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Serving the Active and Retired Members of IAM District Lodge 190

"You can't do it that way"

Court tells employers that their flat-rate pay plans are illegal under California State law

Does your employer require you, when you're standing around during the day waiting for work, to take on-line courses, clean the shop, wait long periods for parts, move cars, do test drives or attend meetings...all without compensating you for this time?

If the answer is yes to any of these duties, then your employer has an illegal pay plan under California State law.

In a major victory for flat-rate workers throughout California, the California Court of Appeal has decided that flat-rate pay plans that do not provide compensation for all hours that a worker is on-the-clock violate California minimum wage laws. More importantly, the flat-rate pay plan cannot average a worker's wage over the course of a worker's pay period.

The case, *Gonzalez v. Downtown LA Motors* (DTLA), involves a group of Mercedes-Benz auto technicians who were not allowed to leave the employer's premises while waiting for vehicles to repair (productive work) but were required to perform "non-productive" tasks such as on-line training, shop clean-up, parking cars, and attendance at meetings—all for free. The Court awarded the technicians more than \$1.5 million in back pay and penalties.

Court rules on what's 'productive'

The Court of Appeal essentially told employers, "no, you can't do it that way." The Court stated that employers must provide compensation for all hours worked, including the time a worker spends waiting for a vehicle to repair. In other words, an employer must compensate workers both when they perform "productive" tasks and when they perform "non-productive"

tasks, if the worker is required to remain at work, under the employer's control.

The court also found that DTLA's flatrate pay plan constituted an illegal "pay averaging" scheme. Under California law, employers must compensate workers for "each hour worked." This means that an employer, "cannot use a worker's flagged-hours from yesterday to offset flagged-hours worker didn't produce today."

For example, assuming an 8-hour day: If an employer pro-

vides a worker a "productive" job that pays 10 hours and the worker finishes the job in six hours, then the worker is owed 10 hours of pay at his full wage. But if the employer requires the worker to stay the remainder of the workday and fails to provide him additional "productive" work, then the employer owes the worker two additional hours of "non-productive" compensation at minimum wage (double-minimum wage if he supplies his own tools). That's an extra \$32 of pay.

As in the case of this example, illegal flat-rate pay plans used by employers in California do not compensate workers for the two hours they were made to stand around waiting for more work to come in to the shop.

Impact on flat-rate shops

The decision in DTLA will have a widespread impact on employers who have systematically cheated flat-rate compensated workers out of their wages by illegally averaging their production hours over the course of the pay period.

If your employer makes you stand around for free during the work day, fails to compensate you for performing required tasks, or averages your wage, and you're tired of allowing the employer to steal your wages, contact your Business Representative.

If you know someone in a non-union shop who is getting cheated, call Area Director for Organizing Jesse Juarez. He can be reached at: 925-687-6421 ext. 16 or JJuarez1173@sbcglobal.net



Pictured above from left to right is District 190 Director of Organizing Jesse Juarez, Area Director Local Lodge 2182 Mark Martin and Business Reps. Pat Woodward, Skip Hatch and Garry Horrocks (not in Photo).

Spreading the union word in Roseville

Armed with flyers and the knowledge that union work is more lucrative and dignified than non-union work, IAM Business Reps hit the dealerships in the Roseville Auto Mall in April in an attempt to help grow the union.

The strategy is that several organizers enter a shop at the same time. They then disperse across the shop, hand out leaflets and talk to the techs. They answer questions about the benefits of being unionized and how the process works.

But there is always the downside—the risk of getting caught by management and being thrown out of the shop. This was the case in Roseville. "We were thrown out of several shops," said Business Rep Garry Horrock. "But," he went on to say, "I've been thrown out of better places. It goes along with the job. While management is focused on getting the first organizer he sees, the others continue to educate the workers."

On this organizing blitz, the team had one additional tool—copies of the Court of Appeal ruling on the Downtown LA Motors case.

Educating workers about their rights and demonstrating that we can protect those rights is a key ingredient of organizing new members. "The 'Fighting Machinists' are in it for the long haul and if we are to stay in the fight, it is absolutely essential that we all help to continue to grow our ranks," Horrocks adds. "Kudos to our brothers who realize this and will do whatever it takes to get the job done."

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UNION PEOPLE



Long-time Local 653 member retires

Member John Rupp retired after 37 years with the Union. His employer, Commercial Manufacturing in Fresno, together with Local 653, treated him and the whole crew to a great lunch. "Local 653 wishes Brother Rupp a long, happy retirement and thanks him for his years of service to the union as negotiator and shop steward for the members."

Golden Gate Bridge worker recognized



Mark Jayne

Mark was named Employee of the Month by the Golden Gate Bridge Authority (April, 2013). Mark is a shop steward for Local 1414 and, according to Business Rep Art Gonzalez, is "an overall good employee and unionist."

Long-time Local 1546 member Bud Beall honored at Alameda Labor Council dinner



Long-time Local 1546 member and retiree activist Bud Beal was honored by the Alameda County Labor Council as Retiree of the Year for his significant work on the 2012 elections. Bud received a resolution from Labor Council First Vice President Martha Kuhl at the Council's annual COPE dinner, held at the Oakland Marriott on April 26.

Local 653 Secretary-Treasuer retires



On March 29, 2013, Brother George Robles retired from Elliott Manufacturing Company after 36 years. Over the years, Brother Robles was on the negotiating committee and served as shop steward. He also serves as the Secretary/Treasurer of Local Lodge 653 and will continue to fulfill his term of office, while, thanks to the IAM National Pension Fund, he will be enjoying his much deserved retirement. "Local 653 would like to thank George for all his years of dedication and we wish him a long and happy retirement,"

says Tom Rotella, Local 653 Business Rep.

AFL-CIO Flash Fact

CEOs use their multinational corporations to create jobs...overseas. (In the past decade, 2.9 million jobs were create overseas while 1.1 million American jobs were cut.)

The key to a strong union is ORGANIZINGand 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:

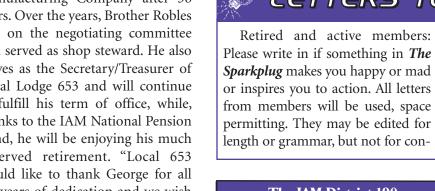
Company:

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.*)

LETTERS TO THE EDITOR



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

tent. Letters may be submitted as follows:

e-mail: dchaplan@mindspring.com 510-288-1346

mail: IAM District 190 7717 Oakport Drive Oakland, CA 94621





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IN MEMORIAM

Joyce Day 1949-2013

District 190 and the IAM lost a great friend and worker with the passing of Joyce Day in February.

Joyce and the Machinists Union went hand-inhand. At 18 years of age, she began what would become a 43-year career with the IAM, working with eight different DBR's and dozens of Business Representatives over the years, including one, Michael J. Day, to whom she was married for 23 years.

Joyce was always very proud that she created and, for 29 years, carried out the Guide Dogs of America Charity Golf Tournament, first at District 115, and then continuing at District Lodge 190. To date, Joyce is the only woman to have received the Gift of Sight Award from the Guide Dogs organization in Sylmar.

Joyce leaves behind her mother Lee Robertson, sister Susan Vincent and brother John Robertson, children Julie Emch and Michael Day, four grand-children, one step-child and many other loving family members and friends.

Joyce lost her battle with cancer on February 15, 2013. A celebration of life was held for her on April 26.

"Joyce was the best friend and staff secretary that any director of an organization like ours could ever be blessed to have work for them," said Directing Business Rep Jim Beno. "The fact that she worked with eight of us through the years gives you an insight into how respected she was to everyone whose lives she touched. She is missed by all of us."



Mike Cook

1949 - 2013

Mike Cook, District 190 Business Rep from 1986 until his retirement in 2007, died in April of leukemia

Mike came from a union family and had already worked in three union positions before he joined the IAM, in 1981, as a tech at Frank Hurling Chevrolet in Sacramento. A strike was brewing when he arrived and the company thought he was a likely scab, but they were very wrong. Mike stuck with the union and they got that contract. Three years later, he stepped up to negotiate the next contract. Although they faced two decertification efforts and had to file multiple unfair labor practice charges, they finally got their contract.

Cook became a Business Rep for Local 2182 in 1986. In 1988 he transferred to Local 1305, and when that Local merged with Local 1414, he was temporarily transferred to District 777 in Long

Beach, and later to Local 1101 for a short stint. He came to Local 1546 in 1996 and was there for the next 11 years.

When asked for a comment upon Cook's retirement, Directing Business Rep Jim Beno laughed and said "when you look in the diction-



ary for 'offensive bargaining,' you can find Mike Cook's picture. We used to use him as a threat—'hey, if we can't come to agreement, we'll send Cook in.'"

Mike agreed with that assessment. "I always saw myself as a pit bull. I'd get hold of an issue and wouldn't let go until we won it. I only experienced three strikes in my career. We won the first two and the third resulted in a contract, though I wouldn't really call it a win."

"He was a bulldog," says Area Director Don Crosatto, who worked with Cook at Local 1546. "If he felt there was an injustice being done, there's nothing he wouldn't do. He'd never give up; he was tireless, as well as being honest and a straight-shooter. Even a lot of employers who didn't like him, grew to respect him."

After retirement, Mike worked around the house and went sailing with his wife. His final message to IAM members was: "Always remember, solidarity works. I've never seen it fail."

Steven Robert Trottier

1957 - 2012

On a beautiful Sunday morning, April 14, 2013, IAM members and SSA company officials joined the Trottier family at SSA A-90 terminal. They then caravanned together to board a boat in Long Beach harbor to say a final goodbye and celebrate the life of Steven Robert Trottier, who died in a motorcycle accident in 2012.

While on board, they held a memorial service and spread Steve's ashes 30 miles off the southern California coastline in the deep blue waters of the Pacific.

Steve Trottier had worked at SSA as a journeyman mechanic since 2003 and was an active member of



Local 1484 for those years. He came to the job after working as an engineer; he found that he preferred working in blue jeans and with his hands to being a desk jockey in a suit and tie.

Steve loved and enjoyed spending time with his family. In his spare time, Steve enjoyed hitting the open road with his friends and co-workers going on short and long motorcycle trips.

Back in November, 2012, SSA and Steve's co-workers raffled off Steve's toolbox as a fundraiser for



his family. For every ticket purchased, the company would make an equal match. In all, they raised \$40,000.

In January, 2013, SSA held a special luncheon in Steve's honor. Company representatives, IAM members and Steve's wife Dona all shared stories and experiences. "Steve really enjoyed riding with the guys. His passing came unexpectedly and we will all miss him terribly," said Dona. "Steve was the best person I have ever known. I am blessed that he chose me to share his life...

that he loved me and Tyler above all else. He was our heart and soul... our everything. I'm glad, at least, that he passed away doing something he really enjoyed and loved."

"Steve was extremely well-liked, not only because he was one hell of a mechanic," said coworker Roy Lampher. "Steve was one hell of a person who had a grateful

attitude. He enjoyed helping others, he loved his family and his profession. I'll really miss him. He was my friend and brother!"

"Steve was one of the very best mechanics on the waterfront," adds co-worker Brian De Nike. "There wasn't a single piece of equipment he couldn't repair, fix or fabricate or challenge he couldn't meet."

"Steve was an exceptional family man. He loved his wife and son and he enjoyed his friends and co-workers. All that knew him will miss him, but will never forget him!" said IAM Business Rep Kevin Kucera.

"Steve was a big part of the IAM and our company family." said coworker Bryan Deering. "We miss him!"

"Steve had a strong work ethic, a sense of teamwork, pride and excellence in the work he performed," said Bob Kelly, an SSA executive.

Steve leaves behind his wife Dona and son Tyler and extended IAM family and friends. PAGE 4 May/June/July 2013



UNION PROJECTS

Machinists work to grow apprenticeship capacity in manufacturing

While the State of California is known for its innovative product design, it is no longer seen as a place for manufacturing. Starting in the 1980s, with the advent of globalization, those jobs have been increasingly off-shored to countries with lower labor costs. The Machinists' Joint Apprenticeship Training Program is hoping to reverse that trend.

"Our goal is to bring manufacturing jobs back to the Bay Area by providing better skilled labor here than anyplace else," says Jon Fowkes, Director of the Automotive Apprenticeship Training Program.

In that effort, Fowkes has partnered with Laney, Chabot and DeAnza Colleges to get a grant from the State of California to establish a manufacturing apprenticeship program. Tradeswomen, Inc. will be part of this project to do outreach to potential women machinists.

"Manufacturing and apprenticeship are the two hot topics in California these days," says Fowkes. "Several state agencies are looking to bring manufacturing jobs back to the state. One way to do that is to close the skills gap. That's where we come in."

Getting approvals

In order to create a new manufacturing apprenticeship program, Fowkes had to address numerous issues with the current automotive program. First, he had to change the program's apprenticeship standards so that they include a manufacturing curriculum. "We already had taught maintenance mechanics, but really needed to enhance the types of training we could offer." These new industry standards have been written and are awaiting approval by the state's Division of Apprenticeship Standards (DAS).

In addition to approving curricu-

lum and standards, DAS is also charged with ensuring that there is minimal duplication of training and certifying that apprenticeship programs are only established where there is a need for them. In the course of establishing this new training program, Fowkes learned of a non-union machinist training program—the California Tooling & Machining Apprenticeship Association—in the North Bay. "We needed to have a cooperative agreement with the CTMAA to get ours established. So, after much discussion, and after learning that Local 1596 had developed a working relationship with this program in the past, we agreed to collaborate with them," Fowkes explains.

The new program, slated to start in the Fall semester of 2013, will utilize existing course curriculum offered at Laney, Chabot and DeAnza College. The program's apprentices will be placed into existing classes, but the difference between a JATC student and an independent student is that JATC students will have a job in a unionized facility while they go to school, and all of their fees to the college will be covered. (The funding source will be either the state's Related & Supplemental Income program through the community college system, the Employment Training Panel, or the JATC trust fund.)

Expanding the program

Fowkes' goals to expand the pro-

gram include increasing the number of participating community colleges, expanding the job classifications available, increasing the level of funding available to the colleges, and creating reciprocal agreements with additional unions to enable those unions to participate with our program. "We're trying to grow the program, make it sustainable, and expand the offerings we're providing."

The goal of the manufacturing apprenticeship program is to bring in 10 new apprentices in 2013 and add an additional 10 each year for the next four years. "This would be 40 to 50 new jobs into the union," Fowkes says. "It's been a joy to go out and try to expand the program."

"Three years ago, we determined that our Automotive JATC had six years of life left in it. We cut all the costs that we could, but it wasn't enough. If our JATC was going to continue, we needed to find a way to expand," Fowkes explains. As a result, union business reps made a concerted effort to negotiate a higher JATC fee into every contract, and Fowkes was charged with hunting down new sources of revenue.

"It's important for IAM members to understand that they're contributing to the industry overall. When people are properly trained, the integrity of the union workforce is the best it can be," Fowkes says with pride. "And we're looking for other sources of revenue to make sure that

the program is sustainable. Ultimately, this prevents outsourcing. We don't see as much outsourcing in the automotive industry, but it's definitely there in manufacturing."

In addition to manufacturing, Fowkes is also working on reaching out to municipalities and their need to rebuild or expand their aging infrastructure, much of which was created back in the 1800s or during the depression. "Just think about the cable cars. If a piece breaks, MUNI can't call the manufacturer; they have to look at the piece that broke and figure out how to make or fix it."

The need for basic skills

While, in the 21st century, everything seems to be computerized, that's not always a solution for 19th or 20th century problems. "When you're making hundreds or thousands of the same part, then, sure, it makes sense to use a CNC computerized process. But, when you just need one or two, then you need to know how to fabricate it," Fowkes explains.

Further, most automated machines are run by operators. "But the operators don't necessarily understand how the machine really works. If something goes wrong or needs to be adjusted, without an understanding of machining, these guys aren't capable of fixing it." Fowkes says he's talked to several of the union's manufacturing employers, and they're clear that they don't just want operators, they want machinists. "Really, it's important to learn both the new and the old technologies. That's what our training program will do."

"Most importantly, it needs to be a joint effort between management and unions," Fowkes says. "And fortunately, we're getting that buy-in an a real way."

More training dollars at work

Local 1484 Business Rep Kevin Kucera reports that he has helped two employers, SSA and Ports America, to get training dollars from the local Workforce Investment Board. They are using this funding to provide customized training in English and Spanish on how to work more safely and efficiently.

Supporting politicians who support workers and unions through MNPL

Buffenbarger to MNPL delegates: 'You are the union'

Speaking less than a mile from where the battle of the Alamo took place in 1836, IAM President Tom Buffenbarger proposed an aggressive defense for a labor movement he described as no less besieged.

"Make no mistake; we are at war with an enemy that is coming after everything we have; our jobs, our rights and our very existence," said Buffenbarger to nearly 200 delegates assembled in San Antonio, TX, for the 2013 Machinists Non-Partisan Political League (MNPL) Planning Committee Meeting.

Describing a litany of attacks, Buffenbarger cited the relentless pressure on workers' defined benefit pensions, the corporate campaign for job-killing trade laws and the renewed push for right-to-work (for less) laws, including proposals in the U.S. House and Senate for national right-to-work legislation.

Noting the recent legal and political siege that has hobbled the National Labor Relations Board (NLRB), Buffenbarger suggested a repeal of the 1935 National Labor Relations Act (NLRA), as a way to reinvigorate the labor movement.

"We need to remember that it was businesses in the 1930s that clamored for the stability of labor laws," said Buffenbarger. "But times have changed and the laws that once protected our rights are now being used to suppress those rights."

Delegates at the Planning Committee Meeting also heard from Texas Democratic Rep. Joaquin Castro and San Antonio-native, and former AFL-CIO Executive Vice President Linda Chavez-Thomson, who thanked the IAM and its members for their sustained support and solidarity during her 12-year tenure at the federation.



Local 1173 MNPL fund makes major donation to Congressman George Miller

On May 4, Local 1173 staff and members attended Congressman George Miller's birthday party and, in recognition of his 100% labor voting record, gave him a great gift: a \$5,000 donation from the MNPL fund. Area director Mark Hollibush

(in stripes) made the presentation.

Miller has been in Congress since 1975 representing Contra Costa and some of Alameda Counties. A true champion of labor, he is currently the Senior Democrat of the House Education and Workforce Committee.



UNION PLACES

Former pony express site home of Oakland Machine





L: John and Andy Anderson in front of the shop; Top: John Anderson works with a machinist to solve a sticky problem; Below: Local 1584 Business Rep Chris Rasmussen, Area Director Rick Rodgers, and Andy Anderson; Remaining: shots of equipment in the redwood-built facility







Not often is the boss someone who started out as a sweeper. But when Andy Anderson started at Oakland Machine Works in 1955, his salary went from \$52/week to \$75, and his job was to sweep and keep the place clean. He was happy for the work and the salary increase. Sixteen years later, he became owner of the company.

"I just found a home," he says. "It's been a fascinating life. I never felt I had to go to work; I loved what I was doing." But he quickly adds, "If somebody told me 50 years ago that I'd still be here, I'd ask what they were smoking!" Anderson retired in 1998, but says he's enjoying his retirement years right here. "I may have started as a sweeper, but now I'm a gopher."

When he came on staff, Oakland Machine was just four years old, and he was the fourth employee. As far as he knows, the company was always a union shop. And there was only one strike, which was against all of the companies in the California Manufacturing & Technology Association (CMTA) back in the 1970s.

In 1971, when the previous owner was going to call it quits and shut the place down, Andy was able to put together a package to buy him out.

Historic building

The shop is located on 4th Street in Oakland's Jack London Square district. The building was likely built in the late 1850s as it was initially used to house the horses for the Pony Express, which started operation in 1860.

The main building is built out of redwood. "Wood gives," Andy says. "In the 1989 earthquake, it only lost one beam off the ceiling."

Oakland Machine is a large-capacity jobbing shop with a 20,000 pound weight capacity. New machines are

often so big that they require holes to be dug in the foundation to stabilize them. "We find a lot of horse products when we do that," Andy says. At one point, he found signs for the different Pony Express freight locations, which he donated to the Wells Fargo Museum in Sacramento.

Company history

Anderson explains that, as a jobbing shop, they make anything the customer wants, and never make the same thing twice.

Back in 1955, just after the Korean War, the company did a lot of work for the government. "We ran two 10-hour shifts, 6 days a week with 45 guys. We weren't making any money, but stayed busier than hell"

Now, they keep 10 people on staff busy. "Our customer base has changed significantly in 25 years. We mostly do repair work for PG&E and some refineries," Anderson explains. They've also done some work for the new Bay Bridge.

While they've invested in some CNC (computerized) equipment, the operation is mostly manual. "The skill set for a machinist here is much higher than at other shops," Anderson adds. "If a guy's worth anything, he's working."

When Andy retired, he passed the shop on to his son John. "I'm still a newbie here," John says, even though he has been at Oakland Machine for 27 years.

"They've been good employers," says Local 1584 Business Rep Chris Rasmussen. Andy certainly knows the importance of a good pension and health plan." Andy adds that he tries to make the guys understand the value of union benefits, especially the younger ones.



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AROUND T

Local 1584 "Machinists Day" at Geo. Martin Company



April 24 has been designated "Machinists Day" at the George Martin Company in Emeryville when everyone wore their union shirts. "This is such a strong shop with so much solidarity," says Business Rep Chris Rasmussen. "The company was concerned about what this meant. I told them it meant that the workers just want to be treated with respect!"



was the brainchild of shop steward Patrick Aung. After taking a training at the IAM's Placid Harbor Training Center, Aung determined that this would be a

Machinist Day

great way to build solidarity in the face of a growing number of grievances at the company. He brought the idea to Local 1584, and they agreed to purchase the shirts. Of the 82 employees on the day and night shifts, only one forgot to wear his shirt! Aung hopes that everyone will continue to wear their IAM shirts every Friday to remind the company that this is a strong IAM shop.

Local 653-Fresno

General updates

With many contracts open, the Local anticipates a busy spring and summer. Negotiations started for Rutter Armey and Toyota Material Handling in April. Over the next four months, contracts at Hedrick's Chevrolet, Fresno Chrysler, and Commercial Manufacturing will be opening, as well.

Local 1101-San Jose

New contract and members

The 24 techs at Frontier Ford, in San Jose, ratified their new four-year contract in April. They agreed to take wage increases of 92¢/hour in year one, and 25¢/hour in years two, three and four. They'll also get \$35/month per year in increased contributions to their health and welfare plan.

In addition, the nine parts techs were organized into the bargaining unit and ratified their first four-year contract. They'll get raises of 2.5% the

first year and 2% each year thereafter, averaging 40¢/hour each year. They also got a new fixed bonus that averages \$1/hour. They got health and welfare increases of \$1.93/hour in year one, and 20¢/hour each year following, with lower co-pays. And finally, the employer will make pension contributions of \$1.47/hour into the IAM National Pension.

Welcome to these new members!

Local 1528-Modesto

Contract settlement at Silgan

The 200 members at Silgan Riverbank worked under an 11-day extension and bargaining lasted until the bitter end. Their number one issue was health benefits, particularly for people with families.

"The environment in the plant was very tense," reports Area Director Mark Martin. "The members knew what was at stake. Under pressure, you really see who the stars are. I was thankful for the efforts of so many members; they really pulled together." In preparation for a

strike, mechanics were taking their toolboxes out of the plant and members were wearing black.

In the end, the union successfully protected affordable quality health benefits for the members and their families.

"Special thanks to Jeff Wyatt, Andrew Amador, Jason Peeples and John Bates, who served on the negotiations committee," says Martin. "Without their commitment, as well as the hard work of our members in the plant, the outcome would have been vastly different. I'm proud to represent the members in this plant. They put the fight in 'Fighting Machinists!"

Grievance won on scheduled wage increases

The members at Stockton-based Applied Aerospace Structures won a grievance regarding scheduled wage increases for employees returning from layoff.

"This company has a history of doing layoffs, but for the past 10 years, they have always hired people back before December 1, which is when the scheduled annual wage increases go into effect," explains Business Rep Skip Hatch. "This year, they didn't hire everyone back by that date. And when they did bring our members back, they decided to treat them as if they had been terminated and not laid off, denying them their scheduled increase."

Hatch took the case to a Board of Adjustment, known as a two-by-two, because it includes two management and two union reps. This is the last step before taking the case to arbitration. "The Board of Adjustment agreed with the union," Hatch says. "When employees come back from layoff, they must get their scheduled wage increase, whether they were on the job on December 1 or not."

This case immediately impacted two members who had been brought back from layoff and will potentially impact eight or nine more, depending on when they're called back. "It'll impact future layoffs as well," Hatch adds, "as the contract runs until 2015."

SHOP TALK: What does "Union Solidarity" mean to you?

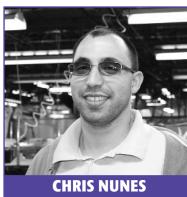


"Solidarity means everybody working toward a common goal and cause. Though sometimes we have our own agendas, we had a 28-0 vote on our union contract."



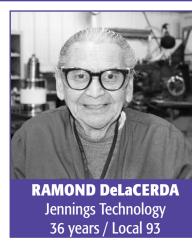
TAM NGO
Jennings Technology
18 years / Local 93

"When I have a problem, the union comes to help me."



Jennings Technology 3 years / Local 93

"I think of a team working together, working toward the same common interest, and working to achieve the American dream."



"The union is always here to help me protect my job if trouble were to happen."



"We all have diffe but we all come t It's about coming going forward tog

34 years

HE LOCALS

Fighting back

When Brooks Body Shop in Manteca unlawfully withdrew recognition of the union, the union fought back. They took the case to the NLRB, which ruled in May that the company's actions were unlawful, reports Business Rep Skip Hatch.

"The informal settlement is that the company post a notice and bargain in good faith," Hatch says. "Our attorneys are looking into other issues in the ruling before the union agrees to sign off on it." The union represents three people at the body shop.

Local 1546 - Oakland

Waste Management contract ratified

After eight months of tough bargaining, on February 24, the 84 members who work at Waste Management on 98th Avenue, at Davis Street and at the Altamont Landfill, ratified a six-year agreement with a 90% margin. The deal calls for \$36,000 in new monies over the life of the contract.

In addition to a \$1,500 signing bonus, they get wage increases of \$1/hour in each of the first three years, and \$1.50/hour in the next two years. They'll also get an additional \$500 as a tool allowance paid both in July 2013 and January 2014. They'll also get a substantial increase in their boot allowance to \$200/year, and \$300/year for heavy equipment techs and those working in recycling. Truck mechanics also got an increased ASE premium. The employer will also contribute more money to the apprenticeship program.

The employer agreed to pick up rehab plan costs for the pension, and will put \$10/month each year of the agreement into the Michael J. Day Machinist Retiree Investment Trust, topping out at \$149/month by the end of the contract.

The most controversial feature of the contract was the 6% cap on health insurance increases, with the employees having to pay the difference.

While these techs have been work-

ing well below market rate for journeyman mechanics for the previous two contract periods, by the end of this contract, a journeyman with the ASE premium will be at \$46.07/hour.

Why? "The company realized that the market for truck mechanics is high. They've been having a hard time replacing mechanics," says Area Director Don Crosatto who was responsible for negotiating this contract. "They knew that if they wanted to keep their existing workforce, they'd have to step up."

He adds that the company wanted to create a program to incentivize mechanics to continue training. "By having a better trained, more skilled workforce, the company will spend less on subcontracting and should need fewer trucks in reserve if there's less downtime."

Three times a charm

After twice rejecting the company's contract offer, on April 9, the 35 mechanics, parts techs, service advi-

sors and Teamsters ratified a three-year agreement with Honda of Oakland.

The deal called for wage increases of \$1.75/hour over three years plus a \$500 signing bonus, with more money going towards the health and welfare cap. Very importantly to the members, they switched out of muchhated high-deductible Kaiser health plan into a traditional plan. (The downside is that this plan is much more expensive for people with one or more dependents.)

Contract update

Crosatto reports that he's making good progress on the contracts with Coast Counties Truck and Equipment and Golden Gate Truck Center. "But," he advises, "we're not done yet."

After Con-Global Industries added facilities in the Bay Area and recognized Local 1546 as the union representative, they purchased Harbor Reefer, and added that company's onroad reefer mechanics and parts peo-

ple to the bargaining unit. "We will make an addendum to the Con-Global contract and represent these new members," Crosatto said.

Local 1596-Petaluma

More contracts

Members at Novato Toyota ratified a new three-year agreement. Area Director Tom Brandon reports that he's starting negotiations at Amac and Clover/Stornetta Farms in Petaluma, LP McNear Brick & Block in San Rafael, and Syar Industries in Napa.

Local 2182-Sacramento

Trouble in Sacramento

According to Area Director Mark Martin, the City of Sacramento has a \$9 million shortfall "and is looking to take it out of our rear end." Bargaining will continue over the next few months.

Local 1596 Lock-out at Six Flags Discovery Park

The 24 ride mechanics at Six Flags Discovery Kingdom in Vallejo just want to be represented by Machinists Local 1596, but, on May 2, the company locked them out rather than present them with a comprehensive contract to ratify.

"We were in the middle of negotiations for a first contract," explains Area Director Tom Brandon, who adds that the members had voted for the union in November, 2012. "We had agreed to numerous items on a piecemeal basis as negotiations progressed. Suddenly the company presented us with a last/best/final offer and threatened the mechanics that if they didn't vote to accept or reject it, they'd get locked out."

Brandon says that the offer was incomplete and the employees agreed that they shouldn't vote on it one way or another. Importantly, the contract did not address mandatory safety training that ride mechanics have been insisting on for years. Brandon suggested to the company that they try to compile a contract package for a vote on Friday; the company refused. Just before the workday ended on Thursday, the company called the guys together and told them to turn in their keys and ID cards and get off the property.

These workers had voted to unionize because their wages are far below the rates paid to mechanics at similar amusement parks. When a ride broke down on Friday, no trained mechanics were available to repair it. The park has since brought up mechanics from other Six Flags parks to



Some of the ride mechanics on the picket line at Six Flags in Vallejo.

fill in, and according to CBS News, plans to subcontract to non-union mechanics over the summer if the dispute is not settled.

At presstime, the company's attorney has refused to make himself available to the union since the lock-out.

Meantime, the IAM has filed multiple Unfair Labor Practice charges alleging that the lockout is unlawful. The ride mechanics are asking people not to patronize Six Flags Discovery Kingdom until the park agrees to better working conditions and fair wages for the mechanics and to mandate safety training to protect mechanics and park-goers.



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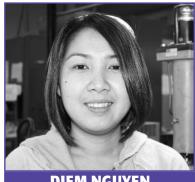


"It's a good thing for us. We just got a raise, so that's a good thing."



"It means a lot. If there wasn't a union, a lot of people might not be here. I've had some issues, and the union has been here to back me up."

32 years / Local 93



DIEM NGUYENJennings Technology
3 years / Local 93

"The union works to protect job seniority and help us when we have a problem. The union is here for us."



VELMA CARRASCO
Jennings Technology
31 years / Local 93

"We have a good, strong union. This means we feel like we can count on the union to protect us." PAGE 8 May/June/July 2013



IN THE NEWS



Budget sequester causes real pain

On March 1, 2013, Congress imposed the "sequester," an across-the-board 10% budget cut. According to most sources, this was never supposed to happen. The sequester was meant to be such a painful option that Congress would surely avoid it.

Unfortunately, Congress is currently so dysfunctional that they couldn't agree on a less onerous deficit-cutting plan.

For a while they said nobody would notice the cuts, and perhaps that was true, initially. Here are some highlights of the sequester's reign of terror from newspapers and media outlets across the country:

- FAA To Close 149 Airport Control Towers Due to Sequestration
- Head Start Programs Gutted by Sequestration Cuts
- Sequestration Will Take Big Bite from Medical Research Funding
- from Medical Research Funding
 Military Tuition Assistance Taken

Away After Sequester

- Sequestration to Force Weeklong Closure of Government Agency
- Meals on Wheels Suffers Amid Sequestration
- The IRS will close all offices for five days, losing tax revenues as a

The sequester is a completely made up, dumb idea and can be easily repealed by Congress. This year alone, 750,000 will lose their jobs because of the sequester.

The AFL-CIO has called on Congress to protect Social Security, Medicare and Medicaid from benefit cuts, repeal the sequester and close tax loopholes for corporations and the wealthiest 2%.

Highlights from the New Immigration Reform Bill

More than 11 million aspiring citizens will have the opportunity to utilize a road map to citizenship under the terms of a commonsense immigration reform bill that was introduced in April.

While immigration reform advocates are still examining the legislation's 844 pages, here are highlights of the immigration principles that the labor movement has united behind:

Road Map to Citizenship: The more than 11 million immigrants currently in the country without proper documentation and who were in the United States before Dec. 31, 2011, may apply for a newly created immigration status called Registered Provisional Immigrant (RPI). Application requires paying a \$500 fine, plus some fees. RPI status includes authorization to work and allows the workers to change jobs and travel outside the U.S.

After 10 years, a person with RPI status, who has been regularly employed, may apply for a green card (permanent residence) and after three years, may apply for citizenship. Applicants also must show proficiency in English and pass a criminal background check. Persons convicted of an aggravated felony, three separate misdemeanors or voting fraud are not eligible.

DREAMers: DREAMers, those who were brought to this country at a young age and have been raised and educated in the U.S., have a shorter path to citizenship under the new legislation. They also must apply for RPI status, and after five years would apply for a green card. Time spent in RPI status will count towards naturalization and allow DREAMers to become citizens immediately after receiving their green cards. Additionally, DREAMers who were deported but would have qualified for the program if they were in still in the country can apply and return to the U.S.

Agricultural Workers: Agricultural workers who worked at least 100 days in the agriculture industry during the 24-month period that ended Dec. 31, 2011, may apply for a new blue card status that will allow them to continue to work in the industry for three to five years and then apply for a green card.

Worker Protections: All immigrant workers will be covered by U.S. labor laws, including minimum wage, workplace safety, anti-discrimination, whistle-blower protection and other labor laws.

"As is to be expected in an 844page response to an issue as complex as immigration, several details in the bill cause unintended, but serious harm to immigrant workers and the broader labor market," said AFL-CIO President Richard Trumka in a statement. "We will work to correct those problems now that a bill is before the Senate Judiciary Committee."

Hearings on the bill are scheduled during May in the Senate Judiciary Committee, with the goal of a full Senate vote this summer.

Time to End California's Corporate 'Gravy Train'

Hundreds of workers descended on the California State Capitol in April as part of the California Labor Federation's legislative conference lobby day with a simple message for both Democrats and Republicans in office: "End the Corporate Gravy Train."

They were referring to the state's wasteful Enterprise Zone (EZ) program, which gives tax breaks to businesses located in any of 40 "Enterprise Zones" that cover most of the state. Employers can claim up to \$37,500 in tax breaks for every "new" person they hire. But, all too often, companies have used the EZ process as a loophole to fire well-paid union employees, move their facilities to a Zone, and hire "new" employees at lower wages—while getting reimbursed from the state for each "new hire."

At a lunchtime rally, workers, labor leaders and elected officials railed against this massive giveaway and urged support for SB434, a

reform bill authored by State Sen. Jerry Hill (D).

"The Enterprise Zone program has evolved into a handout for large corporations, without creating new jobs. The program has shifted away from its mission to help small businesses create jobs in underserved parts of the state, and now nearly all of the tax credits are claimed by corporations with assets of \$10 million or more," explained Sen. Jerry Hill as to why he authored the bill.

The SB434 reforms will expose which corporations are driving the train and where their money goes.

Under SB434, employers could only claim a credit for net new jobs created. If they close a facility and lay off 100 people then open a new facility and hire 110 people, they can only take a tax credir for 10 people—unlike now, when they take the credit for 110 "new" jobs.

SB434's reforms include wage standards that will ensure that tax-payer dollars are directed to the creation of middle-class jobs, instead of rewarding low-wage corporations like Wal-Mart.

The effort to reform the Enterprise Zone program is part of a larger, long-term effort on the part of workers and their unions to fix the tax code so that it reflects the interests of middle-class Californians, not the special interests of corporate CEOs and their lobbyists.

"Our campaign has a simple principle," said California Labor Federation Secretary-Treasurer Art Pulaski. "Every single corporate tax break must be put to the jobs test. Either these tax breaks create good jobs, or we reform or eliminate them. Big corporations have had a free ride on our dime for too long. It's time to derail the corporate gravy train."

By Rebecca Band, California Labor Federation





IN THE NEWS

"Comp Time Flexibility" bill is wolf in sheeps clothing

As **The Sparkplug** goes to press, the House will have passed this Comp Tine Flexibility Act, and it's unlikely that the Senate will take it up at all. This bill is a deceitful way to undermine hard-won labor rights and all union members and supporters should view it as an object lesson for how anti-union forces will continue to couch bad laws in appealing language

It seems like a simple proposition: give employees who work more than 40 hours a week the option of taking comp time or paid time off instead of overtime pay. The choice already exists in the public sector. Federal and state workers can save earned time off and use it weeks or even months later to attend a parent-teacher conference, care for an elderly parent or deal with home repairs.

Republicans in Congress are pushing legislation-known as the Working Families Flexibility Act that would extend that option to the private sector. They say that would bring more flexibility to the workplace and help workers better balance family and career. The push is part of a broader Republican agenda, undertaken by House Majority Leader Eric Cantor, (R-VA), to expand the party's political appeal to working families. The House is expected to vote on the measure in early May, but the Democratic-controlled Senate isn't likely to take it up.

The Republicans argue that, for some people, time is more valuable than the cash that would be accrued in overtime.

But the idea that Republicans promote as "pro-worker" is vigorously

opposed by worker advocacy groups, labor unions and most Democrats, who claim that it's really a backdoor way for businesses to skimp on overtime pay.

Judith Lichtman, senior adviser to the National Partnership for Women and Families, contends that the measure would open the door for employers to pressure workers into taking compensatory time off instead of overtime pay.

The program was created in the public sector in 1985 to save federal, state and local governments money, not to give workers greater flexibility, Lichtman said. Many workers in federal and state government are unionized or have civil service protections

that give them more leverage in dealing with supervisors, she added. Those safeguards don't always exist in the private sector, where only about 6.6 percent of employees are union members.

The Obama administration has threatened to veto the bill, if passed, because it "does not provide sufficient protections" for workers who want overtime pay rather than time off later—time off that the boss could refuse to allow at the time the worker wanted it.

A letter of opposition from the National Partnership for Women and Families and a long list of other organizations notes that the bill could hurt job creation "because it is cheaper to provide comp time than to pay overtime wages, there is a significant incentive for employers to hire fewer people and rely on overtime hours—paid for in future comp time—to get work done."

In short, the bill's name isn't wrong, exactly, in an Orwellian kind of way. It is about working families and flexibility. It's just that, in typical Republican fashion, the working families are the ones who have to flex to someone else's will, and the employers are the ones who get added power to require others to be flexible and reap the benefits themselves.

By Sam Hananel, Associated Press & Laura Clawson, Daily Kos Labor

What would the "Working Families Flexibility Act" mean for most workers?

- 1. "Comp Time" means a pay cut—Workers compensated with time off rather than cash would see a reduction in their take-home pay.
- 2. "Comp Time" means mandatory overtime—"Comp time" legislation would make mandatory overtime less expensive for employers. Under "comp time" legislation, employers may be able to receive the benefits of overtime work at no additional cost to themselves.
- 3. "Comp Time" means more unpredictable work schedules for employees—Making mandatory overtime cheaper for employers would keep workers on the job longer and result in more unpredictable worker schedules and, for workers with children, higher daycare costs.
- 4. "Comp Time" undermines the 40-hour workweek—The only incentive for employers to maintain a 40-hour workweek is the requirement under the Fair Labor Standards Act that they pay a time-and-a-half cash premium for overtime. "Comp time" legislation, by contrast, would encourage employers to demand longer hours by making overtime less expensive.
- 5. "Comp Time" is not voluntary—Workers can be coerced into accepting "comp time" and the employer has the ultimate authority to determine when a worker can use accrued "comp time."

Call Congress today and tell your representative to oppose H.R. 1406: 1-888-866-2561. —AFL-CIO Now Blog

Attention: Local Lodge 1596 Members

DUES RATE COMMITTEE

The membership of Local Lodge 1596 is strongly encouraged to attend the June Regular Membership Meeting on June 18, 2013. A committee of members will be formed to explore and recommend a dues structure for 2014.

The future of our Local is very important. Please come and get involved, get informed, and weigh in on the issues!

June 18, 2013 • 6:30 p.m.

Redwood Empire Lodge No. 1596 4210 Petaluma Blvd. North, Petaluma, CA

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

BUY UNION

Make your next cook-out a union cook-out!

When you plan your July 4th barbecue, make it a union meal. **Labor 411** lists some of the best union-made picnic and party goods around.

Butterball burgers and franks
Johnsonville brats and sausage
Foster Farms fresh chicken
Oscar Meyer or Boars Head hot dogs
Heinz Ketchup

Bugles Chex Mixes Doritos Pepsi



Welch's
Mountain Dew
Good Humor ice cream
Pabst
Shock Top

(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.)



HELP FOR LAID-OFF HOSTESS WORKERS

Former Hostess employees are eligible to apply for Trade Adjustment Assistance

The Department of Labor certified approximately 18,000 workers laid off in 48 states from 864 Hostess Company locations as eligible to apply for Trade Adjustment Assistance (TAA).

Workers who qualify for TAA can receive case management and reemployment services, training in new occupational skills and/or trade readjustment allowances that provide income support for workers enrolled in training. Workers may also receive job search and relocation allowances, and the Health Coverage Tax Credit.

TAA is open to eligible workers of all ages, but workers 50 years of age and older may elect to receive Reemployment Trade Adjustment Assistance (RTAA) instead. For these 50-plus workers who obtain new employment at wages less than \$50,000 and less than those earned in the trade-impacted employment, the RTAA program will pay 50% of the

difference between the old wage and the new wage, up to \$10,000 over a two-year period.

This TAA certification was based on a DOL investigation to determine whether the layoff event met the group eligibility criteria set forth by the Trade Act of 1974. It determined that increased imports of baked products contributed importantly to the company's sales declines and worker separations.

Workers covered by this TAA cer-

tification will be contacted by their respective state workforce agencies, in California the Employment Development Department, with instructions on how to apply for individual benefits and services.

For more information on TAA visit doleta.gov. Contact your labor law counsel with any additional questions.

Lisl Duncan, Weinberg, Roger & Rosenfeld Law Firm

Options to avoid buying from businesses that endanger workers

When a factory in Bangladesh collapsed in early May, at least 1,000 garment workers were killed. This incident came amidst several recent garment factory fires there.

Americans were suddenly awakened to the horrendous conditions in which people work to make our clothes. Bangladesh's \$20 billion garment industry is the world's second-largest apparel exporter, and the U.S. is its second-largest buyer. Garment workers make an average of \$47/month, while toiling in terrible sweatshop conditions.

Some retailers immediately moved to pull their manufacturing out of Bangladesh. Others gathered in Europe to "study" how to improve conditions. Is it better for the Bangladeshi economy and its garment workers for companies to invest in upgrades or flee the country? Improving wages and safety standards would likely cost consumers only pennies per garment. But when would this happen and how effective would it really be?

Most garment production has fled U.S. shores, with retailers constantly on the search for the cheapest possible labor and production costs. When China started getting too expensive, retailers moved operations to Bangladesh. Where will they go next?

These retailers (list compiled by *Think Progress*) have taken steps to be more "socially responsible."

Sells: Jeans

AG

Every step of manufacturing the jeans is done under one roof in the U.S., including design, sewing, and finishing. It also uses eco-friendly practices and recycles its scraps.

American Giant

Sells: Men's sweatshirts, T-shirts, and sweatpants

Seeking to address the fact that "most clothes we love... are made in countries that are so far away, the only American job it created was a store clerk," the company sources its materials and manufacturing in the U.S.

Brooks Brothers

Sells: Men's dress clothes

Brooks Brothers has a clothing line of men's dress shirts, suits, ties, and dress shoes that are made in the United States. The company also has a commitment to philanthropic spending and partners with non-profit organizations related to health issues, education, and the arts.

Carhartt

Sells: Work pants and jeans, outerwear, and shirts

The retailer's production comes mostly from company-owned factories in the U.S. and Mexico. It also has a Workplace Code of Conduct based on the Core Conventions of

the International Labor Organization and the UN's Universal Declaration of Human Rights.

Everlane

Sells: Men's and women's tops and accessories

The company claims to "spend months seeking out the best" factories that specialize in different fabrics and construction methods.

Flint and Tinder

Sells: Men's underwear and accessories

The company manufactures all of its products in the U.S. in its own facilities, which started with a single factory and has expanded to a larger group. It says that for every 1,000 pair of underwear it sells in a month, it adds at least one job in

its supply chain.

Levi Strauss & Co.

Sells: Full range of men's and women's apparel

Levi Strauss & Co. claims to be the first multinational apparel company to establish a code of conduct for its suppliers in 1991. Its Terms of Engagement outlines rules for child and forced labor, working hours and wages, freedom of association, and detailed safety requirements. While it still sources from factories in Bangladesh, it doesn't use multistory facilities that have factories with different owners, and has, in the past, taken

action to police the standards in its facilities.

Land's End

Sells: Jeans, shirts, and sweatpants as well as home and pet items

Land's End launched a "Made in the U.S.A." collection in 2012 with its Durable Goods line. The line offers clothing, home, pet, and specialty items.

New Balance

Sells: Sneakers and sportswear New Balance has a line of sneakers either made in the U.S. or assembled here.

Pact

Sells: Men's and women's tops and intimates

The company says it is committed to using sweat shop-free factories that it visits multiple times a year. It also sources its materials from eco-friendly and organic factories.

Patagonia

Sells: Outdoor apparel and gear

While it has factories in Bangladesh, it has eight in the U.S. and a Code of Conduct for its suppliers that expressly prohibits unsafe working conditions, child labor, and excessive hours and encourages higher wages and unionization.

Shockoe Denim

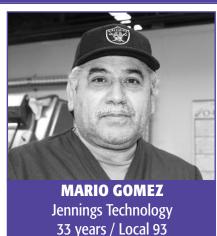
Sells: Jeans

The company is family owned and operated and manufactures its products in the U.S. saying "all raw materials used in our jeans can trace their origins to a US factory or workshop."

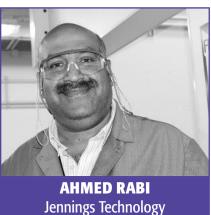
SHOP TALK: What does "Union Solidarity" mean to you?



"When we need something, the union is there. If something happens and the company is not fair, the union is here to help."



"Togetherness."



Jennings Technology
29 years / Local 93
"We should stick together and work

shoulder to shoulder with our employer. Without them, we don't have a job. Without us, they don't have a business."



Jennings Technology 29 years / Local 93

"It means union. Someody that works for us, and they're there when we need them. This is especially true when you have good representation, which we do!"

GUIDE DOGS OF AMERICA—THE IAM CHARITY

IAM's Lobster Feed boils down to big donation for Guide Dogs



Top and Left: A view of the crowd chowing down! Middle and Right: Members of the District 190 staff playing with lobsters (L-R) Area Director Tom Brandon, Business Rep Pedro Mendez, Directing Business Rep Jim Beno, Area Director Don Crosatto.



The second annual IAM Guide sters —attend-Dogs of America Lobster Feed was, by ed as well. "This all accounts, a tremendous success. About 225 people attended the event the second on April 20 at the Eagle Hall in Alameannual. We're da—this is 90 more than attended last already thinkyear. After all expenses were deducted, ing about how District 190 will be donating \$12,000 to make it big-

to the Guide Dogs of America. Folks feasted on a sumptuous banquet prepared by the New England Lobster Company in Burlingame. "It was an

Area Director Don Crosatto. "Everyone got a 1.5 pound lobster, with shrimp, potatoes, corn, spicy sausage, onions and artichoke, all boiled up in a seasoned broth and dumped on the table.

old-fashioned New Eng-

land lobster feed with a

California touch," explains

After dinner, the crowd danced to the musical stylings of Outrider, a band led by our friend Mark Gallardi from American Income Life.

The District 190 staff did all the setup, tear down, and cleanup.

Members other unions—UFCW, the Painters, Firefighters, and Team-

ger and better next year," Don adds.

This event was initiated to compliment the District's Annual Golf Tournament, being held in Alameda on August 23. "We've pretty much maxed out how much the golf event can raise, but we wanted to increase our annual donation to the Guide Dogs, hence the new event," Crosatto

Guide Dogs of America, based in Sylmar, was founded by an IAM member in 1948. The organization is dedicated to providing guide dogs and instruction in their use, free of charge, to blind and visually impaired men and women from the U.S. and Canada so that they may continue to pursue their goals with increased mobility and independence.



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

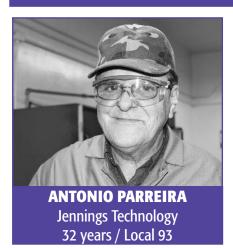
Alameda Municipal Golf Course

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

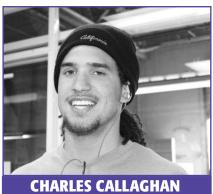
Francesco's Restaurant

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 does "Union Solidarity" mean to you?



"The union's okay for me. If you have a problem, the union is there."



Jennings Technology 2 years / Local 93

"The union protects us."



"That we're all one. I've definitely felt that here."



"I still have my job. If you don't have the union, that's it."

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MOVING?

Or need to report a member recently deceased...

Send the mailing label on this newspaper to your local union office. Please note: If you send your notice to the Pension Fund or the Health and Welfare Trust, that won't change your address as the union has it. Be sure to contact your local union! See calendar below for your local union's address



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

Get your IAM news on the web!

www.iamdistrict190.org

West Coast Hogs for Dogs raises money for **Guide Dogs at Mom's Day Pancake Breakfast**



Local 1414 donated \$500 to help sponsor the Hogs for Dogs events for 2013. Many thanks to Pizza Italia in Fremont, CA for providing restaurant space to the Mother's Day Pancake Breakfast. Plan ahead: The 20th Annual fHogs for Dogs motorcycle run is on or Sunday October 19, 2013 at the Trout Farm in Felton. Live music, food and more. For more information call (510) 489-7685.

UNION MEETINGS



District Lodge 190

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

Meetings are the fourth Tuesday of each month May 28 • June 25 • July 23

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

May 16 • June 20 • July 18

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

May 7 • June 4 • July 2

Retirees' Club: 1:00 p.m. on the third Wednesday of the month: May 15 • June 19 • July 17

Local 93

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

Meetings are the second Tuesday of each month

Grievance Committee: 3:30 p.m. Membership Meeting: 5:00 p.m.

Note: Office hours are 8 a.m.-4:30 p.m. Mon-Fri and is open during lunchtime.

Local 653

544 West Olive Fresno, CA 93728 559-264-2815

May 14 • June 11 • July 9

Executive Board Meeting: 4:30 p.m.

Meetings are the third Wednesday of the month

Executive Board Meeting: 5:00 p.m.

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 801

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

May 15 • June 19 • July 17

Membership Meeting: 5:30 p.m.

May 16 • June 20 • July 18

Membership Meeting: 4:00 p.m.

Local 1546

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

Meetings are the first Tuesday of the month

May 7 • June 4 • July 2

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

May 2 • May 30 • June 27

Retiree Club Pot Luck Luncheon: 12 noon on the first

Wednesday of each month May 1 • June 5 • July 3

Alcoholics Anonymous: 9 a.m. every Saturday

Local IIOI

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

Meetings are the second Thursday of the month

Meetings are the third Thursday of the month

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

May 9 • June 13 • July 11 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

May 16 • June 20 • July 18 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:

May 7 • June 4 • July 2

Local II73

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

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

May 9 • June 13 • July 11

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

May 16 • June 20 • July 18

Local 1596

4210 Petaluma Blvd. No.

Meetings are the third Tuesday of the month

May 21 • June 18 • July 16

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 Thurs-

day of the month May 16 • June 20 • July 18

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

May 9 • June 13 • July 11

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

May 16 • June 20 • July 18

Retirees' Club: 11:00 a.m. on the first Wednesday of March, June, Sept., Dec. All are welcome! June 5 • Sept. 4 • Dec. 4

Petaluma, CA 94952 707-795-0086

Local 2005

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

* Note: June meeting moved due to Fathers Day

Meetings are held the third Sunday of each month at the Veterans Memorial Hall: 1605 7th Street, Liv-

ingston, CA 95334. May 19 • June 9* • July 21

Executive Board Meetings: 11 a.m. at Union Hall General Membership Meetings: 1:00 p.m. (all lan-

Local 2182

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

Meetings are the second Tuesday of the month

May 14 • June 11 • July 9

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: May 15 • June 19 • July 17