VOL. I5 NO. 4 October/November 2013

Serving the Active and Retired Members of IAM District Lodge 190

8 things to know about the government shutdown

In case you haven't heard, the government shut down on October 1 as Congress failed to pass a "continuing resolution" to keep it operating. You'll hear a lot of people saying this is a "standoff" or a simple case of two sides being unable to compromise. But it's not politics as usual—it's an unusual, and dangerous, hijacking of politics by a determined minority.

Hopefully, the shutdown will be over by the time you receive this newspaper. In any case, here are eight things to keep in mind as you watch this play out and after it's over.

It's Totally Optional: First and foremost, there's no reason for a shutdown, except that House Republicans refuse to pass a continuing resolution (CR) without attaching unrelated provisions to undermine the Affordable Care Act. This is not an inevitable crisis. It's a manufactured one.

About 800,000 People Aren't Working, Many Working Without Pay: That's according to this good, comprehensive overview by Brad Plumer of The Washington Post. "Non-essential employees" like medical researchers, pesticide regulators, wage-law enforcement officials and veterans' benefits processors are staying home today, and it's unclear whether they'll get back pay. That hit households hard.*

A Lot of People Could Go Without Benefits: Per Plumer's report, some services provided



by the government—like disability claims and pensions for veterans and food aid for low-income parents—will fall short if the shutdown goes on too long.

It's Awful for the Economy:
When people don't get the money they're expecting to get, they can't do things like buy food or pay rent. When families and businesses don't know when government will re-open, that makes matters worse. One economic research firm estimates the cost of a shutdown to our economy at \$300 million a day.

Senate Democrats Have Already Compromised: The CR that Senate Democrats have

passed, multiple times, isn't based on their ideal budget. It's based on the House Republicans' lower spending levels, which lock in place sequestration cuts.

Keeping the Government Open Isn't a Concession: House Republicans are trying to say that they're just trying to "negotiate" with the Senate. But "do what we say or the economy gets it" isn't a "negotiation." It does not constitute a compromise on their part to "offer" to fund government operations. It's called "governing."

Many Republicans Understand What They're Doing Is Crazy, Are Doing It Anyway: It's simply not the case that most, or even all, Republicans, are enthusiastic about forcing a standoff. Even conservative writers admit that this is about a small, committed ideological caucus within the Republican Party. As Kate Nocera reports, Wisconsin Republican Reid Ribble called the shutdown strategy "irrational" and admitted that it would cause "risk to our economy." And yet—out of loyalty to leadership, fear of a primary opponent or some other mysterious reason—he voted with the rest of his party for the "irrational" and economy-damaging strategy at every opportunity. You get zero credit for knowing the right thing if you keep doing the wrong thing anyway.

Rit's Undemocratic: Government by manufactured crisis and hostage-taking violates the basic norms of democracy—and the polls show that shutting down government to block or undermine the new health care law is a deeply unpopular position. Republicans are engaging in this behavior because they couldn't win enough power in elections to get what they want any other way. It's absurd to accept that as normal.

As this situation unfolds, keep those eight points in mind.

—By Seth D. Michaels, Working America

Impacts on workers' rights and safety

The government shutdown will seriously slow or even halt all manner of ways the government protects workers on the job.

Shutting down the National Labor Relations Board has been a Republican goal for much of Barack Obama's presidency, and now just 11 people will be left working at the agency, at a time when there's already a backlog of unsettled cases on unfair labor practices, with many workers having waited years for justice as Republicans found other ways to hold up the NLRB's work or throw it into question.

At the Labor Department and Equal Employment Opportunity Commission, just 18 percent and five percent of workers, respectively, will be on the job during the shutdown.

As a result, the Occupational Safety and Health Administration will stop inspections that don't involve immediate dangers or deaths. The agency's routine inspections—an already woefully underfunded responsibility—will generally grind to a halt during the shutdown.

The payment of unemployment insurance and workers compensation claims will keep moving during the shutdown, but the Labor Department's investigations into wage theft allegations will cease, according to the Labor Department's shutdown plan.

The EEOC, meanwhile, will still be taking discrimination complaints—but it won't be able to do anything about them until the shutdown ends.

Little enforcement of workplace safety, no enforcement of wage and hour or employment discrimination laws ... this is like a Republican paradise.

By Laura Clawson,Daily KOS

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UNION PEOPLE

Local 1484's BBQ and Pin Recognition Ceremony is a true member appreciation hootenanny!



Members of the Executive Board present award to honoree Frank Honorato for outstanding service. (From Left) President Ricardo Ortiz; Frank Honorato; Trustee Vic Obulijen; Trustee Pete Schmitz, Business Rep Kevin Kucera, Trustee/Delegate George Bioletto, Secretary-Treasurer Bill Thomas.

On August 17, 2013, Local 1484 rounded up their members for a Wild West BBQ & Pin Recognition Ceremony. The park-like setting of the Los Angeles Police Department's Harbor Range provided the perfect setting to stage a hoedown that would

make any cowboy proud!

Upon entering the event, attendees left their city slicker mindset at the gate as they were greeted by a 12passenger, horse-drawn wagon circling Guide Dogs of America handler Bryan Young the venue. All

families received a gift bag with a vari- little arms with temporary tattoos ety of IAM logo merchandise and a complimentary raffle ticket.

with Dutch.

Up for grabs was more than \$2,500 in merchandise, from gift baskets and apparel to \$50 and \$100 gift cards. Sergio Velasco of SSA was the lucky winner of a 50" flat screen TV, donated by SSA Terminals.

Many thanks to the employers, SSA, ITS, Metro Ports and ConGlobal, as well as the local vendors, Trinity Sign Company, the UPS Store 5658, Gilbert & Sackman Law Corporation, Napa Auto Parts, Walters Wholesale Electric and Shoot My Events Photog-

> raphy, who provided service or merchandise as event sponsors.

> After shouting 'giddy up" on the wagon ride, children jumped until they couldn't jump any more in a huge combination bounce house slide. They covered their

and spun a wheel for prizes.

Country music blared as members and their families ranging in age from infants to 90- year olds, indulged in the delicious BBQ prepared by LL1484 VP, Rudy Morales and Trustee, Eric Chisnall. Even the guys that had to work came over for lunch not wanting to miss Rudy and Eric's gourmet BBQ grub! Some folks played volleyball or softball while others played poker in the makeshift saloon area. Still others sat under the shady trees chatting, laughing and sharing stories. Shoot My Events Photography Company was brought in to provide instant souvenir photos for families and friends wearing western attire.

The keynote speaker, District 190 Directing Business Rep Jim Beno, pumped up the crowd as only he can. His warmth and passion for the labor movement came through loud and clear with the message of solidarity and a focus on growth for the future

The Local's Secretary-Treasurer Bill Thomas and President Ricardo Ortiz presented pins and certificates to those who had been loyal members from 15 to 50 years. A special patch was given to five- and 10-year members.

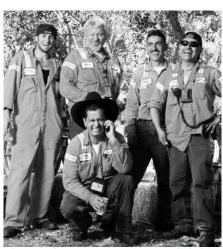
Business Rep Kevin Kucera recognized 2013 Local 1484 honoree, Frank Honorato, who recently retired from SSA Terminals in Long Beach. Frank served the organization for years with dedication and commitment, from bringing food to members on strike to assisting with organizing and fundraising efforts, serving as the Local's Vice President and as Shop Steward at SSA. The Executive Board presented Frank with fishing equipment to ensure that he finally takes a well-deserved break from all of his activism and service!

A very special guest, the handsome Labrador Retriever "Dutch", a recent graduate from the Guide Dogs of America program, arrived with his handler Bryan Young. Dutch gave demonstrations and posed for photos.

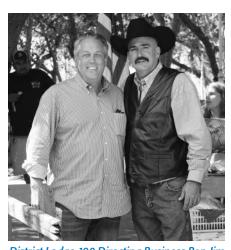
This was truly a day to remember for the 200 members and their families who attended.



Local 1484's officers join Sergio Velasco from SSA for a picture in front of the 50-inch TV that he won.



The crew from Ports America go a little bit western!



District Lodge 190 Directing Business Rep Jim Beno with Local 1484 Secretary-Treasurer Bill

Business Rep Steve Older named Contra Costa Labor Leader of the Year



Congratulations to Business Rep Steve Older for being named Labor Leader of the Year by the Contra Costa Labor Council. Before representing members at Local 1546, Steve worked as a mechanic, and served as shop steward, communicator, activist and President of Local 1173. Steve was recognized for his dedication and commitment to workers in Contra Costa County and across the Bay Area. Steve received numerous plaques and awards from politicians and the labor movement at the August dinner. (From left) Senator Mark DeSaulnier, Contra Costa County Supervisor Federal Glover, Congressman George Miller, Steve Older, Concord Vice Mayor Tim Grayson, Assemblywoman Joan Buchanan, Superintendent of Public Instruction Tom Torlakson, Contra Costa Central Labor Council President John May, Contra Costa Building Trades Council CEO Greg Feere.

LETTERS TO THE EDITOR

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

tent. Letters may be submitted as fol-

e-mail: dchaplan@mindspring.com

fax: 510-288-1346 mail: IAM District 190 7717 Oakport Drive Oakland, CA 94621





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Trends show manufacturing may be on rise in U.S., but there's a catch

Manufacturing expands

Although the United States has lost nearly 2.5 million manufacturing jobs in the last 10 years, there's finally some good news on the manufacturing front.

The manufacturing index of the Institute for Supply Management jumped in September to 56.2, the strongest since April 2011, from 55.7 a month earlier. Anything above 50 percent "indicates that the manufacturing economy is generally expanding"; below that, it's contracting. The index tallies 18 industries on such factors as new orders, production, employment and supplier deliveries, indicating U.S. factories will provide a bigger boost to the expansion.

Demand for motor vehicles and housing-related goods is bolstering orders at factories, helping strengthen manufacturing and adding fuel to the economy. A bigger increase in production would come from further improvement in the labor market that propels consumer spending, along with improving global markets.

Manufacturing is "poised for improvement — inventories are relatively lean, you're seeing gains in employment," said Scott Brown, chief economist at Raymond James & Associates Inc. in St. Petersburg, Florida. At the same time, a lengthy federal government shutdown may cause some softness in demand as businesses postpone decisions to invest."

California is still a manufacturing powerhouse

Even though industry lobbyists are quick to call California bad for manufacturing, according to Industry Week, it is the eighth largest market in the world and ranks first in manufacturing for both jobs and output. Manufacturing in California accounts for 11.7% of gross state product and 9% of the workforce.

California leads the nation in monies spent on research and development, and California companies received more than 50% of all venture capital dollars invested in the U.S. in 2011.

Work may be coming back, but fewer workers needed

Furthermore, American industry may be beginning to rethink its romance with foreign factories. Transportation costs are rising. Wages in China are increasing. Fears are growing over supply chain disruptions from political turmoil or disasters such as the Japanese tsunami and recent Bangladesh factory accidents.

In his State of the Union speech, President Obama cited Caterpillar bringing jobs back from Japan, Ford returning some manufacturing from Mexico and Apple deciding to make Macs in Texas. In August, Lollicup USA, a beverage company, announced it would move production of paper and plastic goods from Asia to a new factory in Chino, California "to shorten our customers' lead times."

Bayard Winthrop, a clothing producer, told the New York Times that American manufacturing has several advantages over outsourcing, including lower transportation costs and

quicker turnaround time. Most striking, labor costs—the reason all those companies fled the U.S. in the first place—are no longer much higher than overseas. Winthrop believes that the factories that survived the outsourcing wave have largely turned to automation and are employing far fewer workers.

In fact, automation is having a sweeping effect on manufacturing worldwide. The number of humans needed to produce goods anywhere is steadily declining. For example, as some closed textile mills in the southeastern U.S. are being reopened, only a small fraction of the people who used to work in those mills will find work there now. Instead of working on production, they will be tending the robots. Robots are steadily getting better and cheaper. It seems inevitable that robots that require less tending will be coming down the pike.



California Manufacturing Facts

California Total Manufacturing Output (\$billions, 2011) \$229.9

Manufacturing's Share of Total Gross State Product (2011) 11.7%

Manufacturing establishments in California (2011) 40,557

Total employment related to manufactured goods exports 602,600 (2009)

National Association of Manufacturers

New website to showcase your skills on-line

WorkHands is a new website dedicated to helping skilled trades workers connect across the U.S. For those who know about online networking sites, WorkHands has been dubbed the "Linked-in for blue collar workers."



The concept, according to founder Patrick Cushing, is to "help blue collar workers build their own identity on the web so they can find their next job faster and easier, stay connected with their employers and organizations, as well as share their past projects with folks who can understand and appreciate high-level craftsmanship."

Focused initially on the Bay Area, WorkHands is an online social network for workers to list their skills, show examples of work, get advice on building resumes, obtain necessary licenses and certifications, and stay in touch with colleagues.

"WorkHands is 100% free for workers. Period," says Cushing. "Working in the trades is hard enough so we want to be a place where workers know they can catch a break. WorkHands will sell job posts to companies looking to hire skilled trades professionals. We will also offer private networking for organizations like unions and training programs to improve communication and coordination with their members."

WorkHands' profiles emphasize the pride workers take in their craft by giving them a place to build a portfolio of their work. If you're a great welder, you can show that in pictures of your welds. If you're a great electrician, show how tidy your wiring is. WorkHands enables you to display the licenses and certifications that you've earned. Workers can also list tools and machinery they know how to use, or own, to further indicate their ability to get the job done.

Despite paper resumes not doing trade work justice, workers still need them. WorkHands automatically generates a paper resume for workers with just the click of a button.

The WorkHands team initially built the website to help Laney College's Industrial Maintenance students get ahead in their job search and has been in private beta up until September 10, 2013. Watch for the WorkHands i-phone app to come out soon.

To load your resume on-line, go to www.workhands.us.

Support Guide Dogs of America with United Way

If you have the ability to give money through United Way – or any other workplace giving campaign—consider donating to the IAM's favorite charity—Guide Dogs of America. If GDA is not listed on your United Way brochure, ask if you can designate a non-listed or non-member agency, then simply write in "Guide Dogs of America." Be sure to give the address: 13445 Glenoaks Boulevard, Sylmar, CA 91342

BUY UNION

Union Made Pet Supplies

Americans spent more than \$53 billion on their pets in 2012. Chances are you were one of them! Want to know how to spend that money wisely with union-friendly products? Whether it's Fido or Fluffy, here's a list of some of the union-made brands for your furry friend.

Pet food:

- 9 Lives
- Alpo
- Fancy Feast
- Friskies
- Kibbles 'n Bits
- Milk-Bone **Dog Biscuits**
- Purina
- Science Diet Skippy

Other supplies:

- Angel Pet Supplies
 Fresh Step
 Litter Green by Clorox
- Nestle Purina Pet Litter Tidy Cats

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

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Local 653 - Fresno

Holiday party planning

Local 653 is gearing up for its annual holiday dinner which will be November 22, 2013 at around 5:30 at the union hall. If you would like to help or donate raffle prizes or need more information. please contact the office.

Organizing committee

There will be a organizing training class at the Modesto office on November 2, from 10 a.m.-3:30 p.m. Car pooling will be available at Local 653's hall. Contact the office for more information.

Local 801 - Reno

Doing it the hard way at LB&B

When an employee at LB&B & Associates in Fallon, Nevada had surgery for an injury, she thought she had a year to recuperate. At least that's what the union contract called for. After 14 weeks, however, citing a company policy, the company fired her.

Local 1546 - Oakland

One-day strikes at Ford Store; more to come?



Techs show their solidarity at Ford Store in San Leandro

When the Ford Store San Leandro announced that they wanted to move to a flatrate contract, the 45 techs agreed that this was a line in the sand that could not be crossed. They were also none too happy about being charged hefty increases for the company health plan.



Business Rep Steve Older gets ready to lead chants

"We held a one-day strike on August 29," says Business Rep Steve Older. "The next day, they fired a long-term employee. He had actually given two weeks notice a few days before the strike and the company said they'd host a lunch for him. But when they saw him on the picket line, they sent him packing, cutting short his last two weeks and weaseling out of the lunch." The union filed an unfair labor practice

Older says that the union, along with Teamsters Local 853, which represents the detailers, has been doing informational handbilling on the weekends to inform customers about the evils of flat-rate.

Meanwhile, instead of negotiating, the company's attorney, from Littler Mendelsson, left town for three weeks.

"Our contract votes have been overwhelming. 98% voted to support a strike," says Older. "This may very well lead to a real strike if they try to implement the contract. Most of the guys who work here have worked flat-rate in the past, and came here because they didn't want to work flat-rate any more."

For updates, go to the "Ford Store of San Leandro Labor Dispute" page on Facebook.

"We've filed an unfair labor practice charge and we're taking the case to arbitration," says Area Director Mark Martin, who adds that the company has, so far, refused to provide a copy of the policy they invoked. "With this company, it seems like we have to do everything the hard way."

Local 1173-Concord

Two good contracts

The 70 members at Toyota of Walnut Creek unanimously ratified a new five-year contract. "The members agreed to take wage freezes in the first and second years, but they feel that this is made up for by the company paying the entire cost of their medical coverage," explains (Local 1584) Area Director Rick Rodgers. For the following three years, they'll get 75¢/hour wage increases. "At \$34.95/hour, the journeymen believe that their wages are pretty good, and getting the health coverage was more important."

Rodgers wanted to credit the negotiating committee, and especially Danny Kyle, who "did a fantastic job representing the guys."

At Winter Chevrolet in Concord, the 25 members also unanimously ratified a five-year contract that includes wage increases of 70¢/hour each year. The employees will pay 50% of any medical increase in the first year, and then the employer will pick up 70% of increases in the remaining years.

"We wouldn't accept a five-year contract unless we really thought it was a good deal," Rodgers adds.

"Many thanks to Antonio Gonzalez and Robert Vanoni for their excellent work on the bargaining committee."

Local 1528 - Modesto

Shift pay challenge

Over at Applied Aerospace, the workers discovered that the company wasn't calculating their shift premiums in the way the union contract stipulated. "And they had been doing it wrong for the past three years," says Business Rep Skip Hatch.

The union filed a grievance, and ulti-

Local 1414 - San Mateo

AROUND T

Looking for a first contract

The seven techs at Veracom Ford in San Mateo hoped that when they voted for union representation, the company would respect their wishes.



They've been sorely disappointed.

Negotiations for a first contract started in December. "It's been all delays ever since," says Business Rep Pedro Mendez. The Labor Board has offered to give the company a 10J injunction, which is meant to force them to come to the bargaining table in good faith.

mately, about 40 members got three years of back pay and issue was corrected for the future.

Taking it to arbitration

The union is taking a grievance about vacation pay at Silgan Riverbank to arbitration. "The issue is how vacation time is treated for purposes of holiday pay," says Mark Martin. If a member takes a vacation early in the year, then the time is counted toward holiday pay. But, if their vacation comes during a layoff period—the last two months of the year—then the time is not counted.

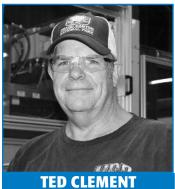
"We'll have to see if we get a favorable decision from the arbitrator," says Martin.

Local 1546 - Oakland

Smooth move at Cummins

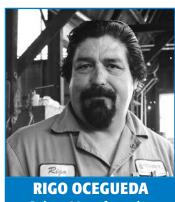
The union is sorry to see Cummins West owners Kevin Shanahan and Paul Bleecker retire after 25 years. But, they're pleased to welcome the new owners, a Southern California Cummins distributorship, also a unionized facility, who took over at the end of September. In addition to the Northern

SHOP TALK: What's the best way for the union to communicate with you? D



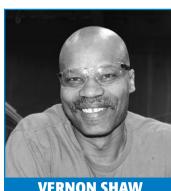
Sardee Industries 33 years - Local 1528

"I talk to my Business Rep a lot. I read the *Sparkplug* because I may be in there! I like to keep up with where the union and other union members stand on some of the issues."



Geiger Manufacturing 30 years - Local 1528

"I get whatever information I request. I do read the Sparkplug and it has good information. I don't go on-line muchmy wife and kids do. E-mailing and texting would be fine."



VERNON SHAW Sardee Industries 28 years - Local 1528

"Union communication is better since Skip [our new business rep] has been here. I don't read the Sparkplug much. Maybe the union should send out textseverybody reads their texts!"



Geiger Manufacturing 19 years - Local 1528

"I get and read the Sparkplug, but I find that it's geared more to the automotive sector. I'd like to see more articles about machine shops. I don't go on-line, but I'll take texts and e-mails."



RICO MORAN Sardee Industries 39 years - Local 1528

"Communication is pretty good. If I have a question, I call. And I know everything important is up on the bulletin board. The Sparkplug has a lot of good articles. I don't go on-line."

HE LOCALS





In fact, in an effort to avoid court and the injunction, the company signed an agreement saying that they'll meet with the union for 24

hours/month, but they violated that agreement in the first month.

"Most of the techs are former IAM members, so they're on board," says Mendez, "but they're waiting to see what we can do for them. We think the delay tactics will backfire on the company. At least, we hope so."

California shop, they're also adding a Hawaii facility and will be rebranded as Cummins Pacific.

"The good news is that the new management accepted the current contract in full force," says Area Director Don Crosatto. "They rehired every employee who applied, which was all but two, and granted them all of their seniority. It's a very positive start."

Crosatto adds that many of the managers are staying on. "We look forward to partnering with them to keep the business running strong."

It only took five years

After five years, Local 1546 finally ratified a new agreement with Honda El Cerrito in September.

"For all those years, the members were adamant that they did not want to go into the employer's health plan because the AI plan was much cheaper," explains Crosatto. "But AI's last increase put them substantially over the company plan. The dealership put a decent wage offer on the table, and, as company plans go, this one is pretty good. Mostly, we're glad to finally have a new four-year deal."

Contract at Richmond Sanitary

In early July, the 13 members who work at Richmond Sanitary ratified a six-year agreement. "It's a very favorable deal," says Crosatto. "They'll get \$1/hour each year in wage increases, a very good cap on their health insurance, and an additional \$40/month increase into the Michael J. Day fund."

Troubled waters with ILWU

In September, the Longshore Workers Union announced that they were disaffiliating with the AFL-CIO. "This is already causing problems at ports up and down the coast," says Crosatto. "We're looking to pull together affiliated unions to show a united front."

Crosatto thinks that the recent Labor Board ruling in favor of the IAM may be one catalyst for the disaffiliation. (See August/September *Sparkplug* for more info.) "The ILWU is appealing the Labor Board's ruling. "This is not shocking given how much money is at stake," Crosatto adds. "Meantime, the meter on how much they owe the IAM keeps going up."

Local 1584 - Oakland

A new regime

Rick Rodgers, long time Business Rep at Local 1173, has been named Area Director of Local 1584. "It's been a real joy to work with the Local 1584 Executive Board," says Rodgers. "They're great activists, always looking for ways to meet the needs of the members."

Over the last 14 years, Chris Rasmussen has been servicing the Local as Business Rep. Chris will be retiring in December, and Garry Horrocks will take over as the new Business Rep for Local 1584.

Congratulations to Chris, upon his retirement. And best wishes to Rick and Garry on their new assignments.

Local 2182-Sacramento

New contracts

Elm Ford: The 14 mechanics at Elm Ford in Woodland recently ratified a new three-year contract. "The employer

will pick up this year's health and welfare cost increase," says Area Director Mark Martin. "The remainder of the package is somewhat thin, but business seems to be on the mend and we'll look for more in the next contract."

City of Sacramento: At \$9 million over budget, the city is in a deficit situation. As a result of the Public Employee Pension Reform Act, all city employees are being asked to pay more of their pension contribution. Their share of costs went up by 3%.

The IAM currently has two contracts with the city. "For the 35 machinists covered under the building trades agreement, we negotiated a four-year package," says Martin. "This includes a 3% increase on the 4th year of the agreement. Unfortunately, there

weren't more resources to work with. This is following an 8-year period where the employees received increases in excess of 26%. We believe that by the end of the agreement, we'll still have some of the highest compensated machinists under contract in the Sacramento Valley."

Martin says that the contract for the 80 automotive fleet techs has not yet been settled.

Greyhound: Business Rep Skip Hatch flew to Ft. Lauderdale, FL for the final talks with Greyhound Bus Lines. A settlement on this national contract is close at hand.

🦸 ORGANIZING WINS

Production workers at Henkel vote for union

Just after Labor Day, the workers at Henkel voted overwhelmingly to get union recognition and join Local 1584. The Labor Board certified the 45-14 vote, and bargaining should start soon.

Henkel is an aerospace company in Bay Point known for the adhesives it manufactures. The main impetus the workers had for joining the union was safety. "There was an accident at the plant in January," explains Area Director Jesse Juarez. "CalOSHA issued a violation in April. But, a fatality took place later that month. The company was allowing temp workers not certified on the machinery to use it... despite having been warned by OSHA."

This was the second union election at Henkel. "The production operators came to us for representation back in 2008 but we lost the election by 12 votes," says Juarez. "Not only did the company put on a complete dog and pony show, they also got the Labor Board to include dozens of workers from other departments who weren't as connected to the union."

Juarez says that the company tried both tactics again this time, but weren't successful. "They tried to inflate the group of 70 by adding 80 workers from other departments, but this time, neither the union nor the Labor Board went along with that plan."

The bottom line was that the company just couldn't explain away the ongoing safety problems.

Even though the company has all new management since the 2008 election, and even though they have a union in their Berkeley facility, they ran a nasty campaign about dues and strikes. "The workers lost confidence in the employer's ability to listen and do the right thing," Juarez adds.

"Local 1584's organizing committee should get all the credit," says Area Director Rick Rodgers. "I particularly want to thank Jesse Juarez, and organizer Tony Fereira, as well as the entire committee."

The workers are very happy to have representation and look forward to getting a contract.

o you read the Sparkplug? Do you go on-line to find news about the union?



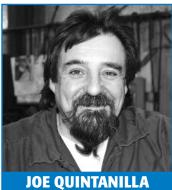
CHRIS NICHOLSON
Geiger Manufacturing
2+ years - Local 1528

"I get the *Sparkplug* and read it sometimes. I find it pretty interesting. I don't go on-line. I would probably prefer e-mail over texting. I don't feel I'm missing any information from the union."



GARY KULIK
Sardee Industries
26 years - Local 1528

"The union communicates what we need to know. I read the *Sparkplug* on occasion—I like to see what others say about the union and political issues. I'm not online and don't text."



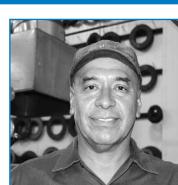
Geiger Manufacturing 14 years - Local 1528

"I get the information I need. I look at the *Sparkplug* for the pictures. I don't go on-line, but I get texts and e-mails from everybody. We have our Shop Steward and plenty of people to go to for info."



ALLEN DILL
Sardee Industries
29 years - Local 1528

"We get the information we need. I read the *Sparkplug* when I get it. I'm generally not on-line. I'd be okay with getting e-mails and texts."



FRED BIRRUETA
Clutch & Brake Exchange
19 years - Local 2182

"I read the *Sparkplug*—it has useful information. I don't have a computer so I don't go on-line. I do get e-mail and texts. I feel upto-date with union information."

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IN THE NEWS

Paid Family Leave law expanded

Governor Brown signed SB 770 expanding California's Paid Family Leave ("PFL") program to workers who need to care for seriously ill siblings, grandparents, grandchildren, and parents-in-law.

Currently, PFL allows workers to receive partial pay for six weeks while bonding with a new child or caring for a seriously ill parent, child, spouse or registered domestic partner. Siblings, grandparents, grandchildren, and parents-in-law were not previously included in the law's narrow definition of family.

The PFL program is fully paid for by workers through payroll deductions, but many have been unable to access the benefit because of the limitations of the law's previous definition of family.

These changes will take effect July 1, 2014, coinciding with the 10th anniversary of PFL's implementation in California.

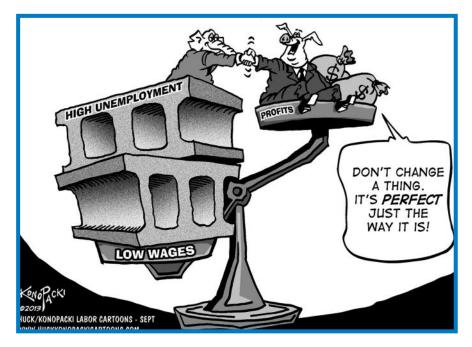
By Lisl Duncan Weinberg, Roger & Rosenfeld

Finally, a raise in California's minimum wage

By signing AB10, Governor Brown will have raised the state minimum wage from \$8 to \$9 per hour on July 1, 2014, and to \$10 per hour by January 1, 2016. The 25% increase raises the minimum wage in California for the first time in five years.

This increase has particular impact on mechanics who use their own tools on the job, because their minimum is three times the minimum wage. Therefore, the mechanics minimum will be raised to \$18 in 2014 and \$20 in 2016. Flat-rate shops take notice!

It comes as no surprise that organized labor is behind this achievement after unions lobbied heavily for the bill, both in the Legislature and at the governor's office. Proponents argued that raising the minimum wage will help workers



provide for their families while increasing economic activity. About three of five minimum-wage earners are 26 or older. 2.4 million Californians are predicted to feel the impact of this new law.

Because the minimum wage is required by law, employers must increase the wage of any employee earning less than minimum wage. However, this change may have an impact on other contractual terms and the union has the right to bargain those impacts, if any.

California has made history with this increase and the minimum wage should be enforced vigorously.

> By Lisl Duncan Weinberg, Roger & Rosenfeld

Lost decade for working families

U.S. Census Bureau figures released in September provide further evidence that America's working families have experienced a "lost decade" of falling incomes from 2000 to 2012. In those 12 years:

- Median income for non-elderly households fell \$7,490, or 11.6%.
- Median income for African American households fell \$5,838, or 14.8%.
- Median income for Hispanic households fell \$5,219, or 11.8%.
 - From 1973 to 2012, median

earnings for men working full-time fell from \$51,668 to \$49,398.

Larry Mishel of the Economic Policy Institute (EPI) explains that "the disappointing trends of the Great Recession and its aftermath come on the heels of the weak labor market from 2000 to 2007, where the median income of non-elderly households fell significantly...the first time in the postwar period that incomes failed to grow over a business cycle."

by Mike Hall, AFL-CIO Now

Outdated lead exposure regulations threaten thousands of workers

Lead poisoning is not just a child-hood hazard. Even tiny amounts of the toxic metal can cause high blood pressure and heart disease in adults, according to an analysis released by the U.S. Environmental Protection Agency in June.

Yet federal OSHA has not updated its general workplace standards for lead exposure since establishing them 35 years ago. As a consequence, thousands of Americans working in industries such as leadbattery manufacturing, and automobile repair inhale or ingest lead dust at levels that public health experts now consider unsafe.

California is not waiting for the federal government to make a move; its Division of Occupational Safety and Health (Cal/OSHA) is already working toward tightening up its similarly outdated regulations on lead exposure.

If California succeeds and demonstrates that its lead-related businesses can survive tougher regulations, it could set an influential precedent. Given the state's substantial industrial base and status as the world's ninth-largest economy, "it would demonstrate to the rest of the country that revisions are feasible," says Michael Kosnett, a member of a Cal/OSHA public advisory committee on lead standards and an occupational medicine physician.

Originally mandated in 1978 to protect against classic lead poisoning, current workplace regulations generally prohibit exposures that result in employees accumulating more than 40 micrograms of lead in every deciliter of blood (mcg/dl). If levels exceed 50 or 60 mcg/dl, the rules require "medical removal": temporarily pulling a worker from job duties, with full pay and benefits, until levels recede.

In 2009, the California Department of Public Health's Occupational Health Branch (OHB) adopted more protective medical guidelines that advised physicians to generally keep workers' lead levels below 10 mcg/dl as well as initiate medical removal at 20 or 30 mcg/dl.

For now, the effort to revamp the lead regulations has been stalled as Cal/OSHA waits for a complicated technical analysis—delayed more than two years—that will help determine the limits on airborne lead that would be necessary to keep blood lead concentrations sufficiently low. The report, which the California Health Department commissioned from the state's Office of Environmental Health Hazard Assessment, is expected this fall, according to a spokesperson.

Scientific American, 9/17/13

SHOP TALK: How can the union best communicate with you?



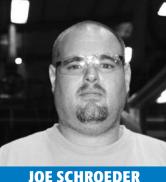
Sardee Industries 6 months - Local 1528

"I'm new to the union, so I haven't seen the *Sparkplug*, but I've gotten a good orientation packet from the union and talk to my co-workers about the union. I don't go on-line, but would like texts and e-mails."



DAVE BONDPanella Trucking
30 years - Local 2182

"I read the *Sparkplug* some, but probably not enough. I'm always looking to see what other shops are doing, to get ideas. I'm not on-line, but I don't feel I'm missing anything."



JOE SCHROEDER
Sardee Industries
2 years - Local 1528

"Mostly, the communication is fine. I haven't gotten the *Spark-plug* (note: we're checking out why!) I might go on-line. Mostly, anytime I have a question, I call my business rep and the response time is quick. I do e-mail but not texting."



Panella Trucking
25 years - Local 2182

"I read the *Sparkplug*...in sections...what looks interesting. I'd love to know when they'll be lowering the dues and putting back the Rule of 85. If the union wants to text me, I'll be here."



JOSE RAMOS, JR. Sardee Industries 5 years - Local 1528

"I get my information from the *Sparkplug*. It's good information. I prefer to hear my union information from the source, rather than through hearsay. I'd be interested in a chat line so we could get in touch with other union members & union reps."

OFFICIAL NOTICE

Nominations and Election of Officers, Executive Board Members, Audit Committee Members & Delegate Positions

Local Lodge 93

Nominations: Tuesday, November 12, 2013, shall be held at the regular Membership Meeting. Nomination of all Local Lodge 93 officers will be held at Local Lodge 93, 2102 Almaden Rd., #105, San Jose, California.

Election: Tuesday, December 10, 2013, shall be held at the regular Membership meeting. Elections shall be for a three-year term in office, with officers being installed at the January, 2014 monthly membership meeting.

A voting booth shall be maintained at the Local Lodge Union Hall from the hours of 8:00 a.m. until the close of regular order of business.

Local Lodge 1173

Nominations: Thursday, November 14, 2013, shall be held at the regular Membership/Shop Stewards' Meeting. Nomination of Officers, Executive Board Members, Audit Committee and Delegates to California Conference of Machinists will be held at Local Lodge 1173 Headquarters, 1900 Bates Avenue, Suite H, Concord, California.

Election: Thursday, December 12, 2013, shall be held at the regular Membership/ Shop Stewards' meeting.

A voting booth shall be maintained at the Local Lodge Union Hall from the hours of 8:00 a.m. until the close of regular order of business.

Local Lodge 1414

Nominations: Nominations for these positions shall be held at the Regular Membership Meeting at 6:30 p.m. on November 21, 2013 at 150 South Boulevard San Mateo, CA. 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, December 19, 2013 at your Union Hall.

Local Lodge 1596

Nominations: Tuesday, November 19, 2013, shall be held at the regular Membership Meeting. Nomination of Officers, Executive Board Members, Audit Committee and Delegates to California Conference of Machinists will be held at Local Lodge 1596, 4210 Petaluma Blvd. N., Petaluma, California.

Election: Tuesday, December 17, 2013, shall be held at the regular Membership/Shop Stewards' meeting.

A voting booth shall be maintained at the Local Lodge Union Hall from the hours of 12:00 noon until 7:00 p.m.

Absentee ballots are available for all Local elections. See rules for eligibility and how to apply for an absentee ballot in the box below.

Attn: District Lodge 190 Delegates Official notice of nomination and election of District Lodge 190 officers and Directing Business Representative

In accordance with Article III, Sections 1,2,3,4 and 5 and Article VIII, Sections 1,2 and 3 of the District Lodge 190 Bylaws, you are hereby notified that nominations for the following positions shall take place at the District Lodge 190 Meeting to be held on November 26, 2013 at the District Lodge 190 offices located at 7717 Oakport Street, Oakland, CA 94621 at the hour of 7:30 p.m.

President • Vice President • Secretary-Treasurer • Trustees (3)
Directing Business Representative

Election for these positions shall take place at the District Lodge 190 meeting scheduled for Wednesday, December 18, 2013 at the District Lodge offices at the hour of 7:30 p.m. The term of office for all positions is four (4) years.

The District Lodge Officers shall be nominated from and elected by vote of the duly accredited delegates to the district Lodge and the election shall be conducted by secret ballot.

The Directing Business Representative shall be elected by secret ballot vote of the delegate body in the same manner as employed in the election of District Lodge officers.

Any member who has served no less than three (3) years as an elected or appointed business representative of the District Lodge or a Local Lodge or lodges affiliated with the District Lodge is eligible to serve as the Directing Business Representative provided he or she is otherwise qualified in accordance with the District Lodge 190 Bylaws and the Constitution of the IAM.

Absentee ballot procedure: See rules for eligibility and how to apply for an absentee ballot in the box at right. Send your request to the Secretary-Treasurer of District Lodge 190: 7717 Oakport St., Oakland, CA 94621.

Please note: members applying for an absentee ballot on the the basis of residing in an outlying district more than 25 miles from the designated balloting place, shall have their eligibility to vote by absentee ballot determined by the Secretary Treasurer before the ballot is mailed. Members found not to be eligible to vote by absentee ballot will be so notified within 10 days of the receipt of their application. Before the absentee ballots are opened and counted, the inspectors of election shall determine the eligibility of members to vote by that method, as defined in this Section, with the exception cited above.

To get an absentee ballot for the Local or District Lodge elections

Eligibility: As per the IAM Constitution, members who reside in outlying districts more than 25 miles from the designated balloting place, members who are either confined because of verified illness or on leave qualifying under U.S. and Canadian family leave laws, or on vacation, or on official IAM business approved by the Local Lodge or District Lodge or Grand Lodge or on an employer travel assignment, or reserve military leave, as the case may be, shall be furnished absentee ballots.

Any member entitled to vote by absentee ballot must request a ballot in writing (see below).

The Request for Absentee

Ballot must be delivered to the Recording Secretary of your Local Lodge, (or to the District Lodge 190 Secretary Treasurer for the District election) in person or by mail no later than thirty (30) days prior to the election.

Completed Absentee Ballots must be received by the Local Lodge:

Local 93: prior to closing of the voting booth on December 10, 2013.

Local 1173: prior to closing of the voting booth on December 19, 2013.

Local 1414: prior to closing of the voting booth on December 19, 2013.

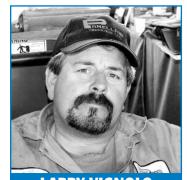
Local 1596: prior to closing of the voting booth on December 17, 2013.

Your written request for absentee ballot must be mailed to your local union (see addresses on page 8), and include the following:

"Please send me an absentee ballot."

Name • Address • City/State/Zip • Book # • Your signature
You must also include the reason you are making the request.

SHOP TALK: How can the union best communicate with you?



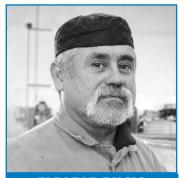
Panella Trucking 18 years - Local 2182

"I get all the union stuff, but sometimes it seems like it's written by lawyers. I read the *Sparkplug* on occasion, but don't have much time. I'm not on-line, but texting would be okay."



MERCED CALDERON
Sardee Industries
7 years - Local 1528

"If I have a question, I ask and get answers. I don't read the *Sparkplug*. My wife is the web person. I don't do e-mail or texting—especially when driving!"



Panella Trucking 24 years - Local 2182

"I don't read the *Sparkplug*. If I have questions, I'll call our Business Rep. I don't go on-line or use e-mail or texting... maybe in the future."



EDDIE ROBBINSGeiger Manufacturing
34 years - Local 1528

"I guess I get the information I need. I read the *Sparkplug* on occasion and it's useful. I don't go online. Mostly I talk to our Business Rep or Shop Steward. I'd welcome texts or e-mails."



Panella Trucking
5 years - Local 2182

"I read the *Sparkplug* to see what's going on. It's interesting to see what other people have to say. I don't do the computer, and don't have time for e-mail or texting. If I have a question, I'll call our Business Rep."

PAGE 8 October/November 2013

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

2014 IAM Scholarship Competition

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

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

How to Apply: There are three different application packets: one for members, one for children of members, and one for vocational/technical school. Application Packets for the 2014 competition may be obtained on the web at:

www.goiam.org/index.php/headquarters/departments/scholarship

or call the Scholarship Department at 301-967-4708, or write to: IAM Scholarship Program, 9000 Machinists Place, Room 117, Upper Marlboro, MD 20772-2687

Deadline: The deadline to submit the completed application form is **February 25, 2014**.



UNION MEETINGS



District Lodge 190

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

Meetings are the fourth Tuesday of each month October 22 • November 26 • December 18* Executive Board Meeting: 6:30 p.m. General Delegates' Meeting: 7:00 p.m.

(* Note: December meeting changed due to holidays)

Local I484

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

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

October 17 • November 21 • December 19 **General Membership Meeting:** 6:00 p.m. on the first Tuesday of the month

October 1 • November 5 • December 3 Retirees' Club: 1:00 p.m. on the third Wednesday of the *month*: October 16 • November 20 • December 18

Local 93

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

Meetings are the second Tuesday of each month October 8 • November 12 • December 10 Grievance Committee: 3:30 p.m.

Executive Board Meeting: 4:30 p.m. Membership Meeting: 5:00 p.m.

Note: Office hours are 8 a.m.-4:30 p.m. 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

October 2 • November 6 • December 4 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

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

Meetings are the third Wednesday of the month

October 16 • November 13 • December 18 Executive Board Meeting: 5:00 p.m. Membership Meeting: 5:30 p.m.

Organizing Committee: Saturday, November 2

10:00 a.m.-3:30 p.m.

Local 1546

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

Meetings are the first Tuesday of the month

October 1 • November 5 • December 3 **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

October 30* • November 25* • January 2

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

October 2 • November 6 • December 4 **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

October 17 • November 21 • December 19 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

Meetings are the second Thursday of the month

October 10 • November 14 • December 12 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.

day of the month

Thursday of the month

Local 1584

* Meeting dates moved

due to Halloween (Oct.)

and Thanksgiving (Nov.)

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

Meetings are the third Thursday of the month

October 17 • November 21 • December 19 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.

October 1 • November 5 • December 3

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*

October 10 • November 14 • December 12 Membership/Shop Stewards' Meeting: 6:30 p.m. on the third Thursday of the month

October 17 • November 21 • December 19

Local 1596

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

Meetings are the third Tuesday of the month October 15 • November 19 • December 17 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-

October 17 • November 21 • December 19 Executive Board Meeting: 6:00 p.m. on the second *Thursday of the month*

October 10 • November 14 • December 12 General Membership Meeting: 6:30 p.m. on the third

October 17 • November 21 • December 19 Retirees' Club: 11:00 a.m. on the first Wednesday of March, June, Sept., Dec. All are welcome! December 4 • March 5 • June 4

Local 2005 416 Main Street Livingston, CA 95334 209-394-7822

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

October 20 • November 17 • December 15 **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

October 8 • November 12 • December 10 Executive Board Meeting: 6:00 p.m. General Membership Meeting: 7:00 p.m. Retirees' VISTA CLUB: 11:00 a.m. on the third *Wednesday of each month:*

October 16 • November 20 • December 18