to get the right answers."



San Leandro Nissan 6-year steward/Local 1546

"Problem solving. And, it's hard to get members involved and showing up for meetings. We need to build their knowledge."



UNION NOTICES

Changes for members with Healthnet coverage

Those members covered by the Automotive Industries Healthnet medical plan are again reminded that, effective January 1, 2013, Healthnet will no longer be offered by the Fund. You must decide whether you will choose Kaiser or the Direct Pay/Anthem Blue Cross PPO Plan.

If you choose the PPO Plan, you do not have to fill out any forms or paperwork. The fund will automatically enroll you in the plan and the appropriate medical cards will be sent to you and your family members.

If you wish to change to Kaiser, you will need to fill out the Kaiser enrollment forms and return them as soon as possible.

As a result of meetings with our members who are impacted by this change, the Board of Trustees has enhanced the Plan A and Plan B Direct Pay PPO Plan to benefit members who wish to keep their current doctors and not have to change over to the Kaiser system. The Trustees have reduced the out-of-pocket expenses for individuals from \$4,500 to \$1,500. Once you, as an individual, have reached \$1,500 in out-

of-pocket expenses in the calendar year, additional expenses with covered providers are covered at 100%. This applies to each individual family member or when a family has, together, reached \$4,500 out-of-pocket expenses.

Effective January 1, 2013, the reimbursement credit card that is credited with \$50 per month for use on any medical-related expenses will be credited with the full 2013 year accrual of \$600. We are front-loading the card for the 2013 year instead of making monthly accruals. That means that any Direct Pay PPO Plan member will have a full \$600 additional to spend on any out-of-pocket medical expenses as of January 1. (The Trustees will review this process in future years.)

This card coverage is also being expanded to our members who are in the Plan B Direct Pay PPO Plan effective January 1. These members did not have the reimbursement credit card as part of their plan.

We believe these plan enhancements will make the transition for our members much easier with little or no disruption to their medical needs.

2013 IAM Scholarship Competition

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

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

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

How to Apply: There are three different application packets: one for members, one for children of members, and one for vocational/ technical school. Application packets for the 2013 competition should be available at your Local Union or the District 190 office, or are online at: www.goiam.org

>> Headquarters >> Departments >> Scholarship. Or, write to:

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

The deadline to submit the completed application is Feb. 25, 2013.

Time to sign up for 401K plan

Numerous contracts include the provision for the California Machinists 401(k) Plan, but many members don't take advantage of this important retirement benefit.

"To me, this raises a concern as to why not?" asks Local 1414 Business Rep Dave Taylor. "This is a good union benefit, just like your pension, that will help you retire with some additional money in your pocket." Taylor urges members to make a 2013 New Year's Resolution to participate in the 401(k) plan.

More than 2,500 members of District 190 participate in the California Machinists 401(k) Plan. Are you one of them? If so, great! If not, why not join today? Here are a few good reasons why:

- 1. It may be **NECESSARY** Due to longer life expectancies, insufficient social security funding, taxes and inflation, your pension and social security may not be sufficient to meet your family's needs in retirement.
- 2. It's **EASY** Your contributions come out of your paycheck automatically once you sign up.
 - 3. It's TAX ADVANTAGED
- You can lower your current income by making your contributions with pre-tax dollars. Plus, your contributions will grow tax deferred until you withdraw them in retirement
- OR —
- You can also make after-tax contributions (Roth) and, assuming you make qualified

withdrawals, never pay taxes on the contributions or their earnings again.

4. START EARLY (now) and START SMALL (if necessary)—most members find that they do not notice a difference in their take home pay if they contribute 3% to the plan. For a member who makes \$40,000/year, that is just \$93.00 per month or \$1,116 per year.

Ready to sign up?

- 1. Visit the California Machinists 401k Plan website, www.kandg.com, enter the plan code (226) and send an email indicating you are ready to go and a plan representative will promptly be in touch with next steps. You can also call the Plan Administrator to request enrollment materials (408.298.1170).
- 2. Have more questions? Call David Taylor or the Plan Administrator (408.298.1170) for help.
- 3. Already a participant? Log on to the website to learn more about the Plan and to see how you are progressing towards your long term goal of income security in retirement.

To Log On:

- 1. Go to http://www.kandg.com in your browser
- 2. Enter your plan code (226)
- 3. Enter your User ID (initially your Social Security number, no dashes or spaces)
- 4. Click "Enter via Secure Logon"5. Enter your 5-digit PIN and
- 5. Enter your 5-digit PIN and click "Sign In"



ATPA is the administrator for the Automotive Industries Health & Welfare and Pension Trust Funds. **Contact us at 510-836-2484**

SHOP TALK: What's the biggest challenge about being a shop steward?



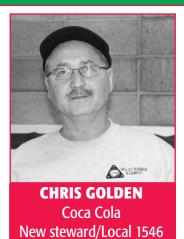
BRADLEY LONG
Coca Cola
18-year steward/Local 1546

"There's been job reduction everywhere —not only among our mechanics and operators, but also here at the union hall The company wants less people to do the work and there are less union reps to help us."

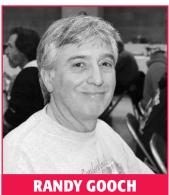


GEORGE HENRYGeneral Grinding
16+-yr steward/Local 1546

"Negotiating disputes between management and the members. It's a challenge because you can see both sides."

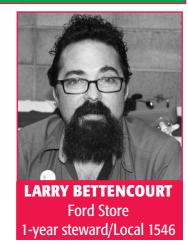


"Putting up with management. We constantly have to train them because we new managers every year."



Ford Store 6-year steward/Local 1546

"Getting management to understand what's going on with people in the shop and getting the shop to get things working in harmony."



"Trying to get management to see what we need in the shop, and persuading them to see what I see. Our contract is up, and management knows I won't roll over. I think we'll be successful."

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.



Visit the District 190 website at:

www.iamdistrict190.org

Go to the International IAM website: **www.goiam.org**

Local 1546 members: www.IAM1546.com Local 1101 is on Facebook: facebook.com (search for IAM Local 1101)

How
Costco's
High-
Wage
Strategy
Beats
Wal-Mart

	II PAYS A LOT MORE THAN WAL-MART					
			COSTO	WAL-MART'S		
				SAM'S CLUB		
	Average hourly wage Annual health costs per worker Covered by health plan Annual retirement costs per worker		\$15.97	\$11.52*		
			\$5,735	\$3,500		
			82%	47%		
			\$1,330	\$747		
	Covered by retirement plans		91%**	64%		
	BUT GETS MORE OUT OF ITS WORKERS Employee turnover 6% a year 21% a year					
	• •		•	•		
	Labor and overhead costs	9.8%	of sales	17% of sales*		
	Sales per square foot		\$795	\$516		
Ļ	Profits per employee		\$13,647	\$11,039		
Ţ	Yearly operating-income growth	1**	10.1%	9.8%		

* For all of Wal-Mart ** Over the past five years in the U.S. Source: BusinessWeek

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TO 36

UNION MEETINGS



District Lodge 190

7717 Oakport Street Oakland, CA 94621 510-632-3661 Meetings are the fourth Tuesday of each month
December 19* • January 22 • February 26

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

*Note: December meeting date changed due to holidays.

Local 1484

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

*Note: January meeting date changed due to holidays.

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

December 20 • January 16 • February 21 **General Membership Meeting:** 6:00 p.m. on the first Tuesday of the month

December 4 • January 8* • February 5 **Retirees' Club:** 1:00 p.m. on the third Wednesday of the month: December 19 • January 16 • February 20

Local 93

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

December 11 • January 8 • February 12 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. Mon-Fri and is open during lunchtime.

Tocal 1528 713 16th Street

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

Meetings are the first Wednesday of the month

December 5 • January 2 • February 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:

December 19 • January 16 • February 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

December 19 • January 16 • February 20 Executive Board Meeting: 5:00 p.m.

Membership Meeting: 5:30 p.m.

Due to holiday and vacation scheduling, the office will be closed from 12/20/2012-1/1/2013.

Local 1546

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

December 4 • January 2* • February 5

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

December 27 • January 31 • February 28 **Retiree Club Pot Luck Luncheon:** *12 noon on the first*

Wednesday of each month
December 5 • January 2 • February 6
Alcoholics Anonymous: 9 a.m. every Saturday

Local 801

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

Local IIOI

San Jose, CA 95125

408-723-4900

2102 Almaden Rd., #105

Meetings are the third Thursday of the month

December 20 • January 17 • February 21 **Membership Meeting:** 4:00 p.m. *Meetings are held at the Carpenters' Hall, in Reno.*

Meetings are the second Thursday of the month

December 13 • January 10 • February 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

*Note: January meeting

date changed due to

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

*Note: January Retirees Club date changed.

Meetings are the third Thursday of the month

December 20 • January 17 • February 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

December 4 • January 8* •February 5

month:

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

December 13 • January 10 • February 14 **Membership/Shop Stewards' Meeting:** 6:30 p.m. on the third Thursday of the month

December 20 • January 17 • February 21

Local 1596

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

Meetings are the third Tuesday of the month December 18 • January 15 • February 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

December 20 • January 17 • February 21 **Executive Board Meeting:** 6:00 p.m. on the second Thursday of the month

December 13 • January 10 • February 14

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

December 20 • January 17 • February 21 **Retirees' Club:** 11:00 a.m. on the first Wednesday of March, June, Sept., Dec. All are welcome!

December 5 • March 6 • June 5

Local 2005

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

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

December 16 • January 20 • February 17 Executive Board Meetings: 11 a.m. at Union Hall General Membership Meetings: 1:00 p.m. (all languages)

Local 2182

967 Venture Court, Sacramento, CA 95825 800-458-9200

Meetings are the second Tuesday of the month

December 11 • January 8 • February 12

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:

December 19 • January 16 • February 20