

The IAM District 190 Sparkplug



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Serving the Active and Retired Members of IAM District Lodge 190

IAM's Winpisinger Center trains union leaders

From across the nation, IAM members flock to Hollywood, Maryland to learn how to be more effective trade union leaders. The William W. Winpisinger Education and Technology Center at Placid Harbor, run by and for the International Association of Machinists, has enrolled more than 60,000 union member students since it opened in 1981.

The Center teaches more than 70 programs and offers a Bachelor's Degree program where IAM members can earn their degree in Labor Studies in conjunction with the National Labor College. The center employs seven full-time educational representatives and 45 staff members to ensure that every member is thoroughly trained and well accommodated during their visit.

The Center is named after the man whose dream and efforts made this facility a reality. William Winpisinger served as the IAM's 11th president from 1977-1989. Because of his vision, thousands of future IAM leaders are trained every year.

Whether a member, shop steward, local or district officer, or grand lodge representative, everyone who attends this facility goes home better prepared and more motivated to do a good job for their fellow members.

The Center's Mission

The Winpisinger Center prides itself on promoting a unique kind of learning, with an emphasis on shared experience. By studying labor history and the role unions play in our society, students learn that unions are more than service organizations.

The Center's purpose is to meet the complete range of educational needs of the union's members and to provide an atmosphere where members can learn undisturbed by the daily demands of the workplace. To this end, the programs cover a diversity of subjects to ensure that IAM members, officers and staff are prepared to serve their fellow members.

The Center offers several leadership programs, as well as specialized training courses including: Arbitration, Basic and Advanced Collective Bargaining, Pension Programs, and Strategic Planning.

Departmental Seminars include courses such as: Basic and Advanced Editors, Community Services/Retirees, Financial Officers, Human Rights, IAM Cares, Political Education, Safety and Health, High Performance Work Organizations, creating a women's program, and more.

District 190 goes to Placid Harbor

In addition to the Northrop negotiating team (described at right), which spent a week at the Center to plan for their upcoming talks, numerous other Locals in District 190 have sent members to class in Maryland.

For example, all of the elected leadership from Local 2005, the union representing workers at Foster Farms, in Livingston, has gone back to Placid Harbor for leadership training; many have attended the Spanish-leadership training classes.

Several of District 190's Business Reps have been sent to Placid Harbor to get more proficient in handling arbitrations. "Instead of having to pay our lawyers to do every arbitration, it's been a smart investment to have our staff learn how to handle many of the cases," says DBR Jim Beno. The District staff has developed a vetting process to determine which arbitrations have a good shot at winning, and which can be handled better in-house or by a lawyer.

"We're a better and smarter union—staff and membership alike—because of the Center," Beno adds. "I hope many more members take the opportunity to attend."



A view of the Winpisinger Center, also known as Placid Harbor, in Hollywood, Maryland.

Planning negotiations at Winpisinger Center

With their contract soon to expire, the Local 93 members who work at Northrop Grumman in Sunnyvale are starting to prepare for their upcoming negotiations. As is customary, the union gave the members a survey to determine the specific sections of the contract that they felt most needed modification.

This year, the members felt they wanted to go a step further. The Northrop negotiating committee forged a new way to prepare for the upcoming talks—going to the Winpisinger Training Center in Hollywood, Maryland.

Northrop's Sunnyvale location has two distinct bargaining units. The first, known as 547, covers the office and technical members who perform inspections and provide logistics and supply support to 565, the second unit. The 565 unit perform fabrication, machining, assembly, janitorial work and maintenance of the plant.

"DBR Jim Beno encouraged Local 93 to utilize the Winpisinger Education & Technology Center as a way to maximize the opportunity to attain a good agreement," says Area Director Jim Schwantz, who's in charge of negotiating this contract.

In the past, the negotiating committee included representatives from both 547 and 565 for their respective agreements. This year, however, the members decided that both committees should work in unison so that the company could not play one against the other.

The committee for 547 is composed of Chief Steward Sandra McGranahan, Assistant Chief Steward David Boston, Local Lodge Secretary Treasurer Kimberly Foss, and Shop Steward for the Inspectors Sherri Richardson.

The committee members representing 565 are: Chief Steward Jess Wallace, Assistant Chief Steward Pete Sanchez, Shop Steward (fabrication) Bill Senter, Shop Steward (assembly) Mike Lewis, Shop Steward (maintenance) Terry Miller, and Eli Benzor from assembly.

Northrop's Machinist committee members have more than 200 years of combined knowledge and experience to successfully navigate

through the negotiation process and provide the membership with the best possible agreement.

Although the talks are not slated to commence until July 10, the negotiating committee began preparing for them in February. The committee, along with Area Director Jim Schwantz and Grand Lodge Aerospace Representative Terry Smith, traveled back to Hollywood, Maryland and spent 12 hours each day for a full week evaluating the members' strengths and restraining forces and looking at how to remove any obstacles in the way of reaching an agreement. Their discussions were based on member survey results that the Grand Lodge had tallied.

The committee then plotted its direction on how to deliver the best possible agreement. The committee spent numerous hours evaluating the bargaining units' proposals for the most important issues and drafting initial proposals that will be presented to the company on behalf of the members. "Although not all of the member's proposals will be presented in the negotiation process, all of them were considered. Those deemed to have the most positive outcome for our members and the most support made it into our final proposal," Schwantz says.

The committee's work did not end in February. The committee has continued to meet on a regular basis to fine tune the final proposal. The committee also formulated and distributed a follow-up survey for the membership, which was a valuable tool in the finalization of the proposal process.

In addition, the committee formulated and produced a negotiation survival handbook that provided the membership with vital information on the process of negotiations and what to expect from the beginning of the process through the completion and up to ratification.

"Going to the Winpisinger Center really helped the committee to understand the process and prepare for the talks," said Schwantz. "I look forward to getting in front of the employer and putting that knowledge to the test."



UNION PEOPLE

Debacker named top Toyota mechanic in nation

Congratulations to Rick Debacker, winner of Toyota's 2011 Assembly of Champions.

Rick started his career as an apprentice at Walnut Creek Toyota about 25 years ago, and is currently the

shop foreman. He's been a member of Local 1173 all that time.

"It's a pretty big honor," says Debacker modestly. "I'm speechless; there must be a lot better people out there than me."

Toyota chooses one technician, one ASM, and one parts person from all of the Toyota dealerships around



Rick Debacker (C) flanked by Service Manager Al Splendorio at Walnut Creek Toyota and a Toyota representative.

the country to win each year.

The qualifications to win included having certain ASEs, qualifying as a Toyota Master Diagnostic Technician, and having a 100% service index of fixing the car right the first time. In addition, the dealership has to win a service excellence award.

Debacker will be going to Japan in October for about a week to collect his award.

When asked if he had any tips for other mechanics, he said "Always start from the basics. Understand what the customer's complaint is and know what you're trying to accomplish." Sounds like sound advice to us.



Local 1484 Barbecue

& presentation of long-time member pins

**Saturday, August 4
10 a.m. - 4 p.m.**

Recreation Park-Bandshell Area

4900 East 7th Street, Long Beach 90804

Call Local 1484 at 310-835-6688 for more info

Please RSVP if you plan to come!



BUY UNION

Plan a union summer vacation!

Disney's two major parks in Orlando and Anaheim, employ some 36,000 union members from 18 different unions. This includes musicians, actors, stage hands, hotel and restaurant personnel and many more. Likewise, Sea World, which recently began a major expansion to double its size, employs thousands of union members, some who interact with the public and others responsible for the care and feeding of the park's featured marine animals.

AFSCME represents thousands of municipal workers at city and state parks and zoos. U.S. Interior Department workers who staff federal parks and monuments are also union-represented—by NFFE, an affiliate of the IAM. AFGE represents many employees who build exhibits, conduct research and maintain the world-renowned Smithsonian Institute Museum in Washington, D.C.

Thousands of employees working in Major League baseball stadiums are represented by several unions, including AFSCME, UNITE HERE, SEIU and the MLB Players Association.

The Actors' Equity Association recently concluded a master agreement covering cast members working in smaller theme parks.

If you're planning a family vacation, check the Union Labor website (www.unionlabel.org) for hotels, airlines, rail service and highway transportation available in the region you'll be visiting. Most major U.S. airlines (with the exception of Jet Blue and Delta), as well as Amtrak and Greyhound, are union front to back.

From *Union Label Newsletter*

A publication of the Union Labor & Service Trades Division, AFL-CIO



LETTERS TO THE EDITOR

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

tent. Letters may be submitted as follows:

e-mail: dchaplan@mindspring.com

fax: 510-288-1346

mail: IAM District 190

7717 Oakport Drive

Oakland, CA 94621

Why do unions even care about politics?

We've all heard union reps say, "Unions can disappear with the stroke of a pen!" Now we've seen it happen with Republican Gov. Scott Walker in Wisconsin. Republicans have their sights set on having NO UNIONS in America.

The problem with Democrats and the AFL-CIO is they are terrible at marketing, while the Republicans are great at it. They even have a "word-smith" who puts a good sounding spin on bad things. Example: "Right to Work" sounds as American as apple pie. Of course, everyone should have the right to work. But the true definition of "right to work laws" is no unions, low wages and bad/dangerous working conditions. The name Right to work sounds good, but it's a Republican fraud. It's a full-on assault against the American working/middle class. All workers, union or non-union, earn on average, higher wages in states that are NOT "right to work" states, i.e., states that have unions.

The truth is that unions are in a fight for survival and we're losing ground! If the super-rich & greedy/Republican alliance gets their way, America will become a third world country with the "Filthy Rich" class & the "Dirt Poor" working class. There will be NO middle class. This is the real reason Republicans are opposed to taxing the rich & favor cutting Social Security, Medicare, etc. (Remember—rich people don't need these programs.)

From my research, I have not found a Democratic politician, not one, who voted to make a state a right to work state. When enough of our union brothers and sisters unknowingly shoot themselves in

the foot by voting for Republicans and they get a majority in their state legislature, one of the first things on the agenda is to get rid of unions by passing a "right to work" law in their state. Republicans are working on the national level to make "right to work" a federal law.

Republicans are whining about the term, "war on women" used by Democrats. Now the latest move by Republicans is to gut the Title IV Violence Against Women Act. One leader in this Republican movement, Tim Johnson, (R-No Carolina), was convicted of domestic violence. He broke his wife's nose and toes and he broke a chair on her back. Why haven't our Democrats picked up this ball and run with it? Spread the word—anyone who works for a living and/or is female should not vote Republican but should vote Democrat.

Some of the fringe in the Republican Party put Hitler mustaches on a picture of our President. This seems ironic since this same group uses Hitler's Minister of Propaganda, Joseph Goebbels tactic of fear, hate and anger to persuade their followers. Get people scared, hateful and angry enough and logic, reason & common sense go out the window. Rush, the FOX, (FAUX) channel and the Tea Party use this same tactic.

As I see it, there are only four ways to retire: (1) Join the military—great pension & healthcare, as it should be; (2) Be a politician—the only group that writes their own contracts, votes for their own raises and can legally take bribes, (money is the mother's milk of politics); (3) Get a union job; (4) work until you die.

Robert Allen

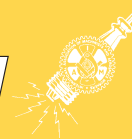
Retired, Local 1484

AFL-CIO Flash Fact

America's largest multinational companies have cut almost 3 million U.S. jobs over the past 10 years--and created 2.4 million jobs in China and other foreign countries.

The IAM District 190

Sparkplug



Debra Chaplan,
Managing Editor

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APPRENTICESHIP PROGRAM

San Quentin machinist training program offers inmates second chance at good careers



Instructor Richard Saenz (L) and Apprenticeship Coordinator Jon Fowkes stand outside San Quentin Prison.

Some of the best machinists in California learned their craft in San Quentin—not making shivs or other tools to escape, but building four-inch square “CubeSats” for NASA. These precisely measured and machined 10x10x11 centimeter boxes are used to send experiments into space. On May 31, *The Sparkplug* went behind bars to see how inmates get a shot at learning skills for a good career outside.

Going inside

When you enter the prison, you pass through security. You show your license a few times and two sets of large barred doors loudly clang shut behind you, letting you know that you’re truly locked in.

The first thing you pass, as you walk toward the Maintenance Vocational Building (MVB), is a memorial to fallen correctional peace officers. Surrounded by a colorful array of flowers, the memorial’s central star, a three-foot metal sculpture, was made by inmates in the foundry. Across the way, a modern chrysanthemum sculpture outside the chapel was also artfully created by inmates.

Unfortunately, neither cameras nor cell phones are allowed on prison grounds without special advance permission, and the photographer must be accompanied by a Public Information Officer. The photo here of instructor and program manager Richard Saenz and IAM Apprenticeship Coordinator Jon Fowkes was taken from outside the prison walls, looking in towards the iconic Tower One. From this vantage point, one can see the San Francisco Bay and the Marin Headlands, but these are two things that the prisoners cannot see from inside.

The day that *The Sparkplug* visited San Quentin, the inmates were on “lock-down.” In this case, that means they were all out in the yard so that their cells could be searched. Unfortunately, this also meant that we weren’t able to interview any of the apprentices or machine shop students.

Vocational training and apprenticeship program

Instructor Richard Saenz came from the aerospace industry and has been teaching at San Quentin for 13 years. As we toured the MVB, he pointed out that the prison used to have a masonry program, a plumbing program and a landscaping program, but now they’re down to the

machine shop, which has both a skills-building program, a full-fledged apprenticeship certification program, and a sheet metal program. Saenz and Sheet Metal instructor Keith Baughn are also working on rebuilding the foundry, ensuring that it meets proper ventilation standards.

Saenz explains that the machining program currently has 27 students and one teacher’s aide, an inmate who works as his clerk.

Each student has a set of tools arrayed on a board. “One of my jobs is to check that all tools are accounted for twice a day,” Saenz says. “If even one set of pliers is missing, it’s a very big deal that could lead to ‘going in the hole.’”

With numerous manual milling machines and lathes, welding stations, a laser engraver and computer-assisted lathes (CNCs), the participating students get broad experience in machining.

“One of our students had the idea to write a letter to the machine manufacturer Haas, and it resulted in our getting two amazing CNCs, valued at \$55,000 and \$65,000.” They arrived at the prison fully-refurbished and came with training for the instructor. Later, Saenz was able to parlay this into getting eight simulators. One of the CNCs is a 5-axis machine. “If they can learn to program this, they can do most anything,” says Saenz.

While he can have five registered apprentices at one time, at this moment, Saenz currently has only two. “I’m hard. I’m strict. I’m very picky about who gets into this program,” he says. “I want them to be here every day and I want them active. They have to show a real willingness to rehabilitate and they absolutely have to stay clean.”

Since the training program was started, many of the apprentices have been “lifers,” which means their sentence may have been 7, 15 or 25 to life. “Unless they’re sentenced to life-without-parole, they will be getting out of here,” says Saenz. “Currently, all but one of our apprentices who turned out as a journeyman are out of prison and employed. This program has been very effective for getting them out and getting them jobs. They’re heavily recruited.”

“Every apprenticeship program in the state has three basic requirements,” explains Automotive Apprenticeship Coordinator Jon Fowkes. “The first is classroom training. There’s a 2,000 hour state-approved curriculum that they must complete over the course of the program.”

Next is 6,000 hours

of “On the Job Training” (OJT), which takes about eight years to complete. This is where producing the boxes for NASA comes into play. The San Quentin Machine Shop has contracts to produce products not only for NASA, but also for the Marine Mammal Center, Alcatraz, and they previously had a contract with the Exploratorium.

The final requirement for a full apprenticeship program is that there be wage progression. “These guys clearly don’t get the same take-home pay as apprentices out in our communities,” says Fowkes. “But when you factor in room and board, the wage rate does progress and is above the program’s minimum wage requirement.”

While other prisons have training programs, many run by union apprenticeship programs, San Quentin’s is the only sanctioned program in a California prison system where the prisoners can get an apprenticeship completion certificate. The program follows a state mandated curriculum as well as a curriculum created by the National Institute of Metalworking Skills (NIMS). “Our apprentices complete their training, work hours, and a final project that must be done to precise blueprint specifications,” says Saenz. “This project is graded by an outside machine shop and then it’s sent to NIMS in Virginia. The certification does not say it’s a prison program. When they get their NIMS certification, they’re justifiably proud of it.”

That makes entry into the program highly coveted by the inmates. “We want them to have least two years in the program to get basic skills. For apprentices, I want them in at least eight years, so they can complete both their training hours and their OJT hours,” Saenz says.

Inside the machine shop is a display case that showcases an impressive array of past entries to the California State Fair, many of which were winners.

“When I first became Apprentice Coordinator, I came out here to meet Richard and see the program,” says Fowkes. “I was and am so impressed by the opportunity this affords the prisoners. They go from incarceration, which is a huge burden on society, to getting out and becoming productive members of society.”

Fowkes adds that he always enjoys visiting this program. “I get the most respect here of any of our programs. The students are so kind, courteous, and energetic.”

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.)



Business Rep Pat Woodward (C) stands with the Ryder techs.

Local 1414-San Mateo

Safety pays

In April, the eight Local 1414 members at Ryder Truck Rental in San Francisco were treated by their company to a catered barbecue lunch to celebrate 10 years of working safely and having no accidents.

Corey Pedler, Ryder's Safety & Loss Prevention Manager for the Pacific Coast Business Unit talked about the value of wearing safety glasses. "Eye injuries were a big problem for us back in the 90s, but this has been much improved." He said that slips, trips, and falls are the most common injury today. Pedler presented the Safety Leader Award of 2011 to customer service manager Tom Pavon.

Also on hand was Mike Chester, Director of Operations for the Western States and his boss, Richard Brezana. Chester and SF Service Manager Carleton Brown presented to each bargaining unit member a \$40 gift card for Target. As they say, "safety pays!"

Local 1414-San Mateo

New agreement

The three members at Mill Valley Refuse in San Rafael ratified their new four-year agreement in May. "Although they have a wage freeze in year one, they'll get a 75 cent wage increase in each of the next three years and the company will pay the cost of their health insurance for all four years," says Area Director Tom Brandon.

Enterprise/National/Alamo employees are getting screwed!

Local 1414 members are in a tumultuous contract battle with Enterprise Rent A Car. Enterprise acquired National/Alamo Car Rentals in 2009 and when they did, they claimed the title of becoming the largest car rental company in North America. While Enterprise is traditionally a non-union company, National/Alamo has operated union for many years.



Last year, all Enterprise employees received an email from CEO Andy Taylor thanking each employee for their part in helping the company break all previous sales records. He told them that Enterprise's profits had topped \$14 billion, (yes folks, that's billion with a B), and profits were up a whopping 12.5 percent in a down economy.

Yet with all the flowery accolades donned upon the workers, when the time came to sit down at the bargaining table, Enterprise seemed to suffer from selective memory. Enterprise has refused to increase the workers' base wages over the last two contracts; they insist they will only direct increases to premiums, like ASEs and smog licenses.

"Enterprise refuses to continue to contribute into the employees pen-

Local 93—San Jose

Winning at the Fort

The thing about a collective bargaining agreement is that the employer and union agree to what can and cannot be done on the worksite. If the company wants to initiate a policy not mentioned in the agreement, then they need to clear it with the union first. That clearly didn't happen at VSE Corp. at Fort Hunter Liggett.

One day in May, 2011, the company decided to drug test all of the employees, but drug testing wasn't in the contract. They used military trucks to corral the workers by an oak tree, and then brought them in for the test. As a result, five people lost their jobs.

"Besides the fact that none of this was in the contract, the process they used was wacky," says Business Rep Richard Breckenridge. "People lost sight of their samples, so lots of stuff was mixed up."

The union took the case to arbitration and in December, the five people got their jobs back. They were also awarded \$154,000 in back wages and health and welfare and they collected their checks in May.

Local 653—Fresno

Updates around the local

Negotiations have begun at Hedrick's Collision Center and at Sara Lee/Bimbo.

Local 653 is working on class action grievances regarding evaluations and warning notices at Sun Maid Growers and regarding wages at Toyota Material Handling. We're also fighting a recent termination at Fresno Chrysler-Dodge-Jeep-Ram.

Officer/steward training

Local 653 is sponsoring a mandatory Officers and Shop Stewards training on Saturday, June 23, 2012. Any members who are interested in becoming an officer or shop steward in the future are also welcome to attend and can call the union office for further details. Notices with further information will be sent out to the current officers and shop stewards.

Local 1101—San Jose

Pay for overtime...sooner or later

Stevens Creek BMW, a Sonic store in San Jose, hadn't paid overtime for

three years, since the general manager put out a memo stating that overtime would not be paid unless it was pre-approved. As of May, following a settlement with the union, the dealership has paid out \$254,404 in total, with members collecting between \$115-\$30,000 each. (Yes, that's \$30,000!)

The company's practice started in 2009. The membership kept working overtime but never told the union. "Back in November, one member brought his time cards to me and was able to prove that the time cards were electronically altered to show perfect lunches and no overtime," says Business Rep Richard Breckenridge. "That prompted a full-scale investigation, with each individual reviewing their own timecards. What started with a complaint by a few guys ended up covering 50 individuals who were owed overtime."

At first, the company started to fight it, but then, they backed off and said they'd pay whatever they owed. "The company did the smart thing by not fighting it, because if we took this to the Labor Commissioner, it would have cost them a whole lot more," Breckenridge adds.

SHOP TALK: There's so much bad news around, tell us some GOOD NEWS!



JOSEPH STEWART
Babbitt Bearings - San Jose
25 years — Local 1101

"We make a lot of the problems worse than they really are. We magnify the problems. Life is good—it could be a lot worse."



AHMET MUJKANOVIC
Babbitt Bearings - San Jose
13 years — Local 1101

"I want to be positive. I'm looking for the economy to go up, and bring more jobs and more work. I'll be happy when there are no more layoffs."



DALE DICKESON
Babbitt Bearings - San Jose
5 years — Local 1101

"We've been working overtime occasionally. I bought a new car. It's been a very busy year. Yes, there's lots of bad news, but some good, too."



SCOTT PRITCHARD
Babbitt Bearings - San Jose
9 years — Local 1101

"Tomorrow's Thursday... They're finishing up some work on my apartment on Friday—that's good news. We've been having great weather..."



MARK C.
Babbitt Bearings - San Jose
13 years —

"I've got a job—that's good news nowadays. Everything is what you make of it."

THE LOCALS



sion and, even more hideous, Enterprise won't back off of language that would prevent the members from recognizing any other strike line," said Business Rep Garry Horrocks who is negotiating the contract. When Enterprise bought National/Alamo, they knew about the underfunded pension liability and that liability came off the bottom line of the sale price," adds Horrocks.

Now Enterprise wants to double dip and get the employees to give up their pension with nothing in return. "We've been through federal mediation and the company has made a little movement, but not enough to appease the members," Horrocks says. "They won't give up their pension and strike language without a fight."

Local 1414 represents the Enterprise mechanics at all three major Bay Area airports.

Local 1484-Wilmington

Focus on safety

At Con Global, a container facility in Wilmington, the company is working hard to ensure that health and safety is taken seriously. Business Rep Kevin Kucera is putting together a labor-management program that covers appropriate safety gear—hard-hats, safety vests, ear protection—to prevent future accidents.

"This has been a very safe company," says Kucera. "But when we went into bargaining, we knew there were some on-going issues. The company wants to be progressive and is willing to spend money on it. They'll provide coolers with water and gatorade and shade canopies for our guys who do chassis work in direct sunlight all day. They're also investing in new polarized safety glasses and good protective hard hats."

Stop Walmart

Local 1484 will be there for the Los Angeles Federation of Labor's big Stop Walmart demonstration on June 30. The company is trying to

open up a big box in Chinatown, and the labor community is concerned that this will negatively impact Chinatown's small businesses, as it has around the country For or info, go to www.launionafcio.org.

Local 1596-Petaluma

Around the local

The members at Chuck's Brake and Wheel in Santa Rosa have ratified a new three-year agreement. They'll get 75¢/hour wage increases in the first and second years and \$1 in year three. And the company will pay for their health insurance for the three years.

A contract is still in the works with Fred's Body Shop in Eureka.

BART doesn't quite go American

When the BART board of directors wanted to buy 700 new trains, they had a choice of manufacturers: Bombardier, a French company that is 66% "made in America," or Alstom, in New York, that would have been 95% American-made. Even though Alstom's initial bid was \$200 million higher, they said that they'd match Bombardier's price. While the Machinists and others pressured BART to re-open the bidding, in May, the board voted 7-2 not to hold rebids, and then voted 8-0 to go with Bombardier.

"We researched the Bombardier cars made for the Chicago Transit Authority," says Area Director Tom Brandon. "Fifty of them were bad, because they had a bad subcontractor in China. We told the BART board of directors that, but they didn't seem to want to move."

Local 2005-Livingston

One voice

The big guns came out to Livingston for Local 2005's May membership meeting. Western Territory General Vice President Gary Allen and District 190's DBR Jim Beno addressed the members and talked

about the upcoming negotiations with Foster Farms. The point that seemed to ring the loudest was that the members needed to come together as one voice.

"Having GVP Allen come to a local meeting on a Sunday shows the union is strong and standing behind us here at Foster Farms," said Local

2005 President Joga Chahal.

Surveys have been sent out and returned to the office. The team is about to be finalized, with the first round of negotiations set for Sept 20, 2012. Training will begin soon.

Check the bulletin board for upcoming meetings and trainings.

ORGANIZING WINS

Ryder Hayward

The 10 employees at Ryder Hayward (the old Scully Trucking facility) voted 8-2 on May 9 to be represented by Local 1546.

"We tried to organize this unit last year," says Area Director Jesse Juarez. "But after the boss made lots of promises, they turned against us." The union decided to pull the election rather than risk the loss.

"This year, they came back to us, recognizing that the boss didn't keep his promises. The day he tried to sweet talk them again, they all wore their union buttons and let him know they weren't buying it," Juarez adds. The NLRB has certified the election and the union looks forward to bargaining.

Fairfield Toyota

This is an old story; if you're paying attention you might even remember it from March, 2010. That's when the employees voted for Local 1173 to represent them.

The dealership filed many frivolous objections and appeals and the case went all the way up to the D.C. Court of Appeal. Finally, in May, all appeals were denied and the company was ordered to bargain.

"This will be a challenge, because a lot of new people started working there since the organizing started," says Juarez. "But we look forward to working with them and going into bargaining."

"So far, we've had one fruitless bargaining session," says Area Director Mark Hollibush. "The company has continued their delay tactics and

is signaling their intention to continue fighting the union all the way."

But Hollibush remains committed. "For the next 12 months, the union is intent on continuing to battle this employer to secure a first contract. Some of the technicians who voted for the union are still there and they've waited for two years to get a contract. We'll do everything we can not to let them down."

Hanlee's VW/Subaru

The employees at this Napa dealership initially organized and voted for Local 1173 representation in 2010. "The employer has been fighting us every step of the way, creating multiple unfair labor practices along the way," says Hollibush.

Recently, the Labor Board found the employer in violation of three separate Unfair Labor Practice charges (ULPs), but Region 20 of the NLRB settled the case. The union has appealed the settlement decision by the board, because it didn't go far enough to repair the damage the employer has caused.

The employees of this shop are also filing a lawsuit in California Superior Court against this employer for failure to pay for four-hour report pay, stand-around time and break times.

"The union intends to see this one through to the end," says Hollibush. "The members are still strong there, and we will continue to battle this employer until we're able to secure a first contract."



CHAVES
Babbitt Bearings - San Jose
Local 1101

"My real positive thing's okay. It's not."



JORGE ALARCON
Babbitt Bearings - San Jose
12 years - Local 1101

"Work is pretty good. I have a job to go to every day, and no problems."



JOEL SIEVERT
Babbitt Bearings - San Jose
1 year - Local 1101

"I've been employed straight for one full year now. I kept getting laid off and brought back on at my old job, so this is nice."



MATT SARGENT
Babbitt Bearings - San Jose
1 year - Local 1101

"The weather is good. Everything is fine with my family and friends."



RAMON BARRERA
Babbitt Bearings - San Jose
10 years - Local 1101

"Everything is bad news. Thank god we have a job - that's good news."

GUEST COLUMN

Time to kill zombie loopholes

by Art Pulaski, Executive Secretary-Treasurer, California Labor Federation

Zombies are everywhere these days. They're on popular TV shows. They're in the movies. They're in our nightmares. But what many Californians don't know is that zombies are a primary reason of our ongoing budget crisis.

That's right. We call them Zombie Loopholes, and they're devouring our state's budget.

An array of wasteful corporate tax breaks is bleeding our state of billions each year. While, fortunately, it doesn't appear a 'zombie apocalypse' is anywhere on the horizon, these Zombie Loopholes pose a very real and immediate threat to schools, public safety and other essential services our families and communities rely upon. So to shine a bright light on these zombies, we created **ZombieLoopholes.com**. This new site brings these Loopholes out of the shadows so the public can see for themselves how

much the state is wasting each year on ineffective corporate tax breaks.

Some of the loopholes include:

- **Elective Single Sales Tax** loophole:

This allows companies that make their money in California but manufacture

out-of-state to CHOOSE how much income to report and pay taxes on.

- **Oil Severance Tax** loophole: California is the only place in the world that does not tax oil extraction.

- **Enterprise Zone** loophole: Businesses that close up shop and relocate to targeted "enterprise zones" are rewarded with substantial tax breaks, even if they don't create any new jobs.

With the state facing another budget crisis and more cuts to services we value, you'd think eliminat-



ing Zombie Loopholes would be a top priority. Think again. Republicans have repeatedly refused to even consider getting rid of these loopholes, even though there's no evidence they help our economy or create jobs. In fact, they're just a big fat giveaway to corporate bosses and multi-millionaires, secretly inserted into previous budget deals by Republicans.

The Zombie Loopholes website renews the California Labor Federation's call for the legislature to conduct a thorough review of corporate tax breaks -- and eliminate those that are not benefitting the state's economy -- before any additional cuts are made to services. The loopholes highlighted on the site were recently identified in a report by California Tax Reform Association Executive Director Lenny Goldberg, which found that wasteful corporate tax breaks are costing the state more than \$6 billion per year.

The site highlights four of the largest Zombie Loopholes, and identifies the related revenue those loopholes are ripping from the state that could go instead to closing our budget gap and funding education, services for those with disabilities and other vital programs. The site's "survival guide" offers an emergency plan for the legislature to deal with the Zombie Loopholes.

Our state doesn't have to be entombed in perpetual budget crises. Zombies may not be real, but the choices the state has to balance the budget are. We can either continue allowing these Zombie Loopholes to drain the life out of our state's economy, or we can eradicate them now and begin investing in California's future.

Don't let California become a casualty of Zombie Loopholes. Check out the gruesome details and join the fight at **ZombieLoopholes.com**. While you're there, sign our petition. Then 'Like' Zombie Loopholes on Facebook, and help spread the word.

Our best defense against zombies -- and Zombie Loopholes -- is standing together.

Important notice for members on AI Plan C with Kaiser coverage: Understand how your Health Reimbursement Account card works

Some important points to know about how the Kaiser Deductible HMO Plan C and your Automotive Industries Health Reimbursement Account (HRA) card work together:

- During your Kaiser visit, a "deposit" will be deducted from your HRA card to cover the "estimated deductible and/or co-payments" for your expected services. **This is not the final payment for your visit.**
- Sometime around 30 and 45 days after your Kaiser visit, you will receive a bill from Kaiser
- You will notice on the Kaiser bill a column titled "Paid by Insurance/Adjustment." The amounts indicated in this column represent the discount given by Kaiser towards their billed charges for the services you received.
- The amount indicated in the column "amount you owe" is your final charge after Kaiser has totaled the final charges for your services, adjusted them internally for Kaiser discounts, and reduced the amount by the "deposit" you already paid.
- To have the "Amount You Owe" deducted from your card, you can (1) call the 800-number listed on the Kaiser bill or (2) submit the bill to Kaiser with your HRA card information entered into the "Credit card used for payment" portion of the remittance form.

Local 1101 members get pinned

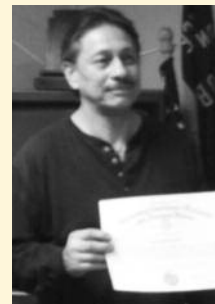
On April 12, 2012, Local 1101 presented pins and certificates to some of its long-time members.



Joaquin Homen, 50-year journeyman mechanic, received his pin and certificate from President Al Anderson (at right). Homen started working at Stevens Creek Volkswagen in May, 1961.



George Tavares
Journeyman at Normandin Chrysler Jeep. 15 year member (9/10/96)



Luis Campos
Journeyman Mechanic, Stevens Creek Mini, 30 year member (8/1/81)



Ruben Jaramillo
Journeyman Mechanic, Piercey Toyota, 45 year member (12/1/66)



Steven Millward
Journeyman Mechanic, Peninsula Ford, 25 year member (12/1/86)

IAM invades the hill—Capital Hill, that is!

The annual migration of IAM Legislative Delegates to Washington D.C. is an extraordinarily beautiful sight to behold. The phenomenon began this year on May 14th as IAM Representatives started to arrive from all corners of the U.S. Most of the delegates sacrificed spending Mothers' Day at home with their families to travel to Washington and District 190's delegates were no

exception. It was important to deliver the message to congress that we need better legislation for working families.

The conference blended daily Legislative meetings in the mornings with guest speakers, including Secretary of Labor Hilda Solis, and afternoon congressional visits. Nightly activities included the "25 Annual Good Scout Government, Labor & Management Awards" and Congressional receptions.

The delegates never missed a chance to talk to the legislators and the number one topic of every conversation was **jobs, jobs, jobs**. Directing Business Rep Jim Beno opened up the conversation with each legislator by explaining why the Machinists are convinced that Congress needs to strengthen Buy American Provisions and pass the National Manufacturing Strategy Act (HR 1366, S 751), which are vital to resurrecting American manufacturing and creating jobs in the U.S. Other issues raised were: the repeal of the Anti-Labor amend-



Secretary of Labor Hilda Solis addresses the IAM Legislative Conference held in Washington, D.C. in May.

ments to the Railway Labor Act, protecting federal workers, pensions and wages, passing the Surface Transportation Reauthorization Bill (HR- 4348, S-1813) and preserving Social Security and Medicare.

District 190 Legislative Meetings included visits to Senators Boxer and Feinstein and Congressmembers Miller, Garamendi, Thompson, Lee, Farr, Lofgren, McNerney, Stark, Eshoo, Speier Woolsey and former Speaker of the House/Minority Leader Nancy Pelosi.



Some of the District 190 conference delegates. (From left: Steve Older, Glenn Gandolfo, Richard Breckinridge, Tom Brandon and DBR Jim Beno.)



District 190 raises money for Guide Dogs of America

On May 5, 150 IAM members, family and friends ate hundreds of pounds of lobster, shrimp, corn, veggies, and more—all for a good cause: Guide Dogs of America. “This is the first time we did an event like this, and as a result, we’ll be able to donate \$10,000 to Guide Dogs,” says DBR Jim Beno. “Special thanks to Don Crosatto for coordinating the event and to the band Outrider who performed for free.”

If you missed this first event, don’t fear. The District plans to hold another one next year!



*28th Annual Michael J. Day Memorial
Guide Dogs of America
Charity Golf Tournament
Friday, August 24, 2012*

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

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

UNION MEETINGS

District Lodge 190

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

Meetings are the fourth Tuesday of each month

June 26 • July 24 • August 28
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

June 21 • July 19 • August 16
General Membership Meeting: 6:00 p.m. on the first Tuesday of the month
June 5 • July 10* • August 7
Retirees’ Club: 1:00 p.m. on the third Wednesday of the month: June 20 • July 18 • August 15
* Note date change due to July 4 holiday

Local 93

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

Meetings are the second Tuesday of each month

June 12 • July 10 • August 14
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

June 6 • July 4 • August 1
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:
June 20 • July 18 • August 15
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

June 20 • July 18 • August 15
Executive Board Meeting: 5:00 p.m.
Membership Meeting: 5:30 p.m.

Local 1546

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

Meetings are the first Tuesday of the month

June 5 • July 3 • August 7
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
June 28 • August 2 • August 30
Retiree Club Pot Luck Luncheon: 12 noon on the first Wednesday of each month
June 6 • July 4 • August 1
Alcoholics Anonymous: 9 a.m. every Saturday

Local 801

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

Meetings are the third Thursday of the month

June 21 • July 19 • August 16
Membership Meeting: 4:00 p.m.
Meetings are held at the Carpenters’ Hall, in Reno.

Local 1101

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

Meetings are the second Thursday of the month

June 14 • July 12 • August 9
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

June 21 • July 19 • August 16
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:
June 5 • July 3 • August 7

Local 1173

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

Executive Board Meeting: 6:30 p.m. on the second Thursday of the month

June 14 • July 12 • August 9
Membership/Shop Stewards’ Meeting: 6:30 p.m. on the third Thursday of the month
June 21 • July 19 • August 16

Local 1596

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

Meetings are the third Tuesday of the month

June 19 • July 17 • August 21
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

June 21 • July 19 • August 16
Executive Board Meeting: 6:00 p.m. on the second Thursday of the month
June 14 • July 12 • August 9

General Membership Meeting: 6:30 p.m. on the third Thursday of the month
June 21 • July 19 • August 16
Retirees’ Club: 11:00 a.m. on the first Wednesday of March, June, Sept., Dec. All are welcome!
June 6 • September 5 • December 5

Local 2005

416 Main Street
Livingston, CA 95334
209-394-7822
* June meeting moved, due to Father’s Day. Check bulletin board for updates.

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

June 24* • July 15 • August 19
Negotiation Committee: 9 a.m. at Union Hall
Executive Board Meetings: 11 a.m. at Union Hall
General Membership Meetings: 1:00 p.m.

Local 2182

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

Meetings are the second Tuesday of the month

June 12 • July 10 • August 14
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:
June 20 • July 18 • August 15