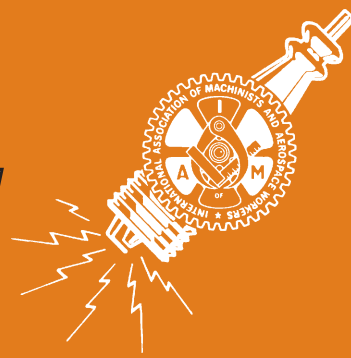


The IAM District 190 Sparkplug



VOL. 16 NO. 1



February/March 2014

Serving the Active and Retired Members of IAM District Lodge 190

Looking ahead at 2014

State of District Lodge 190

By JIM BENO
Directing Business Representative

On Tuesday, January 28, I was sworn in to my fourth term as Directing Business Representative of District Lodge 190. I am both proud and humbled to be able to serve our members for another four years and wish to thank our officers, delegates and members for their trust and confidence in me to serve this great organization.

Also pledging their sacred word of honor in serving our union were: Joe Coy, President; Ken Stoner, Vice President; Glenn Gandolfo, Secretary-Treasurer and Trustees Sue Drost, Dave Baumann and Tom Myers. These officers, along with our staff of Business Representatives and Organizers, are the dedicated and knowledgeable team that will guide our union into the future. These officers and staff have helped establish the reputation of District 190 as one of the most respected Lodges in the Machinist Union and my thanks and gratitude is extended to each of these individuals for their leadership role.

New headquarters

The future holds a lot of promise and changes for District 190 as we go forward. We are in the final stages of purchasing a new headquarters building for the district. After leasing the current offices for more than 30 years, our delegates and staff felt it was time to locate a permanent home that our members could call their own. We are proud to announce that, in approximately three months, the district offices will be moving to our new office building located at 8201 Capwell Drive, Oakland, California.



DBR Jim Beno

Focus on organizing

Our GPS Organizing Program is in full swing and again we thank our volunteer members for their dedication to making this program successful. Our last issue of the Sparkplug highlighted the training program we are conducting with each of our thirteen local lodge organizing committees. This training is equipping our members with the tools needed to help bring non-union workers into our union ranks. The most recent "Book of Lists," published by the *San Francisco Business Times*, lists District Lodge 190 of the Machinists Union as the tenth largest trade union in the greater Bay Area. We are proud of that ranking and plan to move higher on that list as a result of our organizing program. Bringing more non-union workplaces under our union banner will give us greater bargaining strength and will help improve our union contracts.

Negotiating contracts

Our Business Representatives will be busy in 2014 with approximately 90 contracts open for negotiations this year alone. If yours is one of these contracts, get involved in the process. Your input, from making proposals to ratifying an agreement, is very important and will help the business representatives in securing a decent contract and improving your standard of living. This is why we have the best contracts and working conditions for our members in the industries we represent.

Pension and Health & Welfare

Our automotive industries welfare fund continues to provide excellent healthcare benefits to our members. The contracts that provide Automotive Industries benefits include a wide array of coverages, including medical, prescription drug, dental, vision, orthodontics, life insurance, and a short term disability plan. The Board of Trustees continue to balance cost against the high level of benefits provided to our members and their families.

The transition, last year, due to the elimination of Healthnet, resulted in approximately 70% of Healthnet members moving to our Anthem Bluecross PPO Plan and the remaining members moving to Kaiser. Coupled with the enhancements made to the Bluecross Plan, our members moving out of Healthnet saw little or no disruption to their continuing medical care.

An added benefit of the Bluecross Plan is the

benefit credit card all members received upon enrollment. Every January 1, \$600 is loaded onto this card and can be used by our members to cover deductibles, prescription co-pays, dental co-pays, and other qualified medical out of pocket expenses. This is an added benefit under the Bluecross Plan and some members forget they have. Any questions about your plan should be directed to the fund office.

Get involved

One last thing. Get involved in your local lodge. Attend a union meeting and learn what the union is all about. Our locals have excellent seminars for the members in everything from labor laws and their effect on our contracts to pre-retirement seminars for our members getting ready to retire.

In addition, our locals and the district host fundraising events for many worthwhile organizations, especially the Guide Dogs of America. This important charity provides Guide Dogs free of charge to the blind. Through your efforts, last year we raised and donated \$150,000 to the Guide Dogs of America. Our members bought tickets to our fundraisers, including a golf tournament and a Lobster Feed. And, special thanks to our members

working at United Parcel Service who donated over \$25,000 to Guide Dogs through their United Way campaign.

And finally, 2014 is an election year. We'll be voting on the all-important statewide elections for Governor, Lieutenant Governor, Attorney General, Secretary of State, Treasurer and Controller. But as impor-

tant will be State Assembly and Senate races, and local races. All of those elected officials play a role in passing or defeating legislation that impacts the rights of unions and union members. As you know, unions cannot put any funds raised from union dues into elections. That's why we need for you to donate to the MNPL—the Machinists Non-Partisan Political League. We then pool your voluntary contributions and use them to support the candidates who will fight for us. Start giving now so that we have a solid fund for November.

The future

To paraphrase the President, "the state of the district is strong." Our district is financially stable and we have a great team of staff, officers and members to carry our work forward.

We face many challenges, but that's nothing new. I know that if our members step up, and our organizing efforts continue to be successful, we will grow District 190 and be the strongest fighting Machinists in the nation.

"The future holds a lot of promise and changes for District 190 as we go forward."





UNION PEOPLE

2014 IAM Scholarship Competition

The IAM makes available financial scholarships to help members or children of members attain a Bachelor's degree or a two-year vocational/technical certification.

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

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

How to Apply: There are three different application packets: one for members, one for children of members, and one for vocational/ technical school. Application packets for the 2014 competition should be available at your Local Union or the District 190 office, or are online at:

www.goiam.org

>> Headquarters >> Departments

>> Scholarship

Or, write to:

IAM Scholarship Program
9000 Machinists Place, #117
Upper Marlboro, MD 20772

Use a coupon from the IAM Journal (summer or fall issues) if possible.

The deadline to submit the completed application is Feb. 25, 2014.



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 at
Iamaw Fresno

Like Local 1101 on Facebook: [facebook.com](https://www.facebook.com/iamlocal1101) (search for IAM Local 1101)

Local 1546 members:
www.IAM1546.com

Rasmussen retires; not sure he's ready

After working as a Business Rep for the members of Local 1584 for almost 14 years, and a machinist at Amot Controls for 27 years before that, Chris Rasmussen retired as of January 31, 2014.

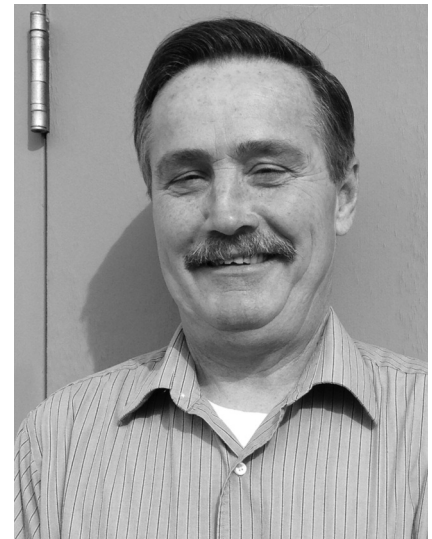
"I may be retiring, but I will definitely stay with Local 1584 doing legislative and organizing work," he says.

Rasmussen adds that after being very active with the union for almost 30 years—before becoming a rep, he was Amot's chief shop steward for more than 15 years— it's hard to think about moving on. "I've definitely got second thoughts, but it's a done deal now."

When asked what was best about being a Rep, Rasmussen had several answers. "From servicing the membership to making sure that the employers followed the contract, and being in negotiations to make the contract better, I really enjoyed it all. I liked helping people and making sure that they knew the union was there to step up to help them out."

Rasmussen says he was lucky to have been trained by the best—Herman Howell and Jesse Baptista.

"I'll miss the daily routine, but I plan to remain busy with the union," Rasmussen says. "I just have to say, 'Thank god for the pension,'" he adds proudly.



Chris Rasmussen at his last District staff meeting as a Business Rep

Local 1173 names Dan Kiel Shop Steward of the Year



(Left: Dan Kiel receives his Shop Steward of the Year award from Area Director Mark Hollibush at the Local's December General Membership meeting. Right: Kiel (center) with several of his co-workers. He felt all of them deserved the award.

Local 1173 presented its 2013 Shop Steward of the Year award to Dan Kiel from Toyota Walnut Creek at its December membership meeting.

"I can't say enough good things about Dan," said Area Director Mark Hollibush. "Dan was heavily involved in the 2013 contract negotiations, and was key in ensuring that we got his fellow members the best contract in the local."

Hollibush explained that the Toyota dealership is very big, with about 60 members spread out into several different shops. "Dan created an internal committee composed of members from each department. Their job was to make sure that everyone was kept fully informed and up-to-date on the contract proposals.

Dan is a long-term member, Acting Shop Steward at Toyota Walnut Creek and serves on the local's Executive Board.

"This contract provides for long-term job security, wage increases, good medical, and the best terms and conditions in the local. I was proud to give him the award; he really deserves it," says Hollibush. "Danny's shop always has the most members at our general membership meetings. Clearly, he's a good motivator to be able to get those guys there."

Dan said he felt that the award belongs to all of the guys at Toyota Walnut Creek so *The Sparkplug* is proud to display a picture of some of the guys who were at the meeting that night.

AFL-CIO Flash Fact

A \$10.10 minimum wage would increase the nation's GDP by nearly \$33 billion and generate 140,000 new jobs over the course of three years.



The IAM District 190

Sparkplug



Debra Chaplan,
Managing Editor

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UNION PEOPLE

Two Local 1584 members attend first-ever Young Machinists & Emerging Leaders conference

Local 1584 sent two members to the first-ever Young Machinists and Emerging Leaders Conference in San Antonio, TX on Martin Luther King, Jr. weekend. Joining 100 other young IAM members from around the nation were Abraham Rubio and Patrick Aung, both active members of 1584's organizing committee and employees at Geo. Martin Company in Emeryville.

Aung said that the conference was an extremely positive experience for him. Rubio, a 1584 Executive Board member, stated that "they really planted some seeds in us."

The conference included workshops designed to offer emerging leaders tools to build the future of the IAM, as well as create a venue where young members could meet, share their experiences and reflect on ways of becoming more involved. In addition to the workshops, the conference also included a joint action with participating AFL-CIO unions, and a community service compo-

nent where conference participants assisted Habitat for Humanity with framing four houses for families in need.

Both members expressed great gratitude for being part of the weekend's events and training workshops. Patrick Aung, Local 1584's Shop Steward of the Year for 2013, said that the conference gave him and Rubio "ideas and strategies to make the union better." Along with what they learned, he "enjoyed meeting other brothers and sisters from around the country and hearing about their experiences." Overall, the conference left Aung with "wanting

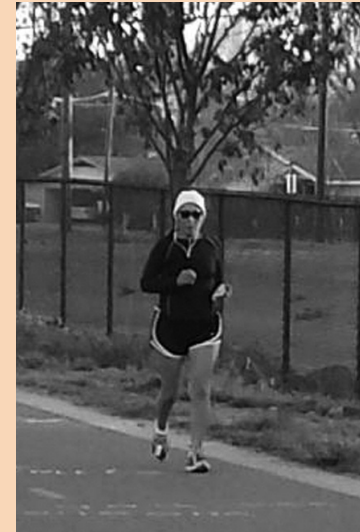


Patrick Aung and Abraham Rubio at Habitat for Humanity site during Young Workers conference

to help the community more and become more involved."

Both echoed that they are looking forward to the next meeting of the Young Machinists and would encourage anyone who is interested to attend. Local 1584 is proud of everything its young members do for the local lodge as well as the hard work they put in to make the conference a great experience.

Wife of Local 1584 member beats cancer, runs half-marathon



After beating cancer, Rosa Swanger trains to run San Luis Obispo half-marathon.

Rosa Swanger is a cancer survivor. In February of 2013, she was diagnosed with thyroid cancer and, by May, had a complete thyroidectomy. She had one treatment of radio iodine in September. She is now three months cancer free.

The wife of Local 1584 Executive Board Member Tom Swanger is a runner and has always wanted to compete in a half marathon. So she joined the Leukemia Lymphoma Team In Training. Her plan is to not only compete but also raise money for a very good cause: the Leukemia and Lymphoma Society (LLS). LLS is the world's largest voluntary non-profit health agency dedicated to helping find a cure for blood cancer.

With your support and donations, we can help improve the quality of life for patients and their families as well. Rosa says she is running in this marathon not only for herself, but also in honor and memory of all who lost the battle, along with their families, and for those still fighting the battle.

Rosa's goal is to raise \$2,800 by the beginning of April 2014. She will be running in the San Luis Obispo half marathon on April 27 only if she can meet her fundraising goal.

Please support Rosa and help her meet and surpass her goal. You can find her fundraising page at: <http://pages.teamintraining.org/sac/san-loobi14/rswanger>

LETTERS TO THE EDITOR

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

BUY UNION

Burgers & Fries

Workers in the fast food industry made their voices heard last Labor Day as they strive to make a decent and livable wage in their business. We say more power to them! And there's no better time of year to make their case. In the meantime, if you want to create your own version of the All-American standard burger and fries backed by union labor, stick to this shopping list and visit Labor411.org for even more union-made ideas.



- Hamburger Buns:** Country Hearth, Oroweat, Weight Watchers, Holsum
- Ground Beef, Lettuce, Onions:** Purchase at union grocery stores like Ralphs and Safeway
- Cheese:** Alta Dena, Boar's Head, Clover, Hiland Dairy, Horizon
- Tomatoes:** Eurofresh, Sunripe
- Mustard:** French's, Gulden's, Heinz
- Ketchup:** Heinz
- Pickles:** Vlasic, Heinz
- Fries:** Ore Ida

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.

Local 93-San Jose

Durham contract

In January, **Durham School Services** techs ratified their first contract and are now officially members of the IAM. "I think they're happy with the deal," says Business Rep Richard Breckenridge, "and we're happy to have them aboard."

The two-year and nine-month contract includes wage increases ranging from \$1.20 to \$1.60/hour over the life of the agreement. They also received four days for bereavement leave, 15 days of jury-duty pay, 10 days of sick pay with the ability to bank up to 26 weeks of sick leave, three pairs of mechanic leather gloves, \$150 for work boots each year, replacement of prescription safety glasses and broken tools no longer covered by warranty, and check-offs for union dues, Guide Dogs, and MNPL.

Local 653-Fresno

Third time's the charm

"The negotiations with **Sun-Maid Growers** are over and the members ratified their contract," happily reports Business Rep Tom Rotella. "After at least a dozen meetings and two failed agreements, we had something to take back to the union workers to vote."

The new contract provides \$1.95/hour in wage increases and \$.25/hour in increased IAM National Pension Fund contributions, totalling \$2.85/hour. There are new co-pays and deductibles for the health and welfare plan, but there's also a monthly premium holiday for six months, and an increase in the OPTOUT benefit. "Special thanks to Shop Stewards Jeff Clarkson, Jim Wootten, Jr, and Tim Deis," Rotella adds.

Success and fun at holidays

Local 653's holiday party was a great event this year, Rotella reports. In addition to having a great time, the event raises funds for several organizations. This year, the Good and Welfare Committee chose Guide Dogs (\$2000), ALS

(\$1,289), and the Marjorie Mason Center, a domestic violence shelter (\$1,000), as beneficiaries. The checks have all been distributed, as were 40 toys for the kids. Local 653 President Jeremy Celaya wishes to thank all sponsors and helpers for working together for these good groups.

Upcoming talks

Rotella reports that he's gearing up for negotiations this year with a number of companies. **UPS** is one of the largest, with both National and Local agreements open. "We will be getting with UPS employees soon to get their proposals," he says. Other contracts coming up are **Rutter Armey, UPS Freight, Fresno Truck Center, G&H Diesel** and **Elliott Manufacturing**.

Organizing moves forward

Local 653's Organizing Committee met on Saturday, Jan. 24, 2014 and reached consensus that we need go beyond merely identifying targets that may be good for the local or district to follow up on. The committee agreed that they, the staff and officer/steward activists, need to enlist our members' support in the organizing effort.

In order to do that we need a way to contact our membership and convince them that helping to organize is in their own self-interest. Methods for doing this could include face-to-face contact at the work site, restarting the local's newsletter PRIDE (in both hard and electronic formats) and developing a formula to incorporate social media like Facebook into our program.

In addition to contacting Local 653 members, we'll also try to reach out to members of TCU, Air Transport, and other IAM districts living in the Local 653 service area.

The next organizing committee will be on February 22 at 9:30 at the union hall. Each committee member was assigned two key tasks: the first was to identify one business target they feel is a good candidate for an organizing drive. The second was to write an article for PRIDE.

Local 801 - Reno

Good grievance rulings

The local settled two grievances with **LB&B**, in Fallon, NV in favor of the members.

The first was a holiday grievance, reports Area Director Mark Martin. "When the employer decided to stay open holidays, they ignored seniority in terms of who got the work. We got it resolved. They'll observe seniority."

The second grievance involved an employee who was fired as a result of being off the job due to an injury. "We got her job restored, with seniority and full back pay," Martin explains.

Local 1173-Concord

Lehmer's pays for breaks

The 20 members employed at **Lehmer's Buick-GMC** in Concord ratified their three-year contract on December 26, reports Area Director Mark Hollibush. The agreement provides for a 60-cent/hour wage increase each year of the agreement, with the parts technicians receiving 80 cents/hour the first year.

In addition to the yearly wage increase, the employer agreed to a ratification bonus of \$600 for each bargaining unit member, which compensates them for retro pay back to the July expiration date. The employer also agreed to split all future medical increases 50/50 and pay 100% of the pension surcharge amount.

"These negotiations were extremely difficult and lengthy because the employer did not want to comply with the new California state law that mandates that employers must compensate flat-rate mechanics for their two 10-minute breaks each day in addition to any stand-by time while on the clock," explains Hollibush.

"Even though the employer made attempts to circumvent the new laws, the union made sure the employer understood very clearly that our members would not agree to a contract if the technicians were not compensated according to the law," Hollibush says. According to

the union's calculations, those paid breaks will provide each journeyman an additional \$2,880 per year—the equivalent of another \$1.40 per hour. "All totaled, the pay for breaks and the wage increase add up to an additional \$4,000 per year, in just the first year of the agreement," Hollibush adds.

The Lehmer's contract is now the second contract in Local 1173 where flat-rate technicians will be fairly compensated for their paid breaks and stand-by time in compliance with **Gonzales vs Downtown LA Motors** and **Bluford vs Safeway**.

Local 1414-San Mateo

Walking a fine line

The five IAM members at **San Francisco Shuttle Bus** ratified a one-year contract with the company that includes wage increases. "These talks were very difficult," explains Business Rep Pedro Mendez. "We hope that when the company renegotiates its contract with the city this year, they'll be able to write in increases, so that our members may continue to get raises."

Local 1484-Wilmington

New long contract

The 173 bargaining unit members at **SSA** ratified an extended agreement that will go to July, 2020. "It is an extremely rich agreement," says Business Rep Kevin Kucera proudly. "In July of 2019, journeyman mechanics will be at \$50.30/hour in wages, with full maintenance of benefits that require no out-of-pocket expenses for their health and welfare. They will also get respectable pension increases."

The contract was originally set to expire on June 20, 2015. The members approved the long extension by a solid majority and Kucera reports that they're very happy with it.

New short contract

Over at **Servisair**, which services Southwest Airlines at LAX, the eight fuelers and one mechanic approved a one-year contract extension in Decem-

SHOP TALK: Why is it important to have a union contract? What's the most v



Mike Thacker
UPS - 25 years
Local 1546

"For the support. We have Business Reps like Garry there to keep our jobs. The union keeps our wages and keeps our jobs."



Carlos Perez
UPS - 11 years
Local 1546

"Protection in case anything happens. There's somebody on your side. Also, the benefits. You definitely get better benefits with a union."



Jason Haire
UPS - 13 years
Local 1546

"To help keep the employers from doing things their way only. The union keeps things more fair."



Damien Souza
George Martin Co. - 7 years
Local 1584

"Getting everyone together. Keeping things in order. When there's a problem, we can get our union brothers to back us up. The union helps keep us strong."



Chris Martin
George Martin Co. - 2 years
Local 1584

"It's good to have somebody behind you. That's the big difference from being non-union."

THE LOCALS

ber, in exchange for a signing bonus.

“The members didn’t want to do anything long-term because the company was recently bought out and they wanted to get a better sense of the new management,” says Kucera.

Local 1546-Oakland

Take two

The 45 Machinists and Teamsters at **San Leandro Nissan** turned down their first contract offer, but finally got a three-year deal that they could ratify.

“The major items were a \$750 signing bonus in lieu of a raise in the first year, and wage increases of \$.75/hour and \$1/hour in the next two years of the contract. They switched from the IAM health plan to the Teamster health plan, which cut the employee co-pay by more than \$200/month,” explains Area Director Don Crosatto, who adds that this made a huge difference, especially for the lower paid employees.

Finally, three years late

The 27 members at **Coast Counties Peterbilt** in San Leandro lived with an expired agreement for three years, but they finally got a contract done and ratified.

“The company was initially seeking pay cuts, which we fought off,” says Crosatto. “They also wanted the employees to pay the rehab costs on the pension.”

In the end, the employer will pay the pension costs, and the mechanics will get respectable wage increases, as the parts people get somewhat more modest increases. This group also moved to the Teamster health plan, saving each employee about \$60 a week on health costs. The contract also includes incentive pay for having a Class B license, and up to a 6% increase for mechanics who are Cummins and Paccar-certified.

“Business has picked up quite a bit from its low point during the recession in 2010,” Crosatto adds. “That helped us to get the deal sweetened.”

Drink your milk

Over the last 30 years, milk sales

have dropped by about a third, and that reality has impacted **Berkeley Farms** and other dairies dramatically. Losing major accounts hurts even more. That’s why the eight members at the Hayward facility accepted a new three-year contract that they wished could have been better.

“We ended up with a \$.50/hour/year wage increase. And, the Reefer techs got moved up to journeyman status,” says Crosatto. The employer will continue to pay for health insurance at the same rate. The employer will also cover the cost of the pension rehab, which increases 5% each year. (It works out to \$.16/hour up to \$.18/hour in year three.)

More struggles

East Bay Ford Truck has just moved from their Oakland location where they’ve been for 40 years.

“We hope the company will thrive and grow in their new location,” says Business Rep. Steve Older. “We just ratified a contract with some increases and bonuses. We also save some money on health costs to the members by moving to the Teamster plan. I can’t say that the guys are real happy about this deal, but it should pay off in the long run” The company employs 18 IAM members and a few Teamsters.

First contract coming soon

The five mechanics at **MV Transportation** in Union City voted for IAM union representation in November, and it appears that they will have a first contract soon. “The company sent us a comprehensive contract proposal that’s similar to our contracts with them in other places,” says Older. “After meeting with the company, we were able to agree to much of the language. Now we deal with the economics.”

One more time

Older reports that after a two-week strike and numerous negotiations with federal mediation, the members at the **Ford Store** in San Leandro voted down another contract proposal.

“Although the current proposal includes significant increases in wages and conditions over the pre-strike offer,

the company is still determined to move to a flat-rate pay plan and large health care cost increases,” Older says. “I am confident that, with the strength of this shop, we will prevail. No changes have been made, so we will keep on talking until they get it right.”

Local 1596-Petaluma

More bargaining

The members of **MGM Brakes** in Cloverdale ratified a three year contract in January that includes a 2% wage increase each year and an increase in the company pension plan retro to 1991 in the second year of the agreement. The cost of health plan went from a 88/12% split to an 87/13% split, reports Area Director Tom Brandon.

He adds that bargaining continues with North Bay Nissan in Petaluma.

Local 2005-Livingston

Foster Farms cleans up

First it was salmonella, then cockroaches. **Foster Farms** has confronted numerous health and safety challenges over the last several months which led the company to take on the huge task of doing a complete shutdown to clean and make certain that the problems are completely eradicated.

Business Rep Tom Rotella explains that the company was not ordered to do the shutdown by any federal or state agencies, but rather they initiated the action on their own. “It was a hard choice,” Rotella adds, “but it had to be done to maintain consumer confidence in the products.”

Unfortunately, it meant that the employees lost at least five days of work and pay. As a result, the union bargained with the company to move a bonus that was planned for July 14 up to January 23, 2014.

Everyone is back to work, and the employees have been offered overtime work, both to help them financially and also to move chickens. Rotella explains that the additional three to five days of aging makes for big chickens.

New office location

The Local 2005 Livingston office has been moved to an onsite location inside the plant—check the bulletin board for location.

The business office has been consolidated with Local 653’s office in Fresno. For dues and other business-related questions, contact Debbie Bird at 559-264-2815 (fax: 559-264-3060). The mailing address is: 544 W Olive, Fresno, California. 93728.

Local 2182-Sacramento

Playing catch-up

The nurses at the **Pineview Care Center** in Paradise were happy to get a first contract, but two years later, they had real changes in mind. And they succeeded in achieving those.

Their second two-year contract, ratified overwhelmingly in January, includes a \$1.50/hour equity adjustment for 15 of the 20 nurses who had been below scale, plus 3% annual wage increases. “This catches three-quarters of the nurses up to a reasonable scale,” explains Area Director Mark Martin.

Moving from B to A

American Medical Response merged its Unit B contract in Stockton and Modesto with the Unit A contract that includes Sacramento, San Leandro and Contra Costa and San Mateo. As a result, reports Business Rep Skip Hatch, “some members in what was Unit B gained equity increases in excess of \$3/hour, and all Unit B employees received two wage increases, phased in between January and April. The company also agreed to card check in San Jose if, and when, the company reopens there.

Upcoming contracts

The members at **Riverview International** in Sacramento are going into a wage opener.

Bargaining with **Harrold Ford** in Sacramento is set to start at the end of March. The union is taking proposals in mid-February.

What’s the most valuable thing about having a union?



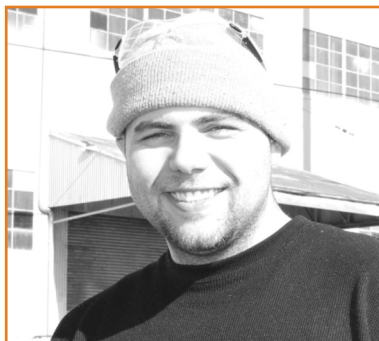
Randy Coursey
East Bay Ford Truck - 12 years
Local 1546

“The union protects our benefits. And it enables us to be treated fairly.”



Aaron Marshall
George Martin Co. - 2 years
Local 1584

“The most important thing is our ability to vote on things as a group that all of us are able to agree on.”



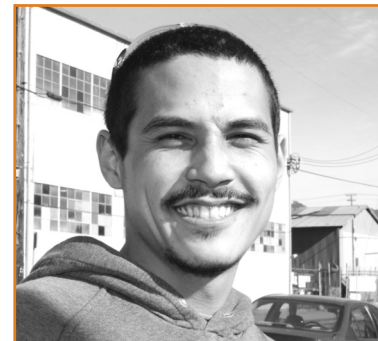
Dalton DeCoursey
George Martin Co. - 1 year
Local 1584

“The way we get paid is more fair than it would be non-union. I’d rather be united than stand alone when it comes to....well, anything!”



John Jones
George Martin Co. - 5 years
Local 1584

“The union enables us to stand up for ourself and our rights in the company. It’s a mediator between you and the company, and it’s a place to get your questions answered.”



Kareem Nazari
George Martin Co. - 4 years
Local 1584

“I like all the benefits. The union takes care of us real good. I’ll always be employed.”



IN THE NEWS

Obama will use executive order to boost federal contract workers' pay

President Barack Obama announced in the State of the Union that he will issue an executive order requiring that federal contractors pay workers at least \$10.10 an hour. But the raises will not come immediately for the several hundred thousand food service, cleaning and other workers employed by federal contractors around the nation. The new \$10.10 wage will be required for all new or renewed federal contracts.

The executive order action came just hours before Obama delivered his annual State of the Union address and follows several recent strikes and demonstrations by federally contracted workers calling for a living wage. The most recent was last week when a group of Pentagon workers employed by federal contractors at low wages to operate concessions and clean federal buildings walked off the job.

AFGE President J. David Cox Sr. applauded the announcement, but noted that many directly-employed federal workers in many Veterans Affairs hospitals and military facilities who supporting our veterans earn less than \$10.10/hour. In fact, their pay had been frozen for three years until a recent 1% raise was approved by Congress.

But, if the president is to have any credibility in talking about living wages, he needs to get his own house in order and do everything in his power to establish \$10.10 as the minimum wage for all federal hourly workers....It would be far better policy for the government to bring this work in-house, take contractor profits out of the equation and provide the workforce with decent pay and benefits.

Christine Owens, executive director of the National Employment Law Project (NELP), said, "I'm hopeful the president's leader-



ship will inspire congressional leaders to follow suit by taking action to raise wages for millions of Americans relying on low-wage jobs to make ends meet."

A NELP 2013 survey of 567 workers in federally contracted service jobs found that 74% earn less than \$10 per hour. Twenty percent of these workers reported depending on Medicaid for their health care, and 14% depend on the Supplemental Nutrition Assistance Program (formerly known as food stamps) to meet their family's food needs. Overall 56% of the workers interviewed reported having trouble paying their monthly bills.

The announcement on the White House website also called for Congress to pass an increase in the minimum wage nationwide. Legislation from Sen. Tom Harkin (D-Iowa) and Rep. George Miller (D-Calif.) would raise the minimum wage for all workers in stages, ultimately reaching \$10.10 an hour, while also indexing the wage floor to inflation going forward.

Economic News Roundup

The **Economic Policy Institute** and the **Center on Budget and Policy Priorities** have released important research about the economy in the past few weeks. Here's a look at some of the key pieces they have

uncovered about the U.S. economy:

Congress has never allowed extended unemployment benefits to expire with this much long-term unemployment: Congress allowed extended unemployment benefits for the long-term unemployed to expire at the end of 2013. The percentage of workers who have been unemployed for longer than six months is twice as high as it has ever been in the past when these benefits have expired.

A \$10.10 minimum wage would help low-wage workers and would not hurt employment: This is a key quote, "The common claim that raising the minimum wage reduces employment for low-wage workers is one of the most extensively studied issues in empirical economics. The weight of the evidence is that such impacts are small to none, and that minimum wage increases of the magnitude that have been enacted in the past—and that would occur under the Fair Minimum Wage Act of 2013—are a clear net benefit to low-wage workers as a group, as well as a policy tool that pushes back against rising inequality."

Six years after it began, the Great Recession is still having a major impact on the economy: Nearly eight million jobs vanished and real wages decreased for the

bottom 90% of workers. One of the key drivers of this is public-sector austerity.

Nearly one out of every five black workers was unemployed at some point in 2013: This is compared to one out of every eight workers in the overall workforce.

There still aren't enough jobs for the workers seeking them: In the latest Job Openings and Labor Turnover Survey, we find that there are 2.7 unemployed workers for every job opening.

Don't blame the workers: Despite claims to the contrary, the average low-wage worker now has significantly more education than workers did in 1968, yet they make significantly less money because the minimum wage is much lower now, when adjusted for inflation.

By Kenneth Quinnell
AFL-CIO Now Blog

Congressman George Miller to retire

Rep. George Miller, a 40-year representative from Contra Costa County and the top Democrat on the House Education and Workforce Committee, says he will not seek re-election in 2014 after four decades in Congress.

Miller says in a statement on Monday that he looks forward to one final year in Congress "fighting the good fight and then working in new venues on the issues that have inspired me."

"It is impossible to imagine the struggle for fairness for working men and women without the leadership of George Miller," said AFL-CIO President Richard Trumka. "George Miller fights every day like it is his last to better the lives of working families. He understands that a strong economy is built by investing in our greatest asset, the working men and women who wake this country up and put it to bed every day. From job safety to health care, from retirement security to the right

continued on page 7

SHOP TALK: Why is it important to have a union contract?



Nicholas Klotz

George Martin Co. - 4 years
Local 1584

"To keep the company from running all over you. There's a lot of great things—it's just good to have a union."



Danny Erks

George Martin Co. - 7 years
Local 1584

"Everyone gets to stick together and fight as one. Without that, everyone would be just an individual."



Gloria Jones

George Martin Co. - 34 years
Local 1584

"Number one: the union backs us up. Our rep also helps us. They say there are pros and cons about being in a union, but after 34 years as a union member, I've never seen a con."



Linda Lee

George Martin Co. - 22 years
Local 1584

"The union protects the rights of the workers and ensures we get good benefits. And the company has to follow the rules in a way that's fair."



Mark Linchner

East Bay Ford Truck - 28 years
Local 1546

"The benefits package has always been awesome. Someone else takes on negotiating to find us good benefits at a good rate, keeping everybody happy."

IN THE NEWS

Cong. George Miller to retire *continued from page 6*

to have a voice on the job, George Miller has been a towering figure in the House of Representatives. He is quite simply a giant. His record of accomplishment for America's workers will not soon be matched."

Before his term expires, Miller has committed to ensuring passage of the minimum wage increase to \$10.10/hour.

Mourning "people's troubador" Pete Seeger

Pete Seeger, the singer, folk-song collector and songwriter who spearheaded an American folk revival and spent a long career championing folk music as both a vital heritage and a catalyst for social change, died in January. He was 94.

Seeger's career carried him from singing at labor rallies to the Top 10, from college auditoriums to folk fes-

tivals, and from a conviction for contempt of Congress (after defying the House Un-American Activities Committee in the 1950s) to performing on the steps of the Lincoln Memorial at an inaugural concert for Barack Obama.

As a solo performer, songwriter, interpreter, and member of the legendary folk band the Weavers, Seeger brought traditional and political songs to the mainstream over the course of his 70-year career. He sang for the labor movement in the 1940s and 1950s, for civil rights marches and anti-Vietnam War rallies in the 1960s, and for environmental and antiwar causes in the 1970s and beyond. "We Shall Overcome," which Mr. Seeger adapted from old spirituals, became a civil rights anthem.

"The history of Pete's life is the history of music changing the world," musician Tom Morello told *Rolling Stone* in 2007.

The Superbowl: Brought to you by union members

Whether you were rooting for Seattle or Denver, or even if you watched it all for the commercials, it's always good to recognize the role that union members play to make the Superbowl—the nation's national party day—possible. As you reflect upon the big game, don't forget to think about Sunday's starting union lineup.

Of course, on the field, the Seattle Seahawks and Denver Broncos players are members of the **NFL Players Association (NFLPA)**, and the men in the striped shirts are members of the **NFL Referees Association**.

The announcers, camera operators, technicians, field workers and other hardworking folks who brought the game to your flat-screened football cave or favorite Broncos or Seahawks bar include members of **SAG-AFTRA**, **Broadcast Employees and Technicians-CWA (NABET-CWA)**, **Electrical Workers (IBEW)** and **Laborers (LIUNA)**.

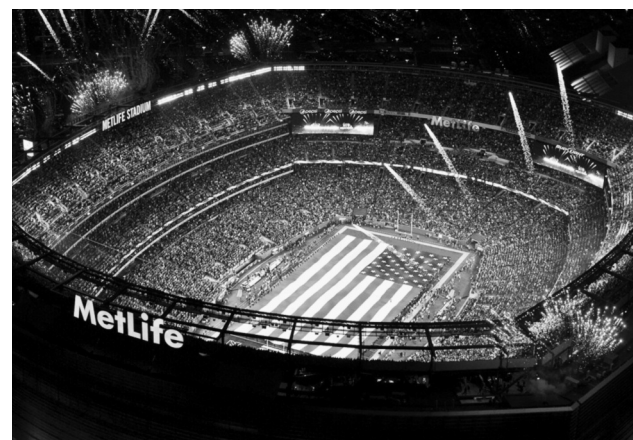
The annual over-the-top halftime show is a down-to-the-second, choreographed, on-the-field, off-the-field 12-minute extravaganza made possible by the skills of **Theatrical Stage Employees (IATSE)** and the **American Federation of Musicians of the United States and Canada (AFM)** and other performing artists.

For the fans at the MetLife Stadium who headed for the concessions, their hot dogs were served and their beer was drawn by men and women from **UNITE HERE Local 100**.

Away from the stadium, union members made an impact, too. Folks who took the area's huge mass transit system were safely delivered to their destinations by members of the **Transport Workers (TWU)**, **Amalgamated Transit Union (ATU)** and

United Transportation Union (UTU).

A large number of the area's hotels are staffed by members of unions of the **New York Hotel Trades Council**. Many of the fire-fighters, emergency medical personnel and other public service workers who ensured a safe and efficient Super Bowl week are members of the **Fire Fighters (IAFF)** and **AFSCME**.



The first-class work of members of the **Painters and Allied Trades (IUPAT) Local 90** in Springfield, IL, is on display on Broadway as part of Super Bowl Weekend. The IUPAT members at Ace Sign Co. crafted the 9-foot-tall, 38-foot wide aluminum and acrylic XLVIII (48) that spans one end of the legendary avenue, renamed Super Bowl Boulevard for the festivities.

Of course, the fans who flew in for the big game got there safely, thanks to aviation workers from the **National Air Traffic Controllers Association (NATCA)**, **Air Line Pilots (ALPA)**, **Association of Flight Attendants-CWA (AFA-CWA)**, **Transport Workers (TWU)** and **International Association of Machinists (IAM)**.

Also, a big thanks to the **American Federation of Teachers (AFT)** and **NFLPA** for raising awareness about human trafficking during large sports events such as the Super Bowl.

*By Mike Hall
AFL-CIO Now Blog*

BENEFITS NEWS

AI trustees take time to investigate options

By Don Crosatto
Area Director and AI Trustee

The Automotive Industries Welfare Trust Fund held its first "Best Practices" Committee meeting in late January, as a first step in the effort to identify ways for the Trust Fund to improve services and save money.

The problem is that our regular trust fund meetings are so packed with day-to-day business, we don't have time to brainstorm new ideas. Establishing this committee enables us to hold separate meetings to look in depth at ideas for saving money, and to investigate how other trust funds are handling their costs.

The skyrocketing cost of health care has been a huge burden. I believe our members appreciate the quality of the benefits we offer, but

escalating costs and challenges posed by the Affordable Care Act complicate the picture.

For instance, tools have recently been devised to compare what different hospitals charge for common non-complex procedures. We can now compare apples to apples. An MRI should cost the same no matter where you go...and yet the prices differ by hundreds of dollars, even within the same city. We'll be looking to see if there's a way we can weed out the high-cost providers.

No decisions have yet been made; the Trustees are currently just investigating options. We can't make changes without thoroughly investigating the issues. We'll let the members know if and when the committee starts making recommendations.

SHOP TALK: Why is it important to have a union contract?



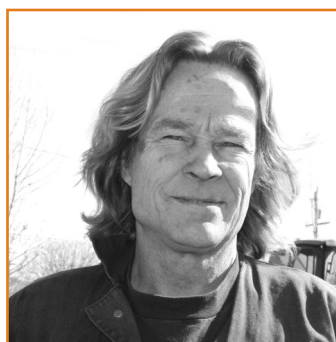
Armando Urzua
East Bay Ford Truck - 22 years
Local 1546

"The health and retirement benefits are indispensable. Also, the defense we get when there's a problem with the employer—it's protection for employees. Also, the brotherhood—we've got great comradery."



Brian Camara
George Martin Co. - 2 years
Local 1584

"The union gives us rights so the company can't take advantage of us and we can unify around the different benefits. Both sides—the company and the workers—have an equal understanding of what to expect with a union."



Bill Cantwell
East Bay Ford Truck - 5 years
Local 1546

"Structure. We get a wage scale, excellent benefits, ability to bring an issue to the steward and get it worked out with management. And retirement—I've got just 9 more years."



Nick Adams
East Bay Ford Truck - 3 years
(18 years in IAM) Local 1546

"The union sets the standard for the middle class (and the non-union sector) so we can lead a decent life. Without a union setting the bar, we'd all be sunk."



Hector Serrano
East Bay Ford Truck - 20 years
Local 1546

"It's good to have, to protect us."

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

February 25 • March 25 • April 22

Executive Board Meeting: 6:30 p.m.

General Delegates' Meeting: 7:00 p.m.

Local 1484

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

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

February 20 • March 20 • April 17

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

February 4 • March 4 • April 1

Retirees' Club: 1:00 p.m. on the third Wednesday of the month: February 19 • March 19 • April 16

Local 93

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

Meetings are the second Tuesday of each month

February 11 • March 11 • April 8

Grievance Committee: 3:30 p.m.

Executive Board Meeting: 4:30 p.m.

Membership Meeting: 5:00 p.m.

Local 1528

713 16th Street
Modesto, CA 95354
209-529-9210

Meetings are the first Wednesday of the month

February 5 • March 5 • April 2

Executive Board Meeting: 6:00 p.m.

General Membership Meeting: 7:00 p.m.

Women's Committee Meeting: Please contact local 1528 for times and dates of monthly meetings

Retiree's Club: 10:00 a.m. on the third Wednesday of the month:

February 19 • March 19 • April 16

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

February 19 • March 19 • April 16

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

February 4 • March 4 • April 1

General Membership Meeting: 7:00 p.m.

Member Education Meeting: 5:30 p.m.

Executive Board Meeting: 6:30 p.m. on the Thursday preceding membership meeting

February 27 • March 27 • May 1

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

February 5 • March 5 • April 2

Alcoholics Anonymous: 9 a.m. every Saturday

Local 801

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

Meetings are the third Thursday of the month

February 20 • March 20 • April 17

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

February 13 • March 13 • April 10

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

February 20 • March 20 • April 17

Membership Meeting: 7:00 p.m.

Executive Board Meeting: 6:00 p.m.

Retirees' Club: 12:30 p.m. on the first Tuesday of the month:

February 4 • March 4 • April 1

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

February 13 • March 13 • April 10

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

February 20 • March 20 • April 17

Local 1596

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

Meetings are the third Tuesday of the month

February 18 • March 18 • April 15

Executive Board Meeting: 6:00 p.m.

Membership Meeting: 6:30 p.m.

Local 1414

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

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

February 20 • March 20 • April 17

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

February 13 • March 13 • April 10

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

February 20 • March 20 • April 17

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

March 6 • June 5 • September 3 • December 3

Local 2005

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

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

February 16 • March 16 • April 20

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

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

Local 2182

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

Meetings are the second Tuesday of the month

February 11 • March 11 • April 8

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:

February 19 • March 19 • April 16