

Serving the Active and Retired Members of IAM District Lodge I90

Labor Board rules for IAM in Port case

thought all along that we would win," says Area Director Don Crosatto. "I just never thought it would take this long."

How long has it been? This story began in March, 2005, when 40 longtime IAM members in Oakland suddenly lost their union. Crosatto made the above statement back in June, 2007, when the National Labor Relations Board finally agreed to take the case and issued a complaint against the employer. The story's end, pending one last appeal, was on June 24, 2013, when the Labor Board ruled in favor of the IAM. During that eight-year period, the IAM never stopped working to bring its members back into the union.

The back story

Starting in 1962, the IAM had a contract with Sealand for the workers who maintained their terminals in Oakland

and Tacoma. When Sealand was sold to Maersk in 1999, the work at the two ports was subcontracted to a company called PMMC, who kept the IAM contract. In 2005, PMMC suddenly changed its name to PCMC and claimed it was now a new company.

Although PCMC rehired almost all of the IAM members at both ports, the company declared that they were signatory only to the International Long-shore Workers Union (ILWU). This meant that long-time IAM members, many with 20-35 years in the union, had to give up their union and a wide variety of benefits that they had gained from having an IAM contract for so many years.

The IAM immediately filed unfair labor practice charges contending that the whole switchover was illegal because PCMC and PMMC were actually the same entity and not a new employer. But the IAM



JUSTICE DECAYED, JUSTICE DENIED

had to convince the Labor Board to take the case and that took two years of providing testimony—in the form of hundreds of pages of witness statements, numerous meetings with attorneys and a trip to Washington to present the union's evidence.

Finally, in June, 2007, the Labor Board agreed to take the case and issued a complaint against PCMC. After a 40-day trial, in 2009, Administrative Law Judge Clifford H. Anderson ruled in favor of PCMC and the ILWU. The IAM immediately appealed this decision.

In June, 2013, the Labor Board reversed Anderson's decision and ruled that PCMC had violated the IAM's bargaining rights by refusing to bargain, and had colluded with the International Longshore and Warehouse Union (ILWU). The Board's decision means that the IAM should always have been the bargaining representative for the mechanics at the Ports of Oakland and Tacoma facilities run by PCMC.

The employer and the ILWU have one last appeal,

about 90 in Oakland and up to 120 in Tacoma over the eight year period."

As a result of the ruling, the employer will have to negotiate again with the IAM. "We also estimate that they'll have to cough up at least \$30 million in back benefits," Crosatto explains. In 2005, the employer was paying \$2,146/month in pension and health and welfare payments. This money was denied for the last eight years to the trust funds, so they'll get the bulk of whatever gets repaid. "Obviously, our members did not accrue the pension benefits that they should have."

"This story has real human impacts," adds Crosatto. "One member passed away of cancer in 2009. Because the company was not paying into his pension when he died, his wife fell under a lower pension schedule. When this case is concluded, his pension will be credited retroactively, and the pension she receives will be tripled."

In addition, the ILWU will have to pay the IAM a couple million dollars in back dues and fees that they charged everybody over eight years.

"In the meantime, everything is on hold until this final appeal works its way out," Crosatto adds. "But while the appeal process runs, the clock is ticking. The Board determined that PCMC and the ILWU owe us a lot of money, and they charge compound interest on damages. That means the amount of money owed they owe will just continue to build up."

Going forward

Ironically, at the same time the decision was handed down by the Labor Board, within 2 weeks, PCMC was fired by both of its customers at the Port of Oakland. The PCMC employees at the former Sealand terminal are now working for Ports America Outer Harbor. The PCMC employees at the HanJin terminal are now working for SSA. Both companies have maintained PCMC's contracts with the ILWU.

"Because both companies hired back the PCMC

and that's to the 9th Circuit Court of Appeal. A final ruling should come down within the next two years.

Crosatto gives special thanks to attorneys David Rosenfeld and Caren Sencer, from Weinberg, Roger and Rosenfeld, which has represented District 190 on this case from the beginning, as well as to Terry Jensen who represented District 160 in Tacoma, and Valerie Hardy-Mahoney, from the NLRB. "We still have one more round, and we're counting on them to keep up the fight," Crosatto says.

What the ruling means

"According to the Labor Board, PCMC should have been our company back to 2005," said Crosatto after the June decision came down. "The ruling not only affects the 40 employees we represented in 2005 and the 80 members up in Tacoma who were members of IAM District 160. It also affects all the folks we should have represented, which we estimate to be workforce, they are now starting what's called successor liability," explains Crosatto. "PCMC's liability stopped as of July 1, and that's when theirs started."

Additionally, there's a third terminal in play—the Trapac terminal. "They used PCMC labor from 2005-2009. Because that group was intermingled into our group, now that employer enjoys successor liability," Crosatto adds.

"Since June 24, the IAM has filed several new unfair labor practice charges against the successor employers, demanding that they sit down and negotiate new contracts with us," says Crosatto. PCMC is still in business in LA and Tacoma. When this case is over, they and the successor contractors will be forced to negotiate contracts with the IAM.

"We knew we would be in this case for the long haul," adds Crosatto. "We just didn't know how long that would be."

UNION PEOPLE

District 190 people are recognized with HAWK Award from IAM Western Territory



Hawk Awards are presented at District 190 meeting in July. (At left) Western Territory General Vice President Gary Allen (L) and District 190 Directing Business Rep Jim Beno (R) present Outstanding Accomplishment in Community Service award to IAM Local 1584 Retiree Andrea Gorman. (C) (At Right) Beno and Allen present Outstanding Accomplishment for the MNPL award to Local 1484 Business Rep Kevin Kucera.

Machinists who contributed in decisive ways toward the Machinists labor movement in 2012 were recognized at the Western Territory Mini-Staff Conference in Phoenix, AZ last December. A few District 190 people weren't there to receive their awards, so a presentation was made at the District meeting in July.

"I want to personally thank all of those who made positive contributions to the Machinist Union this year," said Gary Allen, General Vice President of the Western Territory of the IAM. "The individual contributions members make are central to the success of the collective goals of our union."

Accepting the awards in July were Andrea Gorman, a retiree who has remained very active with Local 1584 and was honored in the category of Community Service, and Business Rep Kevin Kucera, who was recognized for his work for the Machinists Non-Partisan Political League (MNPL).

Other District 190 people who received HAWK awards back in Phoenix were:

Excellence in Servicing:

- Rick Rodgers, Locals 1173 & 1584Robert Pintos, Locals 93, 1101,
- 1414 & 1546

Outstanding Accomplishment for the MNPL:

Garry Horrocks, Locals 1546 & 1414

AFL-CIO Flash Fact

\$15,080

The annual income for a full-time employee working the entire year at the federal minimum wage.

64 in 100 vs. 4 in 100

What are the chances an adult minimum wage

BUY UNION

Going back to school in union-made, American-made style

Here's a list of union-made, American-made back to school items, courtesy of the Union Label and Services Trades Department, AFL-CIO and Labor 411, Los Angeles County Federation of Labor.

Paper Products

International Paper Co.; Mead Lined Paper; Roaring Springs Wirebound Notebooks (including these sub-brands: Environotes, Imagine, Genesis, Enviroshades, Emoticon, Lifenotes and Maxim); Roaring Spring Environotes Index cards; and Roaring Spring Legal Pads (including these sub-brands: Boardroom, Enviroshades, WIDE, Enviropads and Envirogold).



Notebooks and Binders

Acco/Mead; Day-Timer Organizers; Roaring Spring Pocket Folders; Roaring Spring Composition Books.

Student/Teacher Supplies

Martin Weber Art Supplies; Roaring Spring Art Supplies; Scotch Tape; Master Lock; Kleenex and Puff Tissues; and Claus Scissors. Pens

Sharp; Sheaffer; and Parker.

Shops Staffed by Union Employees

Office Max; Safeway; Giant; Albertson's; Supervalu; Ralph's; Vons.

Back to School Clothes

All USA Clothing; Ben Davis; Hugo Boss; Oshkosh B'Gosh; Russell Athletic; Union Line; Windjammer.

(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.)

Important Notice to all Local Lodge 1596 Members

The entire membership of Local Lodge 1596 is encouraged to attend the September 2013 and October 2013 Regular Membership Meetings. These meetings will cover two very important issues: our Local Lodge Bylaws and our Dues Structure for 2014. To provide room for all members planning

worker is a woman vs. the chances a Fortune 500 CEO is a woman?



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The Sparkplug is the official publication of District Lodge 190 and its affiliated

local lodges and notification of any meeting or election in this paper shall constitute official notice per Article B, Section 4 of the IAMAW Constitution and Articles V and VII of District Lodge 190 By-Laws. Postmaster: Send address corrections to: The Sparkplug, 7717 Oakport Street, Oakland, CA 94621. to attend, the meetings have been moved to the following location:

The September and October Regular meetings held on **Tuesday, September 17, 6:30 p.m.** & **Tuesday, October 15, 6:30 p.m.** shall be **moved** to the:

> Plumbing and Pipe Fitting Local 38 Hall located at 3473 Santa Rosa Avenue, Santa Rosa.

Those attending these meetings shall be read the recommendations of the Committee formed to address these important issues at the September Meeting. There shall be a discussion and secret ballot vote of the membership present to accept the recommendations of the Committee at the October Meeting. You are encouraged to attend this very important meetings.

Redwood Empire Lodge 1596 International Association of Machinists and Aerospace Workers, AFL-CIO 4210 Petaluma Boulevard North, Petaluma, CA 94952-1231 707-795-0086 • FAX: 707-769-2440



ORGANIZING WINS

Workers play for keeps while employers play games

Union back in Livermore

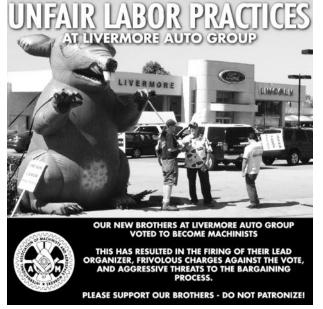
The 22 techs at the Livermore Auto Group's Ford dealership voted in July to join IAM Local 1546.

"This used to be the Codoroli dealership," says Area Director Jesse Juarez. "We had an agreement there until they sold the dealership eight years ago. The new owners didn't hire back our members. This meant

that the union went away. The new workers took an \$8/hour wage loss by no longer having a contract."

The current techs approached the union after hearing about the Downtown LA Motors legal decision that calls all flat-rate pay schemes into question. "The employer is legally obligated to pay techs for every hour they're at work, but Livermore wasn't paying for stand-by time. There's a lot of liability there," explains Juarez.

Juarez says that the company ran a typical anti-union propaganda campaign. "They brought in Sandy Rudnick, an anti-union consultant. The first thing he did was have the company fire a guy for frivolous reasons. Now we had two issues to confront the company about-the pay plan, and the unlawful termination. But, the company wouldn't back down."



"We struck them for a half day," Juarez adds, "and then, immediately, we saw that the employer had posted all their jobs on Craigslist for \$35/hour, which is sure more than the guys were getting."

During the organizing campaign, the employer tried to bribe people and divide them. "They held one-on-one meetings, and basically, just didn't care about labor law," Juarez says. "I really think they believed that they'd win."

But in the end, the vote was 13-7. The employer has filed charges against the election, which Juarez contends are frivolous. After the union met with the techs at lunchtime on a Friday, the employer met with them and told them that, "you will never have a union and we will never negotiate." The next day,

the techs held a rally to draw public attention to the employer's unfair labor practices. "This employer has no respect for its employees, but we will fight for their right to have a union," Juarez says.

Same story in San Mateo

The seven techs at Veracom Ford in San Mateo voted to be represented by Local 1414 in December, 2012. Negotiations for their first contract have been stymied with delays, as attorney Sandy Rudnick-yes, the same person who's working for Livermore Ford-cancels meetings and fails to respond to information requests. "We've filed numerous charges with Labor Board to get them to negotiate in good faith," says Business Rep Steve Older, who's expecting a ruling in September. "In meantime, we've started picketing there. We plan on holding several more rallies to get the owner to do the right thing."

Election to come in Tracy

The IAM has filed for an election at Tracy VW, which is owned by the same group as at Livermore. Juarez says that not long after he dropped off a letter explaining the Downtown LA Motors case, the techs called him. They told him that it wasn't unusual to put in an 8-hour day and get paid for one hour. And the employer told them that if they didn't like it, they could leave. The four techs are slated to vote on August 15.

Fighting for safety

Over at Henkel Aerospace in Bay Point, there have been several serious safety and health issues, including a mangling in January and a fatality in April. "Conditions got so bad, the workers couldn't stand it any more," says Juarez. "They decided that they needed union representation, so we met. We had a strong group in the production department, so we ended up filing for an election."

However, the company utilized a tried-and-true tactic. "They filed to inflate the unit with people from many other departments (warehouse, maintenance, quality control, research & development, planners, and clerical), who are not likely to be union-friendly," Juarez explained.

Juarez is waiting for the Labor Board to decide on the scope of the unit before he pursues the election.

Second time's the charm

The four workers at First Vehicle Service, whose job is to service the fleet of vehicles and equipment for the City of San Mateo, voted unanimously in August to join Local 1414.

"We worked with this group last autumn," says Business Rep Pedro Mendez. "They pulled back because the company promised to make some changes. But when the company reneged, they called us back right away. We look forward to getting them a union contract."



BENEFITS NEWS

Costs increase for Automotive Industries Health & Welfare Plan

The cost for the AI Health and Welfare plan are increasing as of September 1. Here are some of the reasons why.

Benefit improvements

(as of January 1, 2013)

The Board approved improving the Direct Pay benefits of Plans A and B out-of-pocket maximum

from \$4,500 per family to \$1,500 per person (\$4,500 per family).

- Addition of an HRA to Plan B participants.
- ACA-mandated expansion of preventive care services for women and preventive care drugs.

Large claims

From May, 2011 to April, 2012, • Annual trend factors are 10% for there were 29 claimants enrolled in Health Net with claims over \$25,000. Due to a large proposed renewal increase by Health Net, the Trustees agreed to terminate the plan effective January 1, 2013. Since most of those Health Net enrollees chose to continue under the Direct Pay Plan, this group continues to produce a high medical cost. The Direct Pay medical claims paid were approximately \$8.5 million for the 12 months ending April 30, 2013 or \$661 per individual per month, a 48.1% increase compared to the same period in the prior year.

ance for any claims about \$225,000, proposed a 13% premium rate increase for Plans A, B and C. (One individual has claims over the current deductible \$225,000 and two individuals are close to \$225,000.)

- Kaiser proposed a 4% increase to renew the current rates.

Notice of Local 1414 Election of Officers and Delegates: Consistent with the IAM Constitution and Local Lodge Bylaws, your Local Lodge Officers, Trustees, Executive Board, and Delegates (except District Lodge Delegates) positions are open for elections as follows:

Local 1414

Election Notice

Nominations: Nominations for these positions shall be held at the Regular Membership Meeting at 6:30 p.m. on September 19, 2013. All nominees must be present to accept or have submitted a letter with the Union accepting nominations. Nominees must be members in good standing for one (1) year and have attended at least 50 percent of those Regular Membership meetings.

Election: The elections shall be conducted from 8 a.m. to 8 p.m. on Thursday, October 17, 2013 at your Union Hall.

All requests for absentee ballots must be submitted in writing to the Local before September 19, 2013. We need your name and address in your request. Please contact Local 1414 at 650-341-2689 for more information.

Increased rates

(as of September 1, 2013)

· ULLICO, which provides reinsur-

medical, 8% for prescription drug, 5% for dental and operating cost.

Affordable Care Act

The Affordable Care Act (ACA) mandates several new fees:

- Comparative Effectiveness Research Fees averaging \$2.04 per member per year were applied for the 2013-2014 projection year.
- Transitional Reinsurance Program fees of \$5.25 per person per month effective January 1, 2014 is also included.
- A 2% load is added to the prepaid dental and vision premium beginning January 1, 2014 due to the new ACA tax on insured plans.

AROUND

gо

Local 1528

IAM makes splash at Modesto Memorial Day parade



Local 653-Fresno

Contracts ratified

The members at Rutter Armey ratified a one-year agreement.

The Techs at TMH ratified a threeyear agreement with wage increases in each year. Thank you to Committee Members Adolfo Jimenez and Dan Hunt.

Members at Hedrick's Chevrolet ratified a two-year agreement with 3.5% wage increases each year. Thank you to Committee Member David Alvarez.

Fresno Chrysler-Dodge-Jeep-Ram's members ratified a 5-year agreement with increases in wages and pension each year. Thank you to Committee Members, Jethro Krummen and Steve Tipton.

Contracts coming due

Commercial Manufacturing's contract has been opened and negotiations will start later in August. Sun-Maid Growers' contract opens in August.

Labor Day in Fresno

President Jeremy Celaya invites all members to the Central Labor Council's Labor Day Pancake Breakfast on Monday, September 2, 2013 at the Fresno Fairgrounds. The cost is \$10/person, (children 12 and under are free). Tickets may be purchased at the door. For more information, contact the union hall. Looking forward to seeing you there!

Challenge to Local 653 shops

Come to the local lodge meetings to

see what's happening. Starting in August, the shop which has the most members in attendance for the next three consecutive months will win a pizza party for the shop.

Local 1173-Concord

New contract and members

Local 1173 has been super busy this year with lots of contracts expiring. Area Directors Rick Rodgers and Mark Hollibush are currently negotiating: Concord Toyota, Concord Mitsubishi-Kia, Concord Nissan, Toyota of Vallejo, Walnut Creek Toyota, Lehmer's GMC-Buick, SaveMart Distribution Center, Winter Chevrolet-Honda, Parker-Robb Collision, Niello Infiniti and First Student.

Hollibush notes that the recent Downtown LA Motors court decision has had an interesting impact on negotiations at flat-rate shops. "It's now unlawful for employers to refuse to compensate flat-rate technicians for their break times and idle time throughout the day," Hollibush says. "Instead, most of our employers are now proposing that their technicians' wage rate be cut to \$16/hour, with the inclusion of a bonus. For instance, a technician currently making \$32/hour would have his hourly wage rate reduced to \$16 and would be paid a bonus for only the 'production' hours."

This pay system is very difficult for the average employee to understand, and is most likely illegal under California State law. "This is all being

done by the employers so they can avoid obeying the law," Hollibush adds. "This is a very difficult environment in which to negotiate contracts. However, the union remains ready to meet this important challange."

Local 1414-San Mateo

Serramonte Ford

Serramonte Ford was recently sold to the Van Tuyl Group in Phoenix, making it the company's first union dealership.

"Negotiations have been going pretty smoothly," says DBR Jim Beno. At press time, a tentatively-scheduled contract vote was put off "because we're hoping to get a few last-minute improvements," Beno adds.

Shamrock Materials

In July, the seven members at Shamrock Materials in Petaluma ratified a new two-year agreement. "The company is paying a 10% increase each year for health insurance. If the increase isn't that much, the money rolls over," says Area Director Tom Brandon.

Local 1546 - Oakland

Trouble at Ford Store

Negotiations at the Ford Store in San Leandro are on-going, but not going well. "We're waiting for the company to send us their final offer," says Business Rep Steve Older. "I think there's serious potential that we'll be striking because they're nowhere near what the guys are asking for. They're demanding that we

flat-rate, and are looking to move to a company health plan." Stay tuned.

Local 1596-Petaluma

Contract update

The union is currently in negotiations with Clover Stornetta Farms, in Petaluma.

Local 2005 - Livingston

New officers elected

The Local's recently rerun election, was held without incident. Congratulations to newly-elected officers: Joga Chahal, President; Mike Farias, Vice-President; Maribel Quintero, Recording-Secretary; Daniel Perez, Secretary-Treasurer; Migdalia Gadea, Amarjeet Gill, and Marcos Millan, Trustees; Jose Bustamante, Sentinel. They will be sworn in at the Local's next general meeting on August 18, 2013.

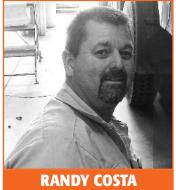
"We have been tackling grievances left and right, bringing employees back to work, having holidays paid, taking write-ups off their records and helping with all issues that come to our office," says Business Rep Tom Rotella. "We recently handled an issue in the NCDC2 department that brought smiles, money and time to our members. We have been busy!"

Local 2005 looks forward to the CLC Labor Day Event at Lake Yosemite in Merced. This is a day for fun and family, but also to recognize the hard work that we do all year. It will be a great event.

SHOP TALK: Why is having a union important to you? What is the most imp

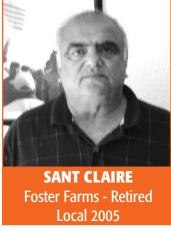


"The union treats all members the same in terms of pay, job rights, bidding. It doesn't matter what your race, sex, or religion is. They're always ready to fight the company. Pedro and Tom do a great job."



Fresno Truck Center Local 653

"Having a union is important to me because I'll get a good retirement. The pension is definitely the most important benefit."



"The reason having a union is so important to me is that the workers need someone to listen to them and the company doesn't do that. Negotiation is the best benefit that I get from my union."



"Having a union is important because you get good representation. The most important benefit that I get is my pension."



"The union is important because people can talk with the company about their concerns without getting in trouble. The best union benefits are the countless programs that help us in our finances, home and health."

HE LOCALS



After 5-week lock-out, Six Flags workers get first contract **Local 1596**

After being locked out for five weeks, the techs who maintain the rides and vehicles at Six Flags/Discovery Kingdom in Vallejo finally have a first contract.

In November 2012, the 23 techs voted to be represented by Local 1596. "Negotiations were progressing fairly well," says Area Director Tom Brandon. "We had agreed on most of the non-economic issues and were about ready to talk about money."

That's until, on April 18, the company presented a "Last, Best and Final" offer on the economics. "We hadn't even started talking about money issues yet," Brandon adds.

On April 30, the union scheduled a meeting to vote the contract. Knowing the vote was imminent, the company held a meeting to tell the techs that, if they rejected the offer, the company would lock them out.

"The guys came to our meeting and told me what the company told them," Brandon says. "Since we didn't even have the full offer in writing from the company at that point, they voted not to vote the contract at all."

On May 1, the company informed the workers that they'd be locked out effective the end of the following day.

On May 2, Brandon and Directing Business Rep Jim Beno met with the guys at 6 a.m. and again at lunchtime. "We had scheduled a meeting for 3:45, after work, to warn them about the ways the company would try to scare them. But the guys started showing up to the meeting early," Brandon says. The company had already taken their keys and badges, and had given them their final paychecks. "This really pissed our guys off."





Walking the picket line

The union immediately filed unfair labor practice charges against the company, and started daily picketing on May 3.

"Every week, these guys got stronger and stronger. The company was playing games telling them 'the union won't let you vote,'" Brandon says. "But they knew what was going on. Most of them were showing up at every meeting we held. So they knew."

On May 16, the attorney from New York, who had already made 15 trips to California at a rate of \$500/hour, made another trip, just to tell the guys, face to face, that this was the company's last, best and final offer.

A few days later, the Park President started calling the guys to ask what it would take to get them back to work. "He was direct bargaining, trying to see who's who," explains Brandon. "I told them to give him my cell phone number and that I'd meet with him anywhere. He never called."

Moving to a settlement

On May 23, after a call from the Federal Mediation and Conciliation Service, both sides agreed to mediation and we scheduled a session for June 5. That day, the union and company reached a tentative agreement and the guys ratified it on June 6.

"The federal mediator felt it was one of the best first contracts she had ever seen, but it certainly wasn't everything we wanted," says Brandon. "We'll look to make major improvements in the next contract."

During the five-week lockout, the workers got

tremendous support-from other IAM locals, from county labor councils and from the community. By not crossing the picket line, a few unions had a major impact on the running of the park. The company couldn't get the roller coaster back in use because the Operating Engineers refused to run the cranes. And, the firefighters wouldn't cros the line to train the scabs on certain safety issues.

In the end, the contract includes a 3% wage increase in the second and third years, the establishment of a safety committee. Also, the company agreed to pay their health insurance for the months they were locked out.

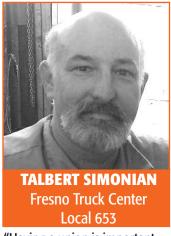
"Safety was a key issue, and that was something we were able to address in the contract," Brandon says. "In maintaining the rides, these guys deal with the safety of thousands of people who come to the park to have a good time. That's important work that should be compensated as such. Our goal was to increase their starting pay, to get them up to a Bay Area standard, rather than have them rely on merit-based bonuses."

As a result of the lockout and the solidarity that grew among the guys, Brandon says that some of the people who initially voted against union representation back in November are now strong union supporters. "They were that upset with the company in this whole thing and they found out what unionism is all about." Two of the workers who voted against the union are now serving as shop steward and assistant shop steward.

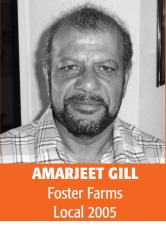
"Even through they didn't get everything they wanted, they won," Brandon adds. "They showed the big corporation that no one is going to kick them around."



ortant union benefit that you get?



"Having a union is important. You get good representation to deal with management. It's hard to put down just one important benefit, but at my age I will have to say it's my pension."



"The union provides workers with protection and good representation. The most important benefit is the security that the union provides, knowing that they will fight for the worker to the very end."



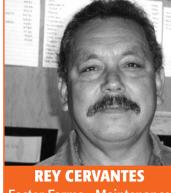
Fresno Truck Center President - Local 653

"The union is important to me because you get a voice and iustice on the job. The most important benefit to me is my pension, which my fellow brothers have fought for."



CARLOS ARRUDA Foster Farms - Maintenance Local 2005

"The union helps protect us from the company. The most important benefit? Everything. I can't see one section that's more important than the other."



Foster Farms - Maintenance Local 2005

"The word UNION to me means, 'One Voice for all. Moving forward together.' The most important benefit is knowing your wage and work schedule. That helps you plan your life."



IN THE NEWS

Obama NLRB picks confirmed by Senate, ending months-long political fight

The Senate confirmed all five of President Barack Obama's nominees to the National Labor Relations Board on July 30, marking the first time in a decade that the agency has enjoyed a full slate of confirmed board members.

It was no simple feat. The board, which enforces labor law on companies and unions, was headed toward a shutdown in August, leading Senate Democrats to threaten use of the so-called "nuclear option" to break a Republican filibuster over nominees. Republicans ultimately agreed to let Obama replace his initial labor board picks with two new candidates in order to avoid a potentially historic change of Senate rules.

The vote assures that the board will continue to function and mediate labor disputes, even though some board critics on the right have said they'd rather see it inoperable.

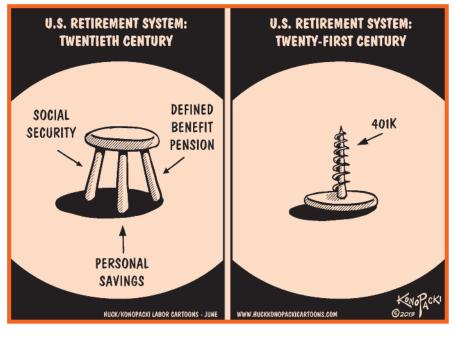
The Senate confirmation places three Democrats and two Republicans on the five-member board, in keeping with the tradition of a three-member majority hailing from the president's party. The Democrats are Mark Pearce, the current chairman; Nancy Schiffer, a labor lawyer from the AFL-CIO; and Kent Hirozawa, who's served as chief counsel to Pearce. The Republicans are management-side labor lawyers Harry Johnson III and Philip Miscimarra.

The last time a full board had been confirmed by the Senate was 2003.

—Dave Jamieson Huffington Post

Fast food workers walk out; Can't survive on \$7.25

The largest mobilization of fast food workers in U.S. history, organ-



ized by New York-based Fast Food Forward, began on July 29 in New York, Chicago, Detroit, Milwaukee, St. Louis, Kansas City and Flint, Michigan.

Workers from a number of popular chains, including McDonald's, Burger King, KFC, and Wendy's, walked off the job for one day to protest unsustainable wages under the slogan, "We can't survive on \$7.25!"

The mobilization came under the backdrop of an infuriating budget 'calculator' published by McDonald's, ostensibly meant to help employees budget wisely. What it does, in truth, is establish how it is virtually impossible to survive on a minimum wage salary provided the fast food chain. Unless, that is, one forgoes buying food or paying rent.

In fact, the calculator expected an employee to have two full-time minimum wage jobs just to cover their basic needs.

The striking workers demanded that fast food companies raise the minimum wage to \$15 per hour, enabling hard-working employees to actually afford being able to feed their families and provide their children with health care:

"In America, people who work hard should be able to afford basic necessities like groceries, rent, childcare and transportation," said a statement by Fast Food Forward. "While fast food corporations reap the benefits of record profits, workers are barely getting by – many are forced to be on public assistance despite having a job. Raising pay for fast food workers will benefit workers and strengthen the overall economy."

The strikes, which have kept the issue of minimum wage in the public's eye and on the media's radar for months, plan to continue after the one-day action.

> — By David Harris-Gershon Tikkun Daily/Huffington Post

Goldman Sachs Is Making Your Beer More Expensive

Goldman Sachs is making your beer more expensive. Why are they doing it? According to the investment bank, the reason is "economics." According to actual economics, the reason is "profits." The Washington Post explains how it works.

The U.S. produces less aluminum than is used for beer and soda cans and other products. Most of the other aluminum we use is obtained through futures contracts on the London Metal Exchange. Part of the cost of aluminum is based on market price, but the companies that use the metal in their products also have to pay the "premium," which is the cost of getting aluminum to their processing plants. The London Metal Exchange must approve the warehouses where aluminum is shipped to, sets a maximum amount that can be shipped per day and sets the maximum rent that warehouses are allowed to charge the owners of the metal.

Goldman Sachs bought up a number of warehouses near Detroit three years ago and started paying traders more to store aluminum in their warehouses. Goldman then charges the beer and soda companies (and other users of the metal) rent while the metal stays in the warehouses. A surplus of aluminum in the warehouses means the metal stays longer and Goldman can charge more rent. The beer companies then pass on the increased premium to consumers, making end prices rise. Even if companies bypass the warehouses, the market price for aluminum has already been increased by Goldman's manipulation of the market.

The bottom line: Banks have lots of money and have leveraged that buying power to control enough of the aluminum market to generate extra revenue, which—the [New York] Times calculates—has cost consumers \$5 billion over three years.* So even if prices are lower than they were during economic boom times, they're still higher than they would be under fairer market conditions.

The Federal Reserve could end the practice by refusing to renew the exemption that allows banks to own warehouses where such commodities are stored.

> — By Kenneth Quinnell AFL-CIO Now

SHOP TALK: Why is having a union important to you?



MICHA JONES Fresno Truck Center Local 653

"A union is important to maintain the integrity of a good job and to maintain the integrity of a good employee. The most important benefit is a good pension."



DANIEL PEREZ Foster Farms Secty-Treasurer - Local 2005

"We have the right to negotiate the working conditions that put the workers on the same level as management. The grievance process gives us the ability to work out issues and establish labor harmony."



ALEX SEDLAN Fresno Truck Center Local 653

"The union is important to fight for job security, benefits and wages. The most important benefit to me is my pension when I retire."



KULWANT CLAIRE Foster Farms Local 2005

"The most important reason for having a union is so we have protection from wrong-doing and a level playing field. Security is the best benefit that my union can give. They will fight till the end to defend my rights. Good!"



MICHAEL WARD Fresno Truck Center Local 653

"Having a union is important to me because it gives us job security. The most important benefit that I get from my contract is health and welfare that I need to help support my family."

The District I90 Sparkplug

Image: Constant of the second of

Local 1546 Members and Spouses PRE-RETIREMENT SEMINAR

Saturday, September 7, 2013 • 9:00 a.m.

Are you thinking about retiring in the next few years?



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

Local 1546, 10260 MacArthur Blvd., Oakland

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

Note: If you would like our pension advisors to print out your current data, you must contact the office by Sept. 3. Please RSVP to Tanya at 510-638-6705 by September 3

Fourth Annual Redwood Empire Local Lodge 1596

Barbecue & Pichic

September 28, 2013 • 11 a.m. to 3 p.m. Warm Springs Recreation Facility



3333 Skaggs Springs Road Geyserville (on beautiful Lake Sonoma) FREE ADMISSION to all members and their families, as well as prospective members. Barbecue provided with all the fixings FREE RAFFLE FOR MEMBERS Grand Prize: \$100 Work World gift card Jump House & playground for kids

RSVP by Tuesday, September 17, 2013. Please RSVP to your shop steward, business rep, or..... Email: Lodge1596@att.net • Phone: Cindy 925-687-6421 Park near the Warm Springs Dam Visitors Center. We will be at Area 2, Poker Flats

> 29th Annual Michael J. Day Memorial Guide Dogs of America Charity Golf Tournament Friday, August 23, 2013

Live Music!

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

SHOP TALK: What is the most important union benefit that you get?



MIKE FARIAS Foster Farms Vice President - Local 2005

"Our union gives us the right to question the company and open the lines of communication. With the training we get from our staff, we can do more as shop steward. The most important benefit is not having at-will employment."



ELWIN GREER Fresno Truck Center Local 653

"The union is important because you get job security. The most important benefit that I get is my pension." JOE ARTIAGA Fresno Truck Center Local 653

"The union is important to me because our representatives look out for our well-being so that our employer can't take advantage of us. The most important benefit is my pension and wages that were fought for over the years."



CRAIG HAMBY Fresno Truck Center Local 653

"The union is important for good representation and job security. The important benefits to me are my pension and wages." BILL SCHECHTER Secty-Treasurer District190

"The union saved my ass on a number of occasions and the pension has helped me and my wife survive our medical problems. The union provides justice on the job, and the ability to speak my mind without retribution."

Retired – Local 1546

To the members of Local Lodge 1584

First Annual Local Lodge 1584 Picnic Saturday, Sept. 28 Kennedy Park Hayward

The picnic is being planned now. Family, friends and neighbors are welcome to join in on the good time. Food, music, and fun for the big and little kids alike!

Details to be announced at www.iamlocal1584.com

The office remains open during lunch.

MOVING?

Or need to report a member recently deceased? Send the mailing label on this newspaper to your local union office. Note: If you send your notice to the Pension Fund or the Health and Welfare Trust, that won't change how the union has your info.

See calendar below for your local union's address



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

Laber Day Celebrafien

4) Make a Left on Navy (at Guard Shack)

UNION MEETINGS			
District Lodge 190 7717 Oakport Street Oakland, CA 94621 510-632-3661	 Meetings are the fourth Tuesday of each month August 27 • September 24 • October 22 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 August 15 • September 19 • October 17 General Membership Meeting: 6:00 p.m. on the first Tuesday of the month August 6 • September 3 • October 1 Retirees' Club: 1:00 p.m. on the third Wednesday of the month: August 21 • September 18 • October 16
Local 93 2102 Almaden Rd., #105 San Jose, CA 95125 408-723-4900 <i>Note: Office hours are 8 a.</i>	 Meetings are the second Tuesday of each month August 13 • September 10 • October 8 Grievance Committee: 3:30 p.m. Executive Board Meeting: 4:30 p.m. Membership Meeting: 5:00 p.m. m4:30 p.m. Mon-Fri and is open during lunchtime. 	Local 1528 713 16th Street Modesto, CA 95354 209-529-9210	 Meetings are the first Wednesday of the month May 1 • June 5 • July 3 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 Narcotics Anonymous: 5:30-6:30 p.m. every Tuesday
Local 653	<i>Meetings are the third Wednesday of the month</i> August 21 • September 18 • October 16		
544 West Olive Fresno, CA 93728 559-264-2815	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 August 6 • September 3 • October 1 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 August 29 • September 26 • October 31 Retiree Club Pot Luck Luncheon: 12 noon on the first Wednesday of each month August 7 • September 4 • October 2 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 August 15 • September 19 • October 17 Membership Meeting: 4:00 p.m. Meetings are held at the Carpenters' Hall, in Reno.		
Local IIOI 2102 Almaden Rd., #105 San Jose, CA 95125 408-723-4900 Note: Office hours are now	Meetings are the second Thursday of the month August 8 • September 12 • October 10 Executive Board Meeting: 5:30 p.m. General Membership Meeting: 6:30 p.m. v 8 a.m4:30 p.m. Monday through Friday.	Local 1584 8130 Baldwin Street Oakland, CA 94621 510-635-2064	 Meetings are the third Thursday of the month August 15 • September 19 • October 17 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:

picnic items!

August 6 • September 3 • October 1

Meetings are the third Tuesday of the month Executive Board Meeting: 6:30 p.m. on the second Local 1596 .ocal II73 August 20 • September 17 • October 15 *Thursday of the month* 4210 Petaluma Blvd. No. 1900 Bates Ave., # H Executive Board Meeting: 6:00 p.m. August 8 • September 12 • October 10 Petaluma, CA 94952 Concord, CA 94520 Membership Meeting: 6:30 p.m. Membership/Shop Stewards' Meeting: 6:30 p.m. on the 707-795-0086 925-687-6421 *third Thursday of the month* Meetings are held the third Sunday of each month August 15 • September 19 • October 17 Local 2005 at the Veterans Memorial Hall: 1605 7th Street, Liv-416 Main Street ingston, CA 95334. Livingston, CA 95334 Shop Stewards' Meeting: 5:30 p.m. on the third Thurs-Local 1414 August 18 • September 15 • October 20 209-394-7822 day of the month Executive Board Meetings: 11 a.m. at Union Hall 150 South Boulevard August 15 • September 19 • October 17 General Membership Meetings: 1:00 p.m. (all lan-San Mateo, CA 94402 Executive Board Meeting: 6:00 p.m. on the second guages) 650-341-2689 *Thursday of the month* August 8 • September 12 • October 10 Meetings are the second Tuesday of the month General Membership Meeting: 6:30 p.m. on the third Local 2182 August 13 • September 10 • October 8 *Thursday of the month* 967 Venture Court, Sacra-Executive Board Meeting: 6:00 p.m. August 15 • September 19 • October 17 mento, CA 95825 General Membership Meeting: 7:00 p.m. Retirees' Club: 11:00 a.m. on the first Wednesday of 800-458-9200 Retirees' VISTA CLUB: 11:00 a.m. on the third March, June, Sept., Dec. All are welcome! September 4 • December 4 *Wednesday of each month:* August 21 • September 18 • October 16