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TRADES MICH COUNCIL 18

August/September 2014

Serving the Active and Retired Members of IAM District Lodge I90





Kids get hands-on experience at MUNI

Learning a skilled craft is something best done by hands-on experience, and that's what 14 San Francisco high school students got this summer at MUNI—the San Francisco transit agency responsible for the city's railway, bus, trolley, streetcar and cable car system.

After Local 1414 suited them up with orange cov-

eralls and MUNI fitted them with new Redwing work boots, the kids did a five-week internship, with classroom learning at George Washington High and hands-on learning at MUNI's Flynn and Woods maintenance shops.

This internship program didn't just spring out of thin air. It goes back to 2012, when Local 1414 Business Rep Art Gonzalez started working with the San Francisco school district and George Washington High School to bring back the auto shop and teach kids from across the district about automotive technologies. "This was initially part of the city's Tech 21 Program," Gonzales says. "As people recognize that the crafts are getting lost, we need to re-establish this type of curriculum in the schools and develop a career path into private industry. This is coming down from the federal and state government as well. People are finally waking up."

"We are transforming the future of our city's youth by getting them prepared for the highly skilled trade jobs of the future," said Mayor Ed Lee at the 2011 launch of Tech 21. "As the 21st century economy demands a prepared workforce, this new program helps with our efforts by providing the training and support our students need to be successful."

As Gonzales focused on the bureaucratic side of setting up the program, he recruited Local 1414 member, Executive Board member and long-time auto technician Rich Del Rosso to work with the kids. (See story in February/March 2012 *Sparkplug.*) Del Rosso helps the auto shop teacher, Andre Higgenbotham, during the school year, and he played a major role in managing the internship program this summer.



kids got classroom and hands-on training at the George Washington Auto Shop three days each week, and were at their assigned MUNI shop the other two days. "MUNI gave us some air compressors, turbochargers, and other equipment so the kids could get familiar with some of the stuff they'd actually be working on with the MUNI mechanics," he explained.

"At MUNI, they did different tasks. One day, they'd rebuild air compressors or small components. They'd do on-board diagnostics, hooking up laptops and troubleshooting the codes We did brakes, valve adjustments, differentials, and more," explains Del Rosso. "What was really great was that they were doing real live repairs, with oversight from the MUNI mechanics. They could see their work go on the road."

Some of the MUNI master welders gave each student a 15-minute private welding lesson. "Some of those students weld better than I do now," Del Rosso adds. "It was fantastic exposure."

"MUNI was incredible—they made it all happen," Del Rosso says. One of the key people at MUNI was Transit Shop Supervisor David Lee, who manages the Articulating Diesel bus division.

Lee, a graduate of Washington High School, who himself went through the automotive repair classes there, says that when the internship idea was raised, he just took off with it.

"Of course, I have to give much credit and many thanks to the leadership at SFMTA: Director of Transportation Ed Reiskin, Director of Transit John Haley, and Deputy Director of Maintenance Neil Popp. They all had to give their approval before this could happen and they were very supportive." Lee also wanted to recognize Ericka Lovrin, the school's *continued on page 2*

Del Rosso explained that, for five weeks, the





PAGE 2

Flash Fact

The federal poverty line for a family of three is \$19,790/year. A full-time minimum wage worker earning today's minimum wage of \$7.25 per hour earns \$15,080/year. from "Raise the Minimum Wage," an organization dedicated to getting an \$11 federal minimum wage.

LETTERS <u>TO</u> THE EDITOR

We didn't get any letters this month, but love to print them! 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 510-288-1346 fax: mail: IAM District 190 8201 Capwell Drive Oakland, CA 94621

Get your IAM news on the web!

Visit the District 190 website at: www.iamdistrict190.org

The International IAM website is at: www.goiam.org

Like Local 653 on Facebook: facebook.com (search for Iamaw Fresno) Local 1101: www.iamlocal1101.org Like Local 1101 on Facebook: facebook.com (search for IAM Local 1101)

Local 1546: www.IAM1546.com



MUNI opens its shops to high school kids

Continued from page 1

shop. "Our long term goal is to make that program a pipeline into the City College program and eventually into the city and county, as an internship program."

Lee's enthusiasm about the internship program was based in the needs of our country, now and in the future. "We're losing sight of what America needs....like skilled labor to repair and fabricate items and parts. We're all getting older and ready to retire, and few students are look-



ing at skilled labor jobs; they're looking at computers. We can't lose this art-and it is an art. Everyone in my age group is adamant in trying to help the young people learn the skills of our craft."

Del Rosso says that the kids got a real treat on

the last day of their internship—a tour of the Cable Car Barn and Museum. "Because cable cars are made of wood, they must be rebuilt every ten years. The kids saw some really skilled carpentry crafts-

men plying their trade. We also went to the Barn, near Chinatown, and got a great tour and history of the barn from a machinist."

"The mechanics at MUNI gave their all; they treated the kids like sons daughters. and They passed on their knowledge and told stories about how they got started," Del Rosso adds. "We didn't have to

bring in guest speakers because they had it with the skilled mechanics. I think that all of us involved in this program look forward to doing it again."

UNION PEOPLE

Congratulations, Arnold, on your retirement

The **Sparkplug** doesn't usually print retirement notices of union members, because with so many retirements each year, we wouldn't have room. However, G & H Diesel Service in Fresno specifically asked that we include this one.

"It is with warm wishes that we announce the retirement of Arnold Salinas, effective April 30, 2014. Arnold was with G & H Diesel Service for more than 19 years as a Journeyman Mechanic and was a member of Local 653 in Fresno. He shared his knowledge, talent and skills with the company and all employees.

"Although we will miss Arnold, he has worked hard all of his career and has earned the opportunity to enjoy more time with his family and grandchildren.

We would like to wish Arnold all the best in his retirement."



BUY UNION

Check the list for your union-made school supplies

Make sure that backpack is stuffed with union-quality school supplies. Take our checklist out and be happy knowing you've passed the union-made test!

Note: There is an ongoing boycott of the Staples chain. Please shop at other supply stores until issues are resolved.

Paper Products:

- ✓ International Paper Co.
- ✓ Mead lined paper
- ✓ Roaring Spring Environotes



Bags: ✓ Filson bags

Pens:

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Postmaster: Send address corrections to: The Sparkplug, 8201 Capwell Street, Oakland, CA 94621.



Debra Chaplan, Managing Editor

index cards OfficeMax and Office Depot

Notebooks and Binders:

- Acco/Mead Day-Timer Organizers
- Roaring Spring pocket folders
- Roaring Spring composition books
- Roaring Spring wirebound notebooks, including Environotes, Imagine, Genesis, Enviroshades, Emoticon, Lifenotes and Maxim
- Roaring Spring legal pads, including Boardroom, Enviroshades, WIDE, Enviropads and Envirogold

 Parker Pen Company BIC pens

Student and Teacher Supplies:

- ✓ Scotch Tape
- ✓ American Tape Co.
- Master Lock
- ✓ Kleenex tissues
- ✓ Puffs tissues
- ✓ Martin Weber art supplies
- ✓ Roaring Spring art supplies
- Clauss scissors

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

SUPPORTING GUIDE DOGS

Lobster Feed fills bellies while supporting Guide Dogs



Preparing the lobster, other shellfish and vegetables is a huge operation outside the Elks Hall.



Business Reps get ready to distribute the buckets.



On July 19, close to 200 IAM members were joined by friends and members from several other unions to enjoy an incredible feast while supporting the IAM's favorite charity, Guide Dogs of America.

The Third Annual Lobster Feed, held at the Elks Hall in Alameda, was a huge success. The event raised about \$11,000 to go to the charity.

Guide Dogs of America provides guide dogs and instruction in their use, free of charge, to blind and visually impaired men and women from the United States and Canada, so that they may continue to pursue their goals with increased mobility and independence. Founded in the 1940s by an IAM member, today the Sylmar-based organization breeds their own guide dogs. They place the puppies with volunteer puppy raisers until the dogs are 18 months old, to ensure that they're fully socialized and trained before getting matched with a new guide dog partner. On the other side, qualified blind and visually impaired applicants go through a thorough and careful evaluation in the admission process when applying to receive a guide dog.

Over the last 30 years, District 190 has donated close to \$2 million to the Guide Dogs program. The District just renamed its annual annual golf tournament to add Joyce Day to the title. Joyce had helped start the tournament when she was with District 115, and coordinated it for many years. The Michael J. and Joyce Day golf tournament is the largest single event fundraiser for Guide Dogs in the country.





California Labor convention builds power for workers

The 30th Biennial California Labor Federation Convention was held last month in San Diego. Delegates from labor organizations throughout the state representing two million union workers attended this convention.

District 190 Directing Business Representative Jim Beno, who also serves as a Vice President of the State Labor Federation, reported that this year's emphasis for organized labor is on organizing the unorganized in California.

The convention theme, "All In To Win" rededicated the efforts of all unions to support organizing throughout California in all sectors of the economy. Part of the program highlighted each union's organizing wins over the past two years. IAM Districts 190, 725 and 947 all presented an impressive list of organizing victories to the convention delegates.

Current ongoing organizing campaigns were also highlighted including District 190's campaigns at Siemens, in Sacramento, and at the IKEA Distribution center in Ft. Tejon, CA.

Other business of the convention included political endorsements for the upcoming elections for statewide offices, local state Assembly and Senate races, U.S. House of Representatives and statewide ballot measures.

One contested endorsement in a San Francisco Assembly race led to the first role call per capita vote of delegates in the last 42 years. The vote took about three hours to conduct and in the end resulted in an open endorsement for the affected Assembly seat.

Labor Day celebrations across the state

The following Labor Councils are hosting picnics, breakfasts, and other events on Labor Day weekend. To find out about an activity near you, go to:

Carefully laying out the goods on the tables. (This event utilizes minimal utensils!)



Here's a crowd ready to dig in!

http://www.calaborfed.org/

Alameda Labor Council Butte-Glenn CLC Five Counties CLC Fresno-Madera-Tulare-Kings CLC Humboldt-Del Norte Counties CLC Merced-Mariposa CLC Monterey Bay CLC Napa-Solano CLC North Bay Labor Council Orange County Labor Federation Sacramento CLC San Diego-Imperial CLC San Francisco Labor Council South Bay Labor Council Tri-Counties CLC- Ventura Tri-Counties CLC- Santa Maria



Local 653-Fresno

Contracts settled

Over at Rutter Armey, Business Rep Tom Rotella reports that the members have ratified a new 5-year agreement that calls for wage increases of \$2.00 over the term of the contract and new money in the health and welfare fund.

The members at G&H Diesel have a new 3-year contract. They'll get new money in the Automotive Industries Health and Welfare plan, \$200 in wages, and an increase of 30¢/hour in the National Pension Fund.

Rotella says he's starting Negotiations with Fresno Truck Center, Elliott Mfg. and the Fresno School District. "Dealing with the public sector has its own set of problems," says Rotella, who will be serving as lead negotiator for the IAM group and the Building Trades group, who are bargaining together. "That adds a new twist as well," he adds.

Local 1528-Modesto

You're invited!

Step up to help plan Local 1528's **Annual Christmas Event** The date is set for **December 14, 2014** We need volunteers!

The event committee will meet on the third Saturday of every month until the event. All are welcome to come and help. We need donations and volunteers.

Any questions? Please feel free to call Recording Secretary Lisa Zavala at 209-402-3470.

Local 1546-Oakland

Oakland garbage contractsettled or not

Eighty-five Local 1546 members at Waste Management (WM) and five Local 1546 members at California Waste Solutions are wondering who

they might be working for next July. That's because, at press time, the 20year Oakland city garbage contract is still unsettled. While the City Council has voted twice to award the recycling, collection and disposal contracts to Cal Waste, WM is threatening litigation that could force the whole bid process to be thrown out.

WM's contention is that by taking Republic Services (America's #2 garbage company) as a partner to handle the disposal and transfer station work at the very end of the bid process, Cal Waste circumvented the whole process. Cal Waste contends that their bid is perfectly legitimate and should be upheld.

If the City Council's decision stands, Cal Waste's fleet of trucks will grow from 18 to 150, plus thousands of new containers and toters. By the city's ordinance, Cal Waste will have to hire from the existing pool of WM employees before they can hire anyone off the street.

Golden Gate Bridge workers trying to bridge the gap, but

Cal Waste has agreed to a new contract with Local 1546 that, by July, 2015, will mirror all of WM's terms and conditions. "It's our hope that whichever way it goes, we have a speedy resolution so our members have some certainty about who they'll be working for come next July," said Area Director Don Crosatto.

AROUND 1

New deal at Albany Ford

By a vote of 22-2, the techs at Albany Ford ratified a new 2-year agreement. It includes a 5% across the board increase, with an additional \$1/hour increase for Senior Master Technicians. "We agreed to switch to the Teamsters Managed Trust health plan that will offer good savings to our members," Crosatto adds.

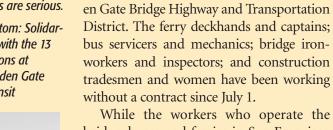
More contracts

At press time, the 18 members at McKevitt Chrysler in Berkeley and McKevitt Volvo in San Leandro voted 17-1 to accept their new contract.

And, Crosatto reports that the



Top: Sticker Day on June 12 let the agency know the members are serious. Bottom: Solidarity with the 13 unions at Golden Gate Transit



management balking

bridge, buses and ferries in San Francisco Bay have authorized a strike, the Labor Coalition continues to bargain in good faith, and no strike date has been set.

The 450 workers in the 13 unions that

comprise the Golden Gate Bridge Labor

Coalition have authorized a strike if a new

agreement cannot be reached with the Gold-

On June 12, the Local 1414 members joined the rest of the labor coalition and wore stickers in solidarity for a new contract: "United for No Take Aways and Quality Affordable Healthcare for All."

The District proposed a three-year contract that would increase the cost of employees' health care premiums, negating a minimal wage increase.

"We've got 90 members who work out there, and they need a raise AND a decent health care plan," says Business Rep Art Gonzalez. "When the District does offer any kind of wage increase, it gets eaten up by the jacked-up premiums....so there's no raise."

During the recession, employees agreed to lower wages and no raises in response to the district's financial concerns. Even though tolls have increased 20%, toll takers were laid off. Coalition concessions led to large reserves and increases in management's salaries while the workers have fallen 12% behind the Bay Area cost of living.

"The last thing we want is a strike, because that would impact busses, ferries and bridge traffic," Gonzalez adds. "But the District really has to start negotiating for a fair plan for its workers."

SHOP TALK: Why should unions be involved with giving to charity? Why Guide Dogs (



Bradley Long Coca Cola Local 1546

The government isn't doing what they're supposed to be doing. Instead, they're filling the coffers of big business. Guide Dogs was founded by an IAM member and has participation of all of us."



Mike Novinfar Local 1546

"People need help, since the government is backing up from that issue. Look at problems of vets not getting taken care of."



Frank Mellon Former management trustee for apprenticeship

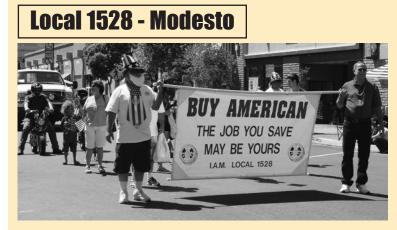
"What unions accomplish is to make themselves more visible, not just at the workplace, but as part of the community I try to support this-it's not just for the members, it's for the communities they live in."



Ton Fitzsimmons Local 1173

"Charities could not thrive as well without unions. Guide Dogs helps a lot of people provide a service for people in need to help them live more productive and independent lives."

THE LOCALS



Celebrating 4th of July, Modesto-style

Local 1528 again participated in Modesto's annual 4th of July Parade. Coming on scooters, skate boards and mini bikes, young and old participated. Everyone passed out candy, Frisbees, and balls to the on-lookers. Afterwards, the Local hosted a barbecue with lots of great food, hot dogs and desserts.

Congressional candidate seeks union members' support

Congressional candidate Mike Eggman who's seeking to be elected in the 10th CD, attended Local 1528's monthly meeting in Modesto. Eggman talked

about the primary win and his plan for the upcoming General Election

Eggman's headquarters are just around the corner from Local 1528's union hall, so Eggman was hopeful that he could recruit some members to help on his campaign. "This has been a conservative district for a while, but the climate is changing," he told the members. "We need jobs, we need the High Speed Rail, and we need to find ways to hold on to water, which the key to growth.

union has made good progress in the first negotiations with Fremont Ford, for the 22 guys who work there. "After just two meetings, we've achieved agreement on about three-fourths of the contract language," says Crosatto. "It's a great start.

He also notes that the union and West Contra Costa Sanitary District have agreement on most of the language on their new contract.

Local 1596-Petaluma

Updates

of America?

Area Director Tom Brandon reports that he settled a one-year contract at Fred's Body Shop in Eureka. All nine members there will take home an extra \$1/hour.

Brandon is still in negotiations with North Bay Nissan. "The compa-



ny is represented by Littler Mendelson, so we know what that means. These talks will go on for a while," Branson says.

Brandon will be going into negotiations with Petaluma Poultry aka Petaluma Acquisitions. The contract expires in October.

New officers announced

Congratulations to new Financial Secretary Donnie Wooten and new Vice President Don Whitaker. Local 1596 members are counting on you!

Local 2005-Livingston

Many changes at Foster Farms

"Where do I start?" asks Business Rep Tom Rotella. "With all of the problems with the USDA, and so much incorrect news reporting, the Foster Farms Group and all of our members have had to make many changes in their lives. This includes new work days, new hours, especially for the maintenance workers, who now have four 12-hour days or three 12s plus overtime.

Meantime, the business reps are working on new issues regarding job bidding, and who gets to work the overtime or not.

Members should check the union bulletin boards for announcements and new information, and come to the union meetings on the third Sunday of each month.

The union is securing a drop box on the union door at the plant, so members should feel free to drop off a note. Be sure to include your contact information so the Business Rep can call you back.

CD 10 covers the area from Modesto to Livingston]. Both Locals 1528 and 2005, as well as the Cal Conference of Machinists have endorsed Eggman.

"This is not Eggman's first union meeting," says Business Rep Tom Rotella. "Mike has attended several Local 2005 meetings in Livingston, and even went to church with President Joga Chahal. We need the help of all members in this area to get Mike elected."

Mike Eggman comes to Local 1528's monthly membership meeting and collects a check from the MNPL fund to support his race.

Local 2182-Sacramento

Precision comes back

The three members at Precision Stripping and Coating in Lodi have a new three-year deal. "This company was on the verge of closing its doors," says Business Rep Skip Hatch. "Everyone was laid off but the owner. But he managed to hang on and has hired his guys back."

Hatch says that everyone will get a \$1/hour increase in year one, with wage and health and welfare openers in the following years. "They moved out of the AI pension plan and into the IAM National Plan. This enables them to triple the contribution, going from \$25/month to 50 cents/hour, which equas \$86.65/month. (This change was only possible because the employer's overall contribution was so low to begin with.)



Jerry Meyer Retired/E Board Member Local 1101

"Charities need all the help they can get. I'm very supportive of the Guide Dogs. It's so helpful for those not able to see. Makes you feel good."



Steve Dearborn Waste Management Local 1546

"It's everybody's business to help everybody who needs help. The union organizes it, and we, as individuals, give to the charity. I'm a dog lover. I have friends who have gotten the rejects. It's a great cause."



George Hobbs Retired Local 2182

"Guide Dogs of America is a very good cause. I definitely think it's a good idea for the union to support it."



Tim Cooper Apprenticeship Coordinator Local 1101

"It's a way that the average joe can help out in a worthy cause. We support Guide Dogs in so many ways. Individually, you can't give as much, but collectively, we can make a real difference."



IN THE NEWS

President signs executive order requiring federal contractors to obey labor laws

When Congress won't act, what's a President to do? In this case, on July 31, President Obama signed the Fair Pay and Safe Workplaces executive order to protect employees of federal contractors.

The order does two things. First, it requires companies bidding for federal contracts worth more than \$500,000 to make previous violations of labor law public, if they have any to report. These include minimum wage and overtime laws, civil rights, safety and health, and other protections. The most egregious violations, and especially repeat offenders, will then be taken into consideration in awarding future contracts.

The second part of the order says that companies with federal contracts worth more than \$1 million can no longer force their employees out of court—and into arbitration—to settle accusations of workplace discrimination.

"We expect our tax dollars to be spent wisely on these contracts," said Obama when signing the order. "Our tax dollars shouldn't go to companies that violate workplace laws; they shouldn't go to companies that violate workers' rights."

A recent study showed that 28 of the companies with the top workplace violations from FY 2005 to FY 2009 subsequently received federal contracts, and a quarter of those companies eventually had significant performance problems as well. Further, the companies with workplace violations were learned to be more likely to encounter performance problems.

The President asserted that by limiting the ability of workplace violators to get additional federal contracts, the executive order



TAKE BACK LABOR DAY

would improve the efficiency of federal contracting and result in greater returns on federal tax dollars.

Additionally, the order will protect companies that are already doing the right thing from having to compete with companies that are illegally cutting corners and endangering or cheating workers.

In addition to encouraging all prospective federal contractors to follow labor law, the order will call for companies to include information about hours worked, overtime hours, and other details on pay stubs so that workers will have transparency about what they are being paid in relation to what they should be paid.

Obama stated that most companies "do the right thing, but," he added, "some don't, and I don't want those who don't to be getting a competitive advantage over the folks who are doing the right thing."

Walgreens caves on plan to dodge taxes by relocating abroad

Walgreens announced in August that it is abandoning plans to use a tax loophole called "corporate inversion" to slither out of paying U.S. taxes. Now that's something to celebrate.

Following objections raised by shareholders, including a shareholder proposal by several unionaffiliated pension funds calling for a policy that bars inversions, Walgreen Co. has decided to not to proceed with a plan to legally restructure as a Swiss company.

Companies that "invert" maintain the benefits of being based in the U.S., while slashing the amount of corporate taxes they pay. The scheme is estimated to cost the U.S. economy \$20 billion in the next 10 years, according the White House.

That's the thanks these unpatriotic companies give for all the many things taxpayers provide them in order to operate, from America's public schools that educate their workers to the infrastructure needed to move their products to the court systems that protect their interests. When they try this relocating maneuver, guess who they want to protect them from foreign governments? You guessed it, the U.S. military.

Walgreens sought to use a takeover of Europe's biggest pharmacy chain, Alliance Boots, to execute its outrageous plan. But the Illinois-based company has decided on an about-face.

Walgreens CEO Greg Wasson stated that "leaving the U.S. wasn't in the best interest of shareholders," because he was afraid the IRS would come after them. This assumes that shareholders are the only constituency that matters. Wasson also ought to be worried about what customers think. The bad PR that may have been generated from the deal could lead to lost sales and reduced company profits.

A day after Walgreens backed down, President Obama vowed to confront the "herd mentality" of companies seeking deals that help them escape U.S. corporate taxes, noting that the practice is unfair to Americans.

The president noted that Congress would have to pass legislation to stop tax inversions, and promised to look for ways to discourage them in the meantime. "The lost revenue to Treasury means it has got to be made up somewhere, and that typically is going to be a bunch of hardworking Americans who either pay through higher taxes themselves or through reduced services."

Treasury Secretary Jacob J. Lew described the tactic as unpatriotic tax-dodging and akin to renouncing one's citizenship. He said that the Obama administration is also considering ways to halt the practice without requiring new legislation.

Here's something we can all put on our list: Boycott any company that tries to cheat you out of your hard-earned money, and when they get any funny ideas, tell 'em what you think. Maybe, like Walgreens, they will listen.

Compiled from NH Labor News and AlterNet

SHOP TALK: Why should unions be involved with giving to charity?



Bill Senter Northrup Grumman Local 93

"Because it's a big organization that can help with public service. Get the dogs trained and help the community. The government doesn't help them; someone has to."

Sherri Richardson Northrup Grumman Local 93

"It helps people. It gives the union a good image. A lot of times, all people hear is the negative stuff about unions. This projects a good image."



Darwin Derosans Retired Local 1414

"It helps out a lot of people. If we can stay strong within ourselves, we can help others."



Israel Reyna Fabco Automotive Local 1546

"It's important to show the community that we're supportive of things that are outside the union as well as the union. We can say 'We're here, too.""



BENEFITS NEWS

Why did your Health & Welfare rates go up?

Health and Welfare rates increased for the coming year is that the fund had to pay out lots of big claims.

In the last year, the AI direct-pay Blue Cross plan paid out on 2,800 claims totally about \$475,000. About 60% of those claims were under \$1,000; in fact, they averaged less than \$300. This group of claims accounts for 3.3% of the money that the AI Fund had to put out.

On the other side of the equation, 20 claims (less than 1% of all claims) were for more than \$100,000. The average claim for these 20 "super-

In a few words, the reason AI users" was \$305,000. In all, their bill was for \$6.1 million, accounting for 40% of the Fund's output.

> "Last year, we spent \$3 million on the supergroup. This year, the cost was \$9.3 million," explains Area Director and AI Trustee Don Crosatto, "It's the luck of the draw. Last year, 1,400 people on Blue Cross didn't file any claims, but unfortunately, a few people had very expensive issues. So, we all have to pay a little more to support our brothers and sisters in need."

You may be eligible for "Paid Family Leave"

When you need to take time off work to deal with serious family health issues-childbirth, adoption foster care, or illness of a family member—you may have a right to Paid Family Leave (PFL).

If deductions are taken from your paycheck for State Disability Insurance (SDI), and you meet the eligibility requirements, you should be able to collect Paid Family Leave. PFL benefits may last up to 6 weeks a year (after a one-week waiting period), and generally replace approximately 55 percent of income, up to certain limits.

Paid family leave is a state pro-

workers' paychecks. It provides benefits to workers who need to miss work to bond with a newborn or newly arrived adopted or foster child. or who need to deal with the serious health condition of a close family member. If you need time off to care for

gram, funded by deductions from

any of these relatives with a serious health condition, or to oversee their medical treatment, or to bond with a new child, it makes sense to apply for Paid Family Leave. To learn more about the eligibility requirements or what you need to do to apply, go to: paidfamilyleave.org

Official notice of nomination and election of officers (2015-2017) — Locals 653, 1528 and 2182

LOCAL 653 - Fresno

At Local 653's regular meeting on Wednesday, November 12, 2014, at 5:30 p.m., nominations will be held for the following positions:

• President • Vice President • Recording Secretary • Secretary/Treasurer • Conductor/Sentinel • Executive Board (3 to be elected) • Audit Committee (3 to be elected).

Election of officers will be held on December 17, 2014 at Local 653's office: 544 West Olive, Fresno, CA, 93728. Polls will be open from 6:00 a.m. to 7:00 p.m.

LOCAL 1528 - Modesto

At Local 1528's regular meeting on Wednesday, November 5, 2014, at 7:00 p.m., nominations will be held for the following positions:

• President • Vice President • Recording Secretary • Secretary/Treasurer • Conductor/Sentinel • Executive Board (3 to be elected) • Audit Committee (3 to be elected) • Delegate to CA Labor Federation (One to be elected) • Delegate to Central Labor Council (6 to be elected).

Election of officers will be held on December 3, 2014 at Local 1528's office: 713 16th Street, Modesto, CA 95354. Polls will be open from 12:00 noon to 9:00 p.m.

Please note: Any and all proposed changes to the By-Laws of the IAM Local 1528 need to be submitted in writing to IAMAW LL 1528, 713 16th Street, Modesto, CA 95354 on or before November 5th, 2014 at the regular meeting for the first reading, to be followed by the 2nd reading and vote on the December 3, 2014 meeting.

LOCAL 2182 - Sacramento

At Local 2182's regular meeting on Tuesday, November 11, 2014, at 7:00 p.m., nominations will be held for the following positions:

 President • Vice President • Recording Secretary • Secretary/Treasurer • Conductor/Sentinel • Executive Board (3 to be elected) • Building Committee (5 to be elected) • Delegate to CA Labor Federation (One to be elected) • Delegate to Central Labor Council (6 to be elected)

Election of officers will be held on December 9, 2014 at Local 2182's office: 967 Venture Court, Sacramento, CA 95825. Polls will be open from 12:00 noon to 9:00 p.m.

THE FOLLOWING ELECTION REGULATIONS WILL BE OBSERVED:

Absentee Ballots: In accordance with Election of Officers, Article II, Section 3 of 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, 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. Your written request for absentee ballot must be mailed to the local lodge at 713 16th Street, Modesto, CA 95354, and include the following: "Please send me an absentee ballot." Provide your: Name • Address • City/State/Zip • Book # • Signature. You

must also include the reason you are making the request.

The Request for Absentee Ballot must be delivered to the Recording Secretary of your Local Lodge in person or

> by mail no later than ten (10) days prior to the election.

Completed Absentee Ballots for District Delegates and for your Local Lodge elections must be received by the Local Lodge prior to closing of voting at your Local Lodge's first meeting in

December.

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Qualifications to become a Candidate for Election: In accordance with Article XII, Section 2, of the Local Lodge By-laws, to be eligible a member shall attend at least fifty percent (50%) of the regular Local Lodge meetings held during the twelve (12) month period ending the date of close of nominations.

Qualifications to Vote: Only members in good standing and free from delinguency of any nature to the Local Lodge shall be allowed to vote.



David Peraza

"The Guide Dogs is close to my heart. I've known people who are blind and use the service dogs and they provide a necessary service. If you've seen them at work, it's incredible. We're fortunate, as union members, to be able to give back, especially with the economic situation as it is."



Daniel Mendola NASA Ames Research Center

"It benefits the Guide Dogs and it benefits the union. People get to see that the IAM is active. We can really help out people in need. The cost of a guide dog is \$40-50,000."



Local 1584

"To get exposure to the community. Most people think unions are just out for ourselves. This way we show we are about community, and not just about ourselves. I think it's a great program. As a diabetic, I know people who have lost their sight. This benefits them."



Craig Ashford **Recording Secretary** Local 1414

"It puts our name out there in a positive way to show we're doing something for the community. We like to give back. We always donate to charity-especially to Guide Dogs of America."

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			
Lodge 190	Meetings are the fourth Tuesday of each month August 26 • September 23 • October 28 Executive Board Meeting: 6:30 p.m. General Delegates' Meeting: 7:00 p.m.	Local 1484 1261 Avalon Blvd. Wilmington, CA 90744 310-835-6688	 Executive Board Meeting: 6:00 p.m. on the third Thursday of the month August 21 • September 18 • October 16 General Membership Meeting: 6:00 p.m. on the first Tuesday of the month August 5 • September 2 • October 7 Retirees' Club: 1:00 p.m. on the third Wednesday of the month: August 20 • September 17 • October 15
2102 Almaden Rd., #105 San Jose, CA 95125 408-723-4900	Meetings are the second Tuesday of each month August 12 • September 9 • October 7 Grievance Committee: 3:30 p.m. Executive Board Meeting: 4:30 p.m. Membership Meeting: 5:00 p.m. -4:30 p.m. Mon-Fri and is open during lunchtime.	Local 1528 713 16th Street Modesto, CA 95354 209-529-9210 Local 1546 10260 MacArthur Blvd., Oakland, CA 94605 510-638-6705	 Meetings are the first Wednesday of the month August 6 • September 3 • October 1 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 August 16 • September 20 • October 18 Women's Activity Meeting: 11 a.mNoon on the Third Saturday of each month August 16 • September 20 • October 18 Narcotics Anonymous: 5:30-6:30 p.m. every Tuesday Meetings are the first Tuesday of the month August 5 • September 2 • October 7 General Membership Meeting: 7:00 p.m. Member Education Meeting: 6:30 p.m. on the Thursday preceding membership meeting August 28 • October 2 • October 30 Retiree Club Pot Luck Luncheon: 12 noon on the first Wednesday of each month August 6 • September 3 • October 1 Alcoholics Anonymous: 9 a.m. every Saturday
Local 653 544 West Olive Fresno, CA 93728 559-264-2815	Meetings are the third Wednesday of the month August 20 • September 17 • October 15 Executive Board Meeting: 5:00 p.m. Membership Meeting: 5:30 p.m.		
557-204-2015			
8201 Capwell Drive	Meetings are the third Thursday of the month August 21 • September 18 • October 16 Membership Meeting: 4:00 p.m. Meetings are held at the Carpenters' Hall, in Reno.		
2102 Almaden Rd., #105 San Jose, CA 95125 408-723-4900	Meetings are the second Thursday of the month August 14 • September 11 • October 9 Executive Board Meeting: 5:30 p.m. General Membership Meeting: 6:30 p.m. 8 a.m.—4:30 p.m. Monday through Friday. ing lunch.	Local 1584 8130 Baldwin Street Oakland, CA 94621 510-635-2064	 Meetings are the third Thursday of the month August 21 • September 18 • October 16 Membership Meeting: 7:00 p.m. Executive Board Meeting: 6:00 p.m. Retirees' Club: 12:30 p.m. on the first Tuesday of the month: August 5 • September 2 • October 7

Local II/2 1900 Bates Ave., # H Concord, CA 94520 925-687-6421 Executive Board Meeting: 6:30 p.m. on the second Thursday of the month August 14 • September 11 • October 9 Membership/Shop Stewards' Meeting: 6:30 p.m. on the third Thursday of the month August 21 • September 18 • October 16

Local 1596 4210 Petaluma Blvd. No. Petaluma, CA 94952 707-795-0086

Local 2005

544 West Olive Fresno, CA 93728 English 559-264-2815 Spanish 510-632-3661 In plant office: 209-394-6941 Executive Board Meeting: 6:00 p.m. Membership Meeting: 6:30 p.m. Meetings are held the third Sunday of each month at the Veterans Memorial Hall: 1605 7th Street, Liv-

Meetings are the third Tuesday of the month

August 19 • September 16 • October 21

ingston, CA 95334. August 17 • September 21• October 19 Executive Board Meetings: 11 a.m. at Union Hall General Membership Meetings: 1:00 p.m. (all languages)

Meetings are the second Tuesday of the month August 12 • September 9 • October 7 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:

August 20 • September 17 • October 15

150 South Boulevard San Mateo, CA 94402 650-341-2689 **Shop Stewards' Meeting:** 5:30 p.m. on the third Thursday of the month

August 21 • September 18 • October 16 **Executive Board Meeting:** 6:00 p.m. on the second Thursday of the month

August 14 • September 11 • October 9 General Membership Meeting: 6:30 p.m. on the third Thursday of the month

August 21 • September 18 • October 16 Retirees' Club: 11:00 a.m. on the first Wednesday of March, June, Sept., Dec. All are welcome! September 3 • December 3 .ocal 2182

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