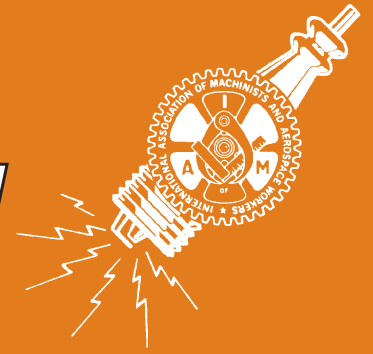


# The IAM District 190 Sparkplug



VOL. 16 NO. 2



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Serving the Active and Retired Members of IAM District Lodge 190

## Manufacturing and auto mechanics skills gap: Myth and reality

Across the nation, employers have job openings to fill, and even though the unemployment rate still hovers at close to 8%, those who are out of work don't have the particular skills needed to fill the jobs. This conundrum, called the "skills gap" is being raised by employers across the manufacturing, construction and auto industries.

That's what they say, and some of it is certainly true. "We've got auto and truck dealerships crying for good mechanics," says Area Director Don Crosatto. "The workforce is aging. Mechanics are retiring. And nobody is waiting in the wings with the technical skills needed for those jobs."

In fact, the nation's demand for auto mechanics is expected to grow about 17% from 2010 to 2020, adding 124,800 jobs for a total of 848,200, the Bureau of Labor Statistics reports.

"We're finding we're going to run short of technicians in the very near future," Rich Orbain, manager for General Motors' Service Technical College told *USA Today*. "It's already getting very difficult to get young people interested in this as a career."

"There used to be a career pipeline," Crosatto says. "Kids took auto repair in high school and could get jobs at the repair shops in gas stations." But, for the past three decades, high school districts have whacked their shop budgets and shuttered their programs, and chain gas stations have replaced the old local auto repair shops with mini-marts.

While high school graduates can land basic maintenance jobs such as changing engine oil, the real need will be for more highly trained technicians. It's those at the top of the profession that the industry is most concerned about losing, the master mechanics who don't just read troubleshooting data off a computer screen, but rather put their education and experience to use to interpret clues and pinpoint a problem.

### Manufacturing is also hard hit

The manufacturing industry is facing a similar crisis. In a survey of 1,123 manufacturing companies, conducted by the Manufacturing Institute in



2013, 67% reported "a moderate to severe shortage of available, qualified workers," and 5% of current jobs—or about 600,000 well-paying jobs—are unfilled due to a lack of capable candidates.

According to ManpowerGroup, the hardest segment of the workforce for employers to staff with skilled talent is workers in manufacturing and construction. And if those workers are difficult to find now, they say, just wait a few years.

In 2012, more than 70 percent of skilled trades workers were between 45 and 64 years old. Those baby boomers will continue to retire, and the skills gap is likely to become even more acute.

### The other side of the skills gap

While employers are complaining about the skills gap, Peter Cappelli, professor of management at the Wharton School, thinks that their complaints are mostly bluster. "If a business really needed workers, it would pay up," Cappelli told the *New York Times*. "But, that is not happening."

Instead of raising wages to attract workers with the special skills that employers claim to need, workers' wages have been falling. Instead of increasing the hours of skilled workers they claim to so desperately need, average weekly hours worked in manufacturing have remained unchanged since 2000, while the average weekly overtime hours have actually dropped by 12.8% since 2000.

A National Bureau of Economic Research study found that "recruiting intensity" — that is, business efforts to fill job openings — has been low in this recovery. Employers may be posting openings, but they are not trying all that hard to fill them, either by increasing job ads or by offering better pay packages. One has to question why young people or low-skilled workers would choose to invest in training for jobs that pay fast-food wages.

Corporate executives have an interest in pro-

moting the notion of a skills gap. They want schools and, by extension, the government to take on more of the costs of training workers that used to be covered by companies as part of on-the-job employee development. They also want more immigration, both low and high skilled, because immigrants may be willing to work for less than their American counterparts.

Prof. Marc Levine, an urbanologist affiliated with the Center on Economic Development at the University of Wisconsin-Milwaukee, did his own study of the skills gap, and debunked the concept.

The skills gap narrative, says Levine, diverts public discourse away from "such inconvenient questions as 1) why corporate profits are at record levels while unemployment remains high and wages stagnant; 2) Why U.S. manufacturers invested less in domestic capacity than competitors over the last decade, and 3) How offshoring and other management strategies have devastated the employment base of the formerly great American manufacturing cities."

"The problem," Levine says in a 2014 report, "isn't a malfunctioning 'talent pipeline;' the problem is a sputtering job-creation machine, in both the quantity and quality of jobs created."

Meeting today's job challenges requires action to improve both the economy and pay, including government measures to create jobs, strengthen health and retirement systems, and raise the minimum wage. If corporations aren't willing to provide the training, and schools aren't able to, then unions and their apprenticeship programs must continue to fill the gap.

"The bottom line," says the IAM's Crosatto, is that, "employers are reaping what they sowed. Instead of complaining, employers need to pay for the skills that they need—in dollars and training."



## UNION PEOPLE

### Expanded Workhands helps apprentices track progress

With a recently passed law, called SB5, apprentices must show the progress of their work every six months. This has been a tough demand on the apprentices and for the apprenticeship programs to monitor.

Fortunately, working with Workhands, the online "Linked-In for Blue Collar Workers," a high-tech solution has been developed.

Workhands put together a cool app that graphically shows where apprentices are and where they should be in the course of their training. Each work process—transmission, brakes, suspension, etc.—is issued a percentage. The bar on a simple bar graph goes from red to green as the apprentice learns specific skills.

In addition, apprentices can complete their timesheets using the app. With the click of a button, they can send it to their supervisor to sign-off on and submit to the training center. This saves the apprentice time in completing a time sheet and hunting down his supervisor to sign off on it; and since the data is already on a database through the program, it saves the apprenticeship administrative time.

Jim Dunbar, who created the app at Workhands and Apprenticeship Coordinator Jon Fowkes have been going to all the shops to teach the apprentices and show the supervisors how the app functions. "We've been talking them through it. We're looking for the snags, to find out what we need to change," says Dunbar. "We show them the process, which includes a text reminder on the first of the month that timesheets are due by the 10th. For those that haven't yet submitted their timecards, a second reminder goes out on the 8th. And after the 10th, a third message lets them know that they can will be up for standard disciplinary measures. So far, it's really working well—saving lots of administrative costs and time."

At this point, more than half of the apprentices are using the app. All 70 should be on the program by the end of May.

The Automotive Trust paid Workhands to customize the app to meet the IAM's program needs. They're now sharing it with building trades apprenticeship programs. "It's time we take advantage of the technology improvements made in the last 10-15 years, and find ways to make everyone's world easier," said Fowkes.



Apprentice Jesse De Jesus (R), who works at Coast Counties Peterbilt in San Leandro, tries out the new app under guidance from Apprenticeship Coordinator Jon Fowkes.

### Pedro Mendez named Labor Leader of the Year



Pedro Mendez, District 190 Business Rep, was named Labor Leader of the Year by the Merced-Mariposa Central Labor Council at a dinner held in Merced on March 1.

Born in Nicaragua, Pedro was forced to leave the country during the time of political turmoil. He came to the U.S. and found his first work in his uncle's union auto body shop. He became active in his union and served as a Local 1101 steward. In 1998, he was hired by the local to be an organizer.

His first campaign failed, when under the threat of INS raids, the undocumented workers did not vote for union protection. As a result, he worked with others to create the Labor Immigrant Organizing Network (LION) to expand immigrant rights and confront the issue of "no match letters."

In 2000, he created a resolution advocating a progressive path for immigration reform that passed at the Democratic Party Convention.

Then, it was brought to and passed by the AFL-CIO National Convention. This eventually led to a gathering of 18,000 people in the LA Sports Arena to kick off the national effort to win immigration reform.

Pedro worked with representatives from six international unions and 10 locals to bring 2,400 workers in the union membership through the San Francisco Airport Organizing Project.

The Merced-Mariposa Labor Council proudly recognized Pedro as Labor Leader of the Year for his years of work on behalf of working people throughout the Bay Area and most recently at Foster Farms, as well as his efforts to build the council.



Pedro Mendez, in center holding the flag, is surrounded by his family. At right is Jerry Hunsucker, President of the Merced-Mariposa Central Labor Council.

#### Ellen Corbett for Congress

The *Sparkplug* does not usually include endorsements, but a real friend of the IAM and champion for labor, first in the California Assembly and then in the Senate, is currently in an uphill battle for congress in the 15th Congressional District (Southern and Eastern Alameda County—Hayward, Pleasanton, and Western Santa Clara County—Los Gatos, Cupertino.)

For mechanics, Corbett carried a bill that specifically prohibited county tax assessors from assessing hand tools for purposes of property tax. If you supply your own tools and have never had to pay taxes, thank Ellen Corbett for that.

If you're in the 15th Congressional District, we encourage you to vote for Ellen Corbett in the June primary, and in November.

#### AFL-CIO Flash Fact

The annual income for a full-time employee working the entire year at the federal minimum wage is \$15,080.

#### In Memoriam

Marilyn Baldwin  
1940-2014

After a long battle with cancer, retired Local Lodge 1484 Secretary Marilyn Baldwin died in March. She was 74 years old.

If you were a member of Local 1484 in the 70s, 80s, 90s and 00s, and ever came to the Wilmington office to pay dues or attend a meeting, you'd have known Marilyn. She was the Local's secretary for 40 years.

Marilyn loved her family, friends and pets. She understood the importance of serving her community and the labor movement. After Marilyn retired from the Machinists Union, she volunteered for her local community church and for the L.A. Federation of Labor's Community Services Department. You could always count on Marilyn.

Marilyn will be missed by all who had the privilege of knowing and working with her.

#### Oops!

In the Shop Talk section of the January/February *Sparkplug*, we accidentally said that Gloria Jones and Linda Lee work at a shop they don't work at. They do work at Knopp, Incorporated. We apologize for the error.



The IAM District 190

**Sparkplug**



Debra Chaplan,  
Managing Editor

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# SAFETY & HEALTH

## Workers Memorial Day

### Honoring those killed or made sick on the job

Every year on April 28, the unions of the AFL-CIO join unions around the world to observe Workers Memorial Day. This is a day to remember those who have suffered and died on the job and for workers and unions to renew their efforts for safe workplaces.

Four decades ago, Congress passed the Occupational Safety and Health Act, promising every worker the right to a safe job. Unions and allies have fought hard to make that promise a reality—winning protections that have made jobs safer, saving hundreds of thousands of lives and preventing millions of workplace injuries and illnesses.

But that work is not done. Many job hazards are unregulated and uncontrolled. Some employers cut corners and violate the law, putting workers in serious danger and costing lives. Workers who report job hazards or job injuries are too often fired or disciplined. Employers contract out dangerous work to try to avoid responsibility.

As a result, each year thousands of workers are killed and millions more injured or get sick because of their jobs.


Job fatalities are not unknown to IAM members. In the last decade, two Local 1546 members lost their lives in on-the-job accidents—Mark Arnett, who worked on the waterfront and Nelson Magana who was an auto mechanic. And a job fatality at Henkel, a Bay Point manufacturer, was the final straw that convinced the employees there to vote for union representation.

The Obama administration has moved forward to strengthen protections with tougher enforcement and a focus on workers' rights. Much-needed safeguards on silica and other workplace hazards, stalled for several years due to fierce business and Republican opposition, have finally started to move forward.

"We must redouble our efforts to make sure these safeguards are finalized and put in place," says the 2014 Worker Memorial Day call to action.

In Northern California, a Workers Memorial Day event will be held at the Concord BART station and will specifically highlight the two BART workers killed during the 2013 strike. (April 28, 4:30-6:30). All IAM members are invited to join in.

**JOIN US  
WORKERS MEMORIAL DAY**



**SAFE JOBS SAVE LIVES**  
MAKE YOUR VOICE HEARD

Every year on April 28 we stop to remember those who suffered and died on the job and to renew our efforts for a safe workplace.

This year the struggle continues as we honor workers killed in our region and fight for legislation that protects all workers. It's time for our country to fulfill the promise of safe jobs for all. Join the Contra Costa and Napa-Solano Central Labor Councils for this important event.

**DATE: MONDAY, APRIL 28, 4:30-6:30 pm**  
**LOCATION: TODOS SANTOS PLAZA, CONCORD**  
Meet at Concord BART (1451 Oakland Ave, Concord) and march to Todos Santos Plaza (4 blocks)

For information:  
Margaret Hanlon-Gradie • phone: 925-228-0161 • email: Margaret@cclabor.net  
Jon Riley • phone: 707-373-5250 • email: Jon Riley btruckcap@comcast.net

Sponsored by: AFL-CIO, Contra Costa Central Labor Council, Napa-Solano Central Labor Council, WORKSAFE, Contra Costa and Napa-Solano Building and Construction Trades Council, AFSCME 3993, ATU 1555

**WORKERS MEMORIAL DAY • APRIL 28, 2014**

# BUY UNION

## Buy your car at a union dealership!

*With the auto crisis in 2008-09 and the economic recession, numerous formerly union dealerships have gone out of business. However, there are still plenty of union dealerships around. When you're ready to buy a new car, consider one of these shops, whose mechanics (and often parts people and service writers) are represented by the IAM.*

- Local 93**  
Sam Linder Honda/Cadillac, Salinas
- Local 653**  
Hedrick's Chevrolet, Clovis  
Fresno Chrysler-Dodge-Jeep-Ram
- Local 1101**  
Alison BMW, Mountain View  
Audi of Stevens Creek, San Jose  
Frontier Ford, Santa Clara  
Honda of Stevens Creek, San Jose  
Hopkins Honda, Sunnyvale  
Lexus of Stevens Creek, Santa Clara  
Mini of Stevens Creek, Santa Clara  
Moore Buick/Pontiac, Los Gatos  
Normandin Chrysler/JEEP, San Jose  
Piercey Toyota, Milpitas  
Saint Claire Cadillac/Olds, Santa Clara  
San Jose British Motors, San Jose  
Stevens Creek BMW, Santa Clara  
Stevens Creek Toyota, San Jose  
Sunnyvale Ford, Sunnyvale

- Local 1173**  
Antioch Auto Center  
Bill Brandt Ford, Brentwood  
Cole European, Inc., Walnut Creek  
Concord Mitsubishi  
Concord Nissan  
Concord Toyota  
Hopkins Honda-Acura, Fairfield  
Lawrence Volvo, Walnut Creek  
Lehmers Pontiac-GMC, Concord  
Niello Infiniti, Concord  
Team Chevrolet-Cadillac, Vallejo  
Toyota Of Vallejo  
Toyota Walnut Creek  
Winter Chevrolet-Honda, Pittsburg

- Local 1414**  
Mike Harvey Acura, Burlingame  
Magnussen Toyota of Palo Alto  
Peter Pan BMW, San Mateo  
Rector Porsche/Audi, Burlingame  
San Francisco Honda  
San Francisco Toyota  
Serramonte Acura, Colma  
Serramonte Ford, Colma  
Stewart Chevrolet/Oldsmobile/Cadillac, Colma

- Local 1546**  
Albany Ford-Subaru  
Auto Nation Honda, Fremont  
Berkeley Honda  
Ford Store San Leandro  
Honda of El Cerritto  
Honda of Hayward  
Honda of Oakland  
McKevitt Volvo, San Leandro  
McKevitt Chrysler/Dodge/JEEP/Fiat, Berkeley  
Mercedes Benz of Oakland  
Acura of Pleasanton  
Lexus of Pleasanton  
San Leandro Nissan/Hyundai/Kia

- Local 1596**  
Novato Toyota/Kia  
North Bay Nissan, Petaluma  
Henry Curtis Ford, Petaluma  
Hansel Ford/Lincoln/Mazda, Santa Rosa

- Local 2182**  
Harrold Ford, Sacramento  
Elm Ford, Woodland

# LETTERS TO THE EDITOR

## Habitat for Humanity is a great cause

Having read my latest *Sparkplug*, I was interested to see members from Local 1584 at a Habitat for Humanity site.

My wife and I, a retired member from local 1173, are involved with the organization and are board members of Habitat here in Polk County, Texas. This is a much-needed service for struggling families, especially in a small county such as ours, which is 70 miles north of Houston and away from the big city jobs and pay.

Many uninformed people think families receive these homes for free. That's far from the reality. They have a mortgage just like anyone else and need to put in 300 hours of "Sweat equity" time before the construction starts. They can help on another Habitat job site or do public service, such as volunteering time each week for other charities. Their mortgage is lower-interest and to qualify, they must meet rigorous qualifying standards before being approved for a new home.

Since retiring, I find this to be a very good investment in my new community. To see the look on the faces of the new owners during the time we turn over the key to their new home, is worth more than anything I could describe.

Jerry Bell  
Retired in 2004  
Local 1173  
Brentwood Dodge

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 content. Letters may be submitted as follows:

**e-mail:** dchaplan@mindspring.com  
**fax:** 510-288-1346  
**mail:** IAM District 190  
7717 Oakport Drive  
Oakland, CA 94621



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Local 1101: www.iamlocal1101.org  
Like Local 1101 on Facebook: facebook.com (search for IAM Local 1101)  
Local 1546: www.IAM1546.com  
Local 1584: www.iamlocal1584.com

## Local 93-San Jose

### Coasting ahead

After coming off a three-year freeze, the 11 techs at **Coast Counties Peterbilt** in Salinas ratified a new three-year contract that includes wage increases of 4.5% and 4.6% in years one and two. It also includes a 50¢ premium for those with Class A or Class B drivers' licenses.

Negotiations had been slow because the techs refused to agree to the company's initial offer. "After that long freeze, we finally saw some thawing and progress," says Business Rep Richard Breckenridge. "Many thanks to Shop Steward Ed Elkins. He did a really good job in negotiations."

### Another deal in Salinas

Coming off a somewhat shorter freeze, the 12 techs at **Sam Linder Cadillac/Honda** in Salinas got increases of 40¢ in year one, and 20¢ in year two.

"They actually moved to a new pay structure altogether. They were previously flat rate. Now, they're an hourly shop with a flat rate bonus," says Breckenridge.

"A tech will get paid for every hour that he's on the clock. That means, he can take breaks and get paid for them, and if there's no work for a while but the employer wants him to stay at the shop, he'll be paid for that time. This should prove to be a big increase for all of the techs."

## Local 653-Fresno

### Contracts opening

During April and May, Business Rep Tom Rotella will be gearing up for negotiations at **Rutter Army, Fresno Truck Center** and **G&H Diesel**.

### Good and Welfare Committee

The Good and Welfare Committee is going to host a Years of Service Award Dinner in the late spring or early summer to recognize our hard working membership. If you know of

anyone who has passed or has moved, please notify the office as soon as possible. If you would like to help with this event, contact President Jeremy Celaya at 559-264-2815 or iamaw653@comcast.net.

### Organizing leads

If you know of someone who is interested in organizing, you can send the contact information to us by email to organizeiam@yahoo.com or contact our office at 559-264-2815.

## Local 1101-San Jose

### Contract at Avis

The four techs at Avis Rent A Car at the San Jose Airport ratified a new three-year deal.

"It took a while," says Business Rep Richard Breckenridge. "The contract opened up in October, and we just settled it in March. The good news is that the increases we got are retroactive to last October."

The contract includes an extra personal day, and 30¢/year base rate pay increases. And, depending on each tech's level of training, they'll get 20-50¢ per year above the base increase.

## Local 1173-Concord

### Finally unsticking contracts at flat rate shops

Area Director Rick Rodgers says that the contracts with several dealerships that utilize flat rate pay structures have been open for 8-16 months. Why? Because two recent legal rulings—Downtown LA and Lipper v Safety—have mandated that people who do piece work must be paid for rest breaks and standby time.

Now, the employer must compensate techs for productive and non-productive time. In effect, this means that if the employer wants a tech to wait around until another job comes in, the tech has to be compensated for that time.

For the past many months, finding a formula that enabled the flat rate

employers to meet the mandates of the law in a way that was fair to the mechanics has been a challenge. Once a formula was found for the first contract, several others followed, and have been improved upon.

**Concord Toyota:** The members here unanimously ratified a one-year contract that includes a good pay plan structure and wage increases. It took more than a year to finalize this contract because the employer refused to recognize their legal obligation to compensate flat rate technicians for rest breaks and stand-by time.

"The union steadfastly refused to agree to any language in the new contract that didn't comply with the law," says Area Director Mark Hollibush. "Ultimately, the employer had to give in or risk being sued by the techs for wage and hour violations that could have been in the hundreds of thousands of dollars."

The union was able to secure a \$.60 cent/hour wage increase on top of the paid rest breaks and standby time. All totaled, the technicians got a more than \$2.00 per hour wage increase this year.

"It was a long time coming to get this contract completed," said Hollibush, "but the members are in a much better position now than if the union would have caved in a year ago. On top of the wages, the union was able to convince the employer to guarantee the technicians 90% of their wage while making substantial improvements on vacation and holiday payouts, and absorbing the cost of the pension surcharge. "Overall, we feel it was a successful negotiation and members are very happy with the con-


tract," Hollibush adds.

**Niello Infiniti:** Following on the heels of the Concord Toyota deal, the members at Niello Infiniti finally got a contract that they could ratify that had been open for eight months.

"We got a tremendous flat-rate pay plan with the help of Shop Steward Brian Fealy," says Rodgers. "It's a three-year contract with wage increases of 70¢/hour in the last two years and paid breaks starting in year one. We figure this is worth about \$1.40/hour."

**Team Chevrolet and Antioch Auto Center.** These two dealerships are in the middle of their contract terms, so rather than opening up their contracts, the members and employer agreed to add the new pay plan to the contract, in addition to the flat-rate pay plan that's in place. Consequently, the techs in each store got a substantial wage increase by virtue of getting paid for their breaks and non-productive time.

"The Local now has three pay plan structures that meet the legal requirements and are a benefit to our members," adds Rodgers. "Different attorneys seem to prefer different plans. For now, all of our flat-rate contracts have



## ORGANIZ

### Getting back to Fremont Ford

For years, the techs at Fremont Ford were members of Local 1546, and between the service and body shops, the unit numbered around 100 people. However, between 1997 and 2005, the dealership sold three times, and in all the confusion, by 2008, the members still there decertified the union.

By 2010, though, several of the previous members requested that the union come back in and Local 1546 filed a petition to again represent the techs. But the employer made a lot of promises to appease the techs, and ultimately, the union withdrew its petition.

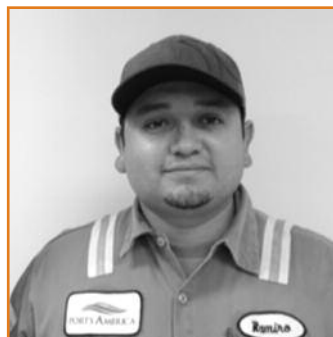
In March, 2014, the techs called the union back and said they were ready for representation. Instead of keeping the promises made in 2010, the employer has taken away the 401K plan, reduced holiday pay, raised medical rates, and hasn't given the techs a pay increase in six years. To make matters worse, when the employer changed the pay plan to comply with a legal ruling around flat-rate shops, known as the Downtown LA ruling, suddenly sen-

## SHOP TALK: How do you describe the state of the economy today?



**Keith Hamilton**  
Coast Counties Peterbilt  
5 years (Local 1546)

"I think it's coming up from where we were several years ago. Still, there's room for improvement. Things have picked up in the trucking industry, especially on the leasing side of things."



**Ramero Mazano**  
Ports America - 6 years  
Local 1484

"The economy seems really stagnant right now and I think it may be a bubble. I am just thankful we have some really good union jobs here on the waterfront and hopefully the economy will improve."



**Joao Diniz**  
Coast Counties Peterbilt  
10 weeks (Local 1546)

"On top of three or four terrible years, now it's a little bit better. We have more work, more houses are getting built, more people are working."



**Ramiro De La Torre**  
Coast Counties Peterbilt  
17 years (Local 1546)

"The economy's doing okay. It seems to be getting better. We're a lot busier. When the trucking industry is busy, it's a sign of good things. Without trucks, you can't get product."



**Angel "Chivo" Saldana**  
ConGlobal Ind. - 5 years  
Local 1484

"The economy is stuck at a standstill and there are few good union jobs. People I run into see me with a uniform on and ask if I can help them get a job at my company. They say they'll sweep floors and do whatever it takes to get in the door."



**Sergio**  
Coast Counties Peterbilt  
8 months (Local 1546)

"The economy is still going in the tank. We have a lot of people who are delivering products but the economy is still off. so it must be

# THE LOCALS

been negotiated with the restructured pay plan in place as a benefit to our members.”

## Local 1414-San Mateo

### Ongoing talks

Local 1414 is in tough negotiations with the City and County of San Francisco and the MTA. “So far we have exchanged proposals and we are starting to talk about economics,” says Business Rep Art Gonzalez.

Negotiations are just starting with the Golden Gate Bridge Authority—this includes three contracts: bridge, bus and ferry.

## Local 1546-Oakland

### Golden Gate Truck Center

On Feb. 18, union members at Golden Gate Truck Center voted to ratify a new five-year agreement by a 3-1 margin.

The deal, which came together after 16 months of bargaining and two rejected offers, was controversial. Mechanics, bodymen, and parts people are not receiving fixed wage increases.

Rather, their raises are based on the level of factory and engine manufacturer training they have completed.

“The good news is that wages for a fully certified journeyman will increase by \$7 per hour. By September, 2017, journeyman technicians will be at \$42.12 per hour, the highest of any truck dealer in the country,” said Local 1546 Area Director Don Crosatto.

“Members were concerned that the wage increases might be held up if a training class wasn’t available. We addressed that concern by crafting contract language that says that a tech will receive the raises automatically if he has completed the online training even if management is unable to schedule him into a class,” Crosatto explains. The training is a combination of Freightliner, Isuzu, Detroit Diesel, and Cummins factory schooling.

The contract includes additional bonus language that will result in the company paying either 50% or 100% of the employees’ current share of health insurance, if certain efficiency targets are reached.

Parts employees are also required to complete on-line training to receive raises, which total \$2.60 over the term.

There is also a bonus pool, whereby parts department employees now have a strong incentive to grow the gross profit in the department. “Parts employees had legitimate concerns, but I’m confident they have the drive and the talent to make good money on this program,” said Crosatto.

## Local 1584-Oakland

### Dealing with the Koch Bros.

The contract for Georgia Pacific has

just opened and Business Rep Garry Horrocks is chairing those negotiations. Local 1584 represents about 10 members there.

“This company is owned by the infamous Koch Brothers, who are major political donors to anti-union Republicans and ballot measures,” says Area Director Rick Rodgers. “Nevertheless, we are hoping that negotiations will go fairly well.”

### GPS organizing committee

Local 1584 members have been gearing up for the GPS organizing program. “GPS stands for Growth, Prosperity and Strength, and our members are taking those goals seriously,” says Rodgers. Twelve members have joined the organizing committee, being chaired by newly-retired Business Rep Chris Rasmussen. The group has already met to develop a mission statement and objectives.

“Their main objective is to identify possible organizing leads, and then to develop contacts within those leads. We’ll start by networking with our membership to see if they know anybody at one of the targets. So far, the membership outreach has yielded two solid leads,” Rodgers explains. Researcher Casey Gallagher is heading up this part of the operation.

As part of the GPS campaign, the Local was also challenged to hold two community events each month. On April 19, the committee will partner with Rebuilding Oakland to help struggling families rebuild or repair their homes. This event, organized by Garry Horrocks, will put 12 IAM members to work doing whatever’s needed on a home. Rodgers says that the committee is looking into participating in flea markets and car shows, distributing flyers, and whatever else they can come up with to educate the public on what the union is and what we’re about.

“Our goal is to think out of the box and do a lot of different things, and assess what works and what doesn’t work,” Rodgers adds. “A lot is going on. It’s very exciting.”

## Local 1596-Petaluma

### More bargaining

Local Lodge 1596 is still in negotiations with North Bay Nissan in Petaluma and will be going into negotiations with Amac Plastics in late April.

### Members getting active

Business Rep Tom Brandon wanted to recognize some of the members who are getting involved in the Organizing GPS program for our Local. Ron Bauldry from Six Flags Discovery Kingdom, Dennis Munson from Van Beber Brothers Steel, and Keith Marchando from Henry Curtis Ford have started to volunteer.

Two other members, Frank Crabtree from Donal Machine and Donald Wootton from MGM Brakes, are going to Leadership II training at the Winpisinger Education and Technology Center in Maryland later this year.

## Local 2182-Sacramento

### Contracts and more

The members at Riverview International just completed a wage opener and got a decent wage package, reports Business Rep Skip Hatch, who’s also working on contracts at Walsh Station, in Sacramento and at Accurate Auto Body in Stockton.

### The battle continues

Hatch reports that there are ongoing contract disputes with the City of Sacramento. “We finally resolved a longstanding grievance that started when the City froze everybody’s step pay (by agreement with the union), but then didn’t unfreeze the pay when the freeze period was over. In the end, we got our members a few years of back pay, to make up for the increases they should have gotten, plus the step increases were reinstated.” Hatch adds that the City is not filling positions and subcontracting work. “We’re ramping up on this new battle.”

# ING WINS

ior techs saw their base hourly rate reduced to \$16 hour.

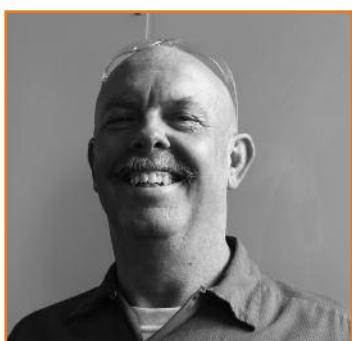
“There are 21 folks in the unit now,” says Area Director for Organizing Jesse Juarez. “We filed the petition for an election with the Labor Board in late March. Only a handful of techs are still around from the previous campaign, but the group is strong. I took 18 of the guys in to march on the boss and serve the petition, all of them wearing a Union Yes button. The owner ordered me off the property. I took the guys with me and he was left alone.”

The NLRB has not yet set an election date. The dealership had retained an anti-union law firm. The lawyer, John Boggs, runs a program on Downtown LA compliance, and has both union and non-union formulas. “Instituting the non-union formula is what got the guys to want to organize,” says Juarez. “We don’t know yet what action they’ll take to try to stop our campaign, but this group is strong, and I’m sure they’ll be ready for it.”



**o Silva**  
ies Peterbilt  
Local 1546)

s holding steady  
right direction.  
work. People  
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oad, we get laid  
e okay.”



**Dave Ingalls**  
Coast Counties Peterbilt  
2 years (Local 1546)

“We should be able to improve it. I don’t know what it would take to improve it... Maybe by spending less on military conflicts we shouldn’t be involved with). Direct that money to improving our economy.”



**Bonny Gonzalez**  
ConGlobal Ind. - 34 years  
Local 1484

“Thank god I have a good union job! I see a lot of people struggling, barely getting by. Folks are having to pick up cans and bottles to supplement their income. We need more jobs—good paying union jobs!”



**Gary Madigan**  
Coast Counties Peterbilt  
2-1/2 years (Local 1546)

“The housing market seems to be on the rise. That dictates everything, doesn’t it? When prices are jumping up, the economy is on the rise because people can afford things. Well, actually, it sucks!”



**Joel Mendez**  
ConGlobal Ind. - 6 years  
Local 1484

“My personal economy is going in the wrong direction. I recently received a wage increase, but my out-of-pocket healthcare increases have diminished my buying power. I’m considering getting a second job. What’s that tell you?”



**Brandon Ondo**  
Coast Counties Peterbilt  
5 years (Local 1546)

“The rich are getting richer and the poor are getting poorer. That sums it up.”



## IN THE NEWS

### How student debt impacts the economy and the auto industry

(The following is taken from a commentary in *Automotive News* by Jesse Snyder)

The oldest child of a loyal customer is five years past college graduation with a steady, high-paying job. Sally's a prime prospect to buy a new car, right?

Nope, she's already carrying a car-sized note—\$25,000 in student loan debt. If she comes by the dealership at all, she's likely shopping beaters, not new rides. And Sally has company, in a trend that has chilling implications for the U.S. auto industry.

As of early 2012, 37 million Americans carried student-loan debt. By the Consumer Financial Protection Bureau's count, that's \$1 trillion they can't spend on cars. It's persistent debt that can drain personal budgets for decades.

Let's run a scenario for our hypothetical Sally. Because of her student debt, she may live at home a year or two longer before getting her own place, may drive a hand-me-down car two or three years before buying a used one, may not buy her first new car until after she's 30. If Sally's parents also are carrying student loans to help Sally, they may buy less expensive cars or keep them an extra year before replacement.

Over her lifetime, Sally is going to buy at least one, maybe several, fewer cars from you. Her parents, too.

If you're say, a Ford dealer, you're selling fewer and cheaper vehicles. Fiestas and Focuses instead of Fusions and Tauruses. Escapes instead of Explorers, and you're getting few trade-ins to resell.

The U.S. auto market has 37 million Sallys. More, if we count the rest of their households.

But here's the real bite: It's getting worse quickly.

About 60 percent of the 20 million current college students bor-



row. Total U.S. student loan debt increased sixfold between 1999 and 2011, the Bureau of Economic Analysis says. Yes, up 500 percent in 12 years.

And that \$1 trillion national total? Old data. Finald.org says student loan debt hit \$1 trillion on May 8, 2012, but the Web site's debt clock stood at \$1.17 trillion last week. That's an extra \$170 billion in student debt in just 22 months.

Skyrocketing U.S. student-loan debt is more than a crisis. It's unsustainable.

Students and their families cannot continue to assume more and more of the financial burden for higher education without crippling the economy.

The auto industry can expect to get whacked more than most other sectors. College-educated people are the most likely to make enough to buy a new vehicle. But most of the auto industry's best future prospects are debt-impaired. The College Board says more than half of four-year graduates leave college with student loans. The average tab for these new grads: about \$30,000

If selling cars to Sally is tough, and we don't corral this beast, how are our prospects when her younger brother graduates?

### Labor protests Postal Service privatization deal with Staples

Bryan Augustus, SF Bay Guardian

Bearing blue T-shirts and banners stating "Stop Staples! The U.S. mail is not for sale!" protesters from the American Postal Workers Union (APWU), along with other union supporters, rallied at post offices across the country in March in opposition to USPS's "Retail Partner Expansion Program" that began in November.

This program allows the creation of postal counter centers in 80 Staples stores nationwide, which provide limited USPS services at the same rates as the post office. But the drawback—and a major point of contention among protesters—is that they are staffed by Staples employees, not unionized USPS workers.

The pilot program is seen as stripping jobs from postal workers and starting down a road to the privatization of the post office. This comes in a time when jobs at the USPS have been cut by 44 percent, according to Postmaster General Patrick Donahoe.

Like the post office, Staples is also struggling financially, closing 40 stores in 2013.

"This is a bad deal for con-

sumers, for workers and for the country. It makes no sense to transfer critical public services to a private, for-profit company that has closed 159 stores in the past year and recently announced it will close 225 more stores by the end of next year," said APWU President Mark Dimondstein. For more info go to: StopStaples.com.

### Public pressure forces UPS to rehire 250 workers who protested a firing

Kevin Short, Huffington Post

UPS, one of the country's largest shipping and logistics companies, has reached an agreement to give 250 New York-based drivers their jobs back. The workers were dismissed in March after protesting the firing of a longtime co-worker.

The deal was struck following negotiations on April 8 between top executives at the delivery company and union representatives from the International Brotherhood of Teamsters Local 804, according to the *NY Daily News*.

The agreement will restore the jobs of those who protested the firing of longtime coworker Jairo Reyes in February. Reyes was fired after a dispute over the number of hours senior staff were able to work.

As part of the agreement, the workers will receive a 10-day, unpaid suspension. The union also will pay UPS for damages from the lost productive time.

"The company received acceptable terms and acknowledgement that the walkout was non-contractual," wrote UPS spokesperson Steve Gaut in an email to The Huffington Post. "Our desire is to return to normal operations."

The UPS workers welcomed the news. Steven Curcio, who has worked as a UPS driver in Queens for more than 19 years, attributed the reversal to the "insane amount of support from the local communities we deliver to."

*continued on page 7*

## SHOP TALK: What's the state of the economy?



**Anthony Alvarez**  
Coast Counties Peterbilt  
15 years (Local 1546)

"It's picking up. Here, business is non-stop on the truck and trailer side. But then, I have no more money than I had before."



**Carl Held**  
Coast Counties Peterbilt  
18 years (Local 1546)

"As long as there's a Democrat in the White House, it's not going in the right direction. I don't believe in the entitlements and all that."



**Francisco Chavez**  
ConGlobal Ind. - 4 years  
Local 1484

"I don't think we fully recovered from the recession. We still have a jobs crisis and growing inequality. We need to restore the middle class and strengthen our union's ability to help workers organize. We have a long way to go."



**Scott Hull**  
Coast Counties Peterbilt  
11 years (Local 1546)

"I don't think we're going in the direction we should be going. Everybody's trying to do their best, but it doesn't seem to be doing the job."



**Jesse De Jesus**  
Coast Counties Peterbilt  
7 months (Local 1546)

"The economy is still bad. It is getting better. I've seen family and friends find jobs recently."

# BENEFITS NEWS

## Kaiser's Garfield Center tests new methods of patient care

Approximately 65% of the members in locals in District 190 are covered by Kaiser. If that's you, and you've been to one of the newer hospitals, it's interesting to note that all of the room layouts and designs were first tried out at Kaiser's Garfield Center. Before any new equipment is deployed to the field, it is tested at this facility. Kaiser shares their innovations with the rest of the medical community worldwide. Their in-hospital drug dispensing program is being used in hospitals throughout the world. This has cut down the death rate from patients getting the wrong medications or doses in the hospital.

What would you do if you were the country's largest integrated health care organization, with 174,000 employees – including physicians and nurses – facing an increasingly dynamic, chaotic, and competitive health care landscape?

If you're Kaiser Permanente, you build a space in which you can transform the future of health care by rigorously testing new technologies, designs, or processes. To help you create the highest-quality, safest, and most affordable experience for members, patients, and clinicians, you brainstorm and test transformational ideas in real-life conditions before introducing them into your hospitals or clinics, or patients' homes.

Jennifer Liebermann, director of the eight-year-old Garfield Innovation Center in San Leandro, describes the hands-on learning laboratory as a "Montessori School for adults." It is a place where the people of Kaiser Permanente – physicians, nurses, labor partners, technologists, and KP members – envision the future of health care and then create it.

From the street, the center looks like a non-descript warehouse, but inside, the "movie set" environment allows clinicians, technologists, architects and designers alike to work in a variety of care settings, with flexible materials that can be readily torn down, moved, and reused, so that they can test real-life scenarios in a safe environment.

Health care innovations must be sustainable in order to succeed and, as the largest center of its kind in the country, the Garfield Center has empowered Kaiser Permanente employees to collaborate on innovations that work for its members, physicians, staff and labor partners, and, importantly, are affordable. "When you engage all the stakeholders early on in a hands-on environment, amazingly creative solutions emerge that work for everyone in the system," says Liebermann.

Several successful innovations that have spread in Kaiser Permanente were developed, prototyped, or tested at the Garfield Center:

- **Medication Error Reduction:** A patient safety initiative called KP



Prototype patient room at the Garfield Innovation Center

MedRite was tested at the Garfield Center and has greatly reduced the potential for medication errors to occur.

- **Virtual Care from the Home:** New technologies make it more convenient and efficient for members to receive care without driving all the way to the doctor's office. These include: telehealth programs, which allow members to do video consultations with their care providers from their home; facial recognition to access a computer without using hands; and Nintendo "Wii-hab" for physical rehabilitation.

- **The guest "patient" room:** Redesigned hospital rooms now balance the patient's emotional and physical needs with simple changes, such as new paint colors, safer and environmentally friendly flooring options, soothing lighting, and other materials.

Looking ahead, it's clear that in order to fix what's broken in the industry, health care organizations will have to completely turn business as usual on its head, and resources like the Garfield Center are the only environments in which new innovations and improvements can first be tested safely in a real-life setting.

For more information on Kaiser Permanente's Garfield Innovation Center, take a look at their online virtual tour: [vtour.govtour.com/vtour.php?tid=4401](http://vtour.govtour.com/vtour.php?tid=4401)



Prototype nurse's station at the Garfield Center

## IN THE NEWS

### UPS rehires 250 continued from page 6

"Thank God it's over," Curcio told HuffPost by phone. "It affected communities. It affected families. It affected employees, but we can all get back to normal now."

During recent weeks, more than 100,000 people have signed petitions calling on UPS to rehire the workers. On one day, more than 3,000 supporters called UPS CEO D. Scott Davis to complain about the firings,

according to Joe Dinkin, the communications director at the Working Families Party, a progressive political group that mobilized support for the employees.

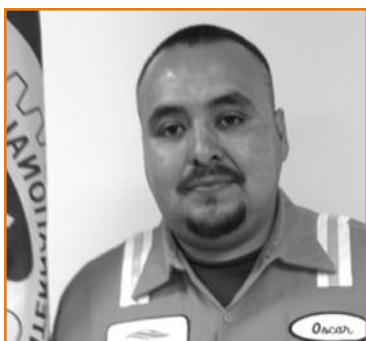
"It proves that even in an economy where the power of employers over workers is stronger than ever, when workers stand together, they can still win," Dinkin wrote in an email to HuffPost.

## SHOP TALK: What's the state of the economy?



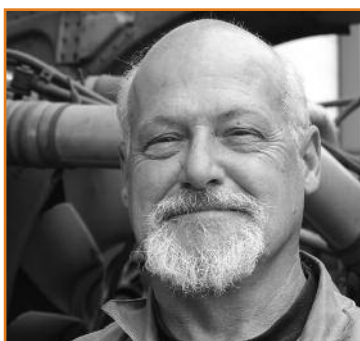
**Tim Gesell**  
Coast Counties Peterbilt  
2 years (Local 1546)

"The economy still needs a lot of work. It's trying to come back, but we'll see how the health care policy works out—that may still have a big impact."



**Oscar Sanchez**  
Ports America - 4 years  
Local 1484

"I have a good union job, health-care benefits, and pension, but a lot of workers in my community are struggling, they either don't have a job or have to work two jobs just to pay the bills. This is a tough economy and it's not working for most workers."



**Dan La Salle**  
Coast Counties Peterbilt  
6 months (Local 1546)

"It's getting better, but it's a slow recovery. I didn't have any trouble finding a job and we've been busy around here—that's a good thing. My wife and I have some extra money to do things that we couldn't do in the past—also good."



**Mike Christensen**  
Coast Counties Peterbilt  
1-1/2 years (Local 1546)

"It's improving but it could be better. There are more jobs out there. But wages could be better; that seems awfully low in places."



**Joe Perez**  
Coast Counties Peterbilt  
18 years (Local 1546)

"It's going to take a while to get better; it'll be a slow process. Hopefully sooner than later. It has improved, but not to the place we need it to be."

## 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

## The key to a strong union is ORGANIZING—and you can help keep District 190 strong!

Do you know people who work in your industry but don't have a union? 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. (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.)



# UNION MEETINGS



### District Lodge 190

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

**Meetings are the fourth Tuesday of each month**

April 22 • May 27 • June 24

**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

April 17 • May 15 • June 19

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

April 1 • May 6 • June 3

**Retirees' Club:** 1:00 p.m. on the third Wednesday of the month: April 16 • May 21 • June 18

### Local 93

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

**Meetings are the second Tuesday of each month**

April 8 • May 13 • June 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**

April 2 • May 7 • June 4

**Executive Board Meeting:** 6:00 p.m.

**General Membership Meeting:** 7:00 p.m.

**Shop Steward Meeting:** 10 a.m. on the third Saturday of each month

April 19 • May 17 • June 21

**Women's Activity Meeting:** 11 a.m.-Noon on the Third Saturday of each month

April 19 • May 17 • June 21

**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**

April 16 • May 21 • June 18

**Executive Board Meeting:** 5:00 p.m.

**Membership Meeting:** 5:30 p.m.

### Local 1546

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

**Meetings are the first Tuesday of the month**

April 1 • May 6 • June 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

March 27 • May 1 • May 29

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

April 2 • May 7 • June 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**

April 17 • May 15 • June 19

**Membership Meeting:** 4:00 p.m.

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

### Local 1101

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

**Meetings are the second Thursday of the month**

April 10 • May 8 • June 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.

### Local 1584

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

**Meetings are the third Thursday of the month**

April 17 • May 15 • June 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:

April 1 • May 6 • June 3

### Local 1173

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

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

April 10 • May 8 • June 12

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

April 17 • May 15 • June 19

### Local 1596

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

**Meetings are the third Tuesday of the month**

April 15 • May 20 • June 17

**Executive Board Meeting:** 6:00 p.m.

**Membership Meeting:** 6:30 p.m.

### Local 2005

544 West Olive  
Fresno, CA 93728  
559-264-2815  
510-632-3661 Spanish

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

April 27 • May 18 • June 15

**Executive Board Meetings:** 11 a.m. at Union Hall

**General Membership Meetings:** 1:00 p.m. (all languages)

### Local 1414

150 South Boulevard  
San Mateo, CA 94402  
650-341-2689

**Shop Stewards' Meeting:** 5:30 p.m. on the third Thursday of the month

April 17 • May 15 • June 19

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

April 10 • May 8 • June 12

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

April 17 • May 15 • June 19

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

June 4 • September 3 • December 3

### Local 2182

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

**Meetings are the second Tuesday of the month**

April 8 • May 13 • June 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:

April 16 • May 21 • June 18