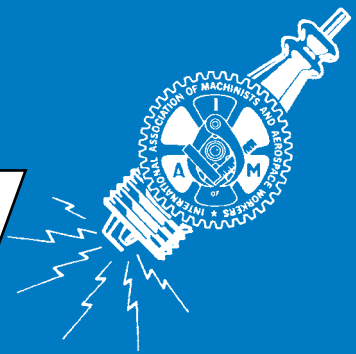


The IAM District 190 Sparkplug



VOL. 16 NO. 5



October/November 2014

Serving the Active and Retired Members of IAM District Lodge 190

Working people stand together to win in November



Dear IAM Member,

A Wall Street banker is running for Governor this year! His name is Neel Kashkari and you'd be surprised at what he did. He made millions on Wall St. as an executive at Goldman Sachs when they crashed the economy and caused the most home foreclosures in history. When things went sour on Wall St.,

George W. Bush appointed Kashkari to bail out Goldman Sachs and the other big banks that sacked our pensions, 401Ks and savings.

Compare that to Gov. Jerry Brown who signed bills to stop foreclosures, raise the minimum wage, provide sick days and set new penalties for bosses who retaliate against workers.

Two other good people are targeted by corporations this year. No surprise here – Betty Yee actually stopped big corporate tax breaks that took money away from schools and public safety. Now they want to stop her. She's running for State Controller where she can watch the money. She's for workers and CEOs are spending big to stop her.

The other is Tom Torlakson who is a champion for good public education for our kids, as Superintendent of Public Instruction. Corporations want to knock him off with their favorite, Marshall Tuck, who intends to "privatize" schools – so CEOs can make money off our schools, too.

We won't ever be able to match the CEO spending. But we can use our strength in numbers to counter their strength in dollars. When working people stand together, we can beat back the corporate attacks.

Please share these facts about November's election with friends and family. We need good people like you to elect good people to office. Get more details at CaliforniaLabor.org so you can decide which candidates are best for your family.

Together we will stop this new round of corporate attacks against our jobs, schools and families!

Sincerely,

James Beno

James Beno, IAM District 190 Directing Business Representative

A few statewide races where your vote could turn the tide

Governor: Jerry Brown vs Neel Kashkari



Jerry Brown

- Led California's comeback by creating new jobs and taking the state budget from record deficits to surplus. (*Capital Public Radio*, 7/10/2014)

- Signed more than 40

pro-worker bills into law. (*LA Times*, 3/17/2014)

- Increased school funding by passing Prop. 30. (*Huffington Post*, 11/7/2012)

- Raised the minimum wage to \$10 an hour. (*Reuters*, 9/25/2013)



Neel Kashkari

- Former executive of Goldman Sachs, the firm that helped the housing market crash. (*CNN*, 4/3/2014)

- George W. Bush's point man on the taxpayer bail-out of the big banks. (*CNN*, 4/3/2014)

- Wants to cut overtime pay, gut regulations that protect the health and safety of workers and eliminate middle class jobs. (*Sacramento Business Journal*, 6/2/2014)

Secretary of State: Alex Padilla vs Pete Peterson



Alex Padilla

- Wrote SB 71, a green jobs plan for California that grows green businesses and rewards creation of good California jobs.

- Will increase voter participation by fully implementing the National Voter Registration Act, also known as Motor Voter, and expanding access to voter registration materials.

participation by fully implementing the National Voter Registration Act, also known as Motor Voter, and expanding access to voter registration materials.



Pete Peterson

- Has publicly pledged to "free the state today from the unions." (*Breitbart News Network*, 4/17/2014)

- Would move California back to electronic voting

machines that have been found to increase voter fraud. (*Riverside Press Enterprise*, 8/31/2014)

Controller: Betty Yee vs Ashley Swearingin



Betty Yee

- Cracked down on tax cheats who shift their responsibilities onto honest, hardworking taxpayers.

- Helped California businesses compete by requiring online retailers to play by the same tax rules as Main Street retailers.

- Updated state tax rules to create green jobs and make California a tech leader.

- Improved transparency of California's tax agency by making meetings accessible online.

- Provided free resources to help small businesses, nonprofits, and underserved communities file their taxes.



Ashley Swearingin

- Presided over a meltdown of Fresno's finances and the downgrade of city bonds to "junk" level. (*Reuters*, 3/15/2013)

- Under her leadership, Fresno is now considered one of the American cities most likely to go bankrupt. (*USA Today*, 5/15/2013)

- Sparked a lawsuit costing taxpayers \$2.9 million when she broke a contract for garbage and recycling pickup and outsourced the work. (*ABC 30-Fresno*, 8/20/2013)

- Doubled the executive-size salary of her PR director in the midst of the city's financial crisis. (*Fresno Bee*, 4/9/2014)

Superintendent of Public Instruction: Torlakson vs Tuck



Tom Torlakson

- Second-generation public school teacher.

- Helped lead and win the battle to stop school budget cuts and invest in our schools.

- Empowered parents to have a voice in how school dollars are spent.

- Helped expand workplace internship and career training programs.



Marshall Tuck

- Campaign is supported by out-of-state billionaires who want public schools to be run by private corporations. (*Sacramento Bee*, 8/15/2014)

- Would eliminate workplace protections that enable teachers to fight for students without fear of retaliation. (*Sac Bee*, 9/4/2014)

- Would lay off teachers without regard to seniority. (*Sac Bee*, 9/4/2014)



Flash Fact

In 1982, the combined income of the Forbes 400 was \$218 billion. Today, the richest 400 Americans are worth \$2.02 trillion. (And how much did your wages go up over the last 30 years?)

from "Too Much," a blog about income inequality.



LETTERS TO 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

fax: 510-288-1346

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](https://www.facebook.com/iamawfresno) (search for Iamaw Fresno)

Local 1101: www.iamlocal1101.org

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

Local 1546: www.IAM1546.com

Local 1584: www.iamlocal1584.com

The IAM District 190

Sparkplug

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



Debra Chaplan, Managing Editor



APPRENTICESHIP OPPORTUNITIES

Looking at new ways to fund apprenticeship training

For the first time in history, President Obama mentioned "apprenticeship" in his State of the Union speech last February. Underscoring his commitment to apprenticeship, the government is offering \$100 million to be earmarked for apprenticeship programs. This money is from a fund paid for by employers who are seeking H1B visas for foreign employees. The goal is to have today's foreign workers fund tomorrow's home-grown talent, and the IAM is looking to be part of that trend.

Jon Fowkes, who serves as the District 190's Coordinator of Apprenticeship Programs is working all the angles to get the IAM apprenticeship programs prepared to win some of the new grants.

The Request for Proposals (RFP) has not yet been released, but initial guidelines indicate that the funds will go to three industries: advanced manufacturing, medical and IT. Each funded program must be structured so that it can be replicated across the country.

"We think the automotive model, utilizing community colleges, would work in any industry where the local colleges have already identified jobs they wish to provide training support," explains Fowkes, who was asked by the head of the Division of Apprenticeship Standards to be the point person for California's advanced manufacturing proposal. "We're preparing to submit either regional or statewide proposals and are already developing partnerships of labor, employers, government, and community colleges," Fowkes says, adding that he already has two grant writers lined up and ready to go.

"The most important lesson we've learned from past grants that we've won is that, to be successful, this must be demand-driven. That means, we've got to get the employer buy-in from the start to ensure they're committed to hiring the people we train. And then, we can be the bridge between the colleges and the employers."

Another component of this model is to go to

the K12 schools, and by brining in the California Teachers Association, Fowkes is on top of that aspect as well. "We'll focus on educating the educators to promote apprenticeship and to steer high school kids to a career in the trades."

Getting grants is a new focus for the IAM's apprenticeship program, but perhaps a necessary one. Fowkes says that he's done all he can to cut the program's costs, but unless a very large new group of employers joins the training fund, it won't be sustainable in the long run. "We've got to look for new opportunities and be entrepreneurial," he says.

The federal RFP is coming out any day now and the grants will be awarded in the winter.

Building interest in German cars

Another interesting idea that Fowkes is pursuing is that the German government is looking to partner with American unions to get young people interested in the automotive trades. In particular, they want to help train technicians to work on German cars, so that they can sell more of them in the U.S.

The IAM is looking into developing apprenticeship programs in the Los Angeles area and is also trying to get auto shops back into the LA high schools. A big component of this program will be marketing and business development. "In order to be successful, we'll need to get the German manufacturers to encourage their US dealers to take advantage of the union apprenticeship programs," Fowkes says.

Creating apprenticeships at the port

Finally, Fowkes has been working with Local 1484 Business Rep Kevin Kucera to pen a deal with SSA Terminals to start an apprenticeship program for techs. LA Trade Tech is eager to be the education partner, but he's also looking at Cerritos and Long Beach Community Colleges because they're closer. Watch for more details on this soon.



BUY UNION

Check the list for your union-made beverages (non-alcoholic)

Alhambra Water
Barg's Rootbeer
Big Hug Fruit Barrells
Blumers
Black Cherry Soda
Blueberry Cream
Cream Soda
Orange Creame
Root Beer
Chippewa Spring Water
Clamato
Coca Cola
Crysta Springs Water
Douwe Egberts
Guzzler
Hawaiian Punch
Hinckley Springs Water



Little Hug Fruit Barrells
Minute Maid
Mott's Apple Juice
Musselman's
Apple Cider
Apple Juice

Old Philadelphia
Black Cherry
Cream Soda
Diet Cream Soda
Diet Root Beer
Grape
Orange Cream
Root Beer
Pepsi
Pocono Springs Water
Poland Spring Water
Red Cheeks Apple Juice
Sprite
Swiss Miss Hot Chocolate
Tropicana Products
V8
Welch's

Coffees & Teas

Eight O'Clock Coffee
Folgers Coffee
IUPAT Union Brew
Kayo Hot Cocoa

Maxwell House Coffee
Millstone Coffee
Paradise Tropical Tea
Pickwick Hot Teas



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.

ORGANIZING WINS

Organizing new members is constantly on the agenda of the District 190 staff. Often, we can't report on organizing campaigns that are in the works because we don't want to jeopardize the jobs of people who are standing up for union representation before we can be in the position of protecting their jobs from employer retaliation.

However, even after we do win union elections, due to today's inadequate labor laws, it's still a struggle to get a first contract. Here are stories about several first contracts that we've been working on—one for four years!

Mercedes of San Diego

Back in August of 2010, the techs at Mercedes Benz of San Diego voted to become represented by the IAM. This would be the first union shop in that city.

"The company filed numerous objections and frivolous appeals," explains Area Director for Organizing Jesse Juarez. "Then the case got stuck in limbo because the National Labor Relations Board, itself, was mired in legal wrangling after President Obama had made some appointments that the court eventually ruled were illegal. When the Senate finally approved new members to the Board, there was a backlog of cases waiting for them.

Finally, In August, 2014, the union got certified as bargaining representative for the Mercedes techs. The first bargaining session was held on September 30.

"After four long years of waiting, we still have a strong corps of men there," Juarez says.

In the interim, the company made numerous changes to the working conditions, from altering the medical plan, schedules and wages, to changing how they distribute work. "It's a mess. We've filed many board charges and, now that we're in bargaining, we will have authority to make the company rescind their changes," Juarez adds. "We're hoping the company just wants a global settlement and will give us a contract. But it's tough with no union contracts with automotive employers in San Diego. This is a first."

The bargaining committee includes Juarez, Directing Business Rep Jim Beno, lawyer Caren Sencer, and a few mechanics from the shop.

Mercedes Benz of Pleasanton

The techs at this Mercedes Benz dealership voted for union representation in May, but Juarez reports that the company is dragging their heels about negotiating. "It doesn't appear that they're interested in a settlement. It's still early, but with the wage and hour violations that we've seen, it might not be long before we have to take some action there."

Livermore Ford

Local 1546 has been negotiating with this dealership for more than a year. "We've had to file charges with the Labor Board here, too," Juarez says. "The employer is proposing a wage cut and he wants to increase medical co-payments. We need to teach this employer how to be fair to his workers," Juarez said.

Wyotech

The auto mechanics instructors at this for-profit training program voted to join the union in May. Unfortunately, a few months later, the school's parent company, Corinthian Colleges, got in big trouble over student loans and graduation rates. Now, the whole company is being sold off. "We're in stand-down mode on that until there's a new owner," Juarez explains.

Fremont Ford

The techs at this dealership voted to go union in April. "So far, we've had really good cooperation here. We've done all the major language and are down to the economics. This is not done yet, but we're optimistic that we'll get a good first contract soon," Juarez says.

2014 ELECTION

Some recommendations from your union!

The IAM, like most unions, evaluates the candidates and issues based on how we believe they will benefit workers and their unions. Here are a few recommendations on propositions and on candidates in tight races.

Propositions

Proposition 1..... YES

Ensures a safe, reliable water supply
Note: IAM members benefit from increased construction, particularly as trucking firms and concrete companies get busy. If this bond passes, the state will be funding numerous major construction projects.

Proposition 47..... YES

Stops wasting prison space on low-level nonviolent crimes

Proposition 48 YES

Maintains gaming compacts with good jobs

Michael Eggman vs. Jeff Denham

(10th Congressional District in the Central Valley): This is a traditionally Republican seat, and Denham has been solidly anti-union, but Eggman has a chance for an upset.

Tim Sbranti vs. Katherine Houston

(16th Assembly District in Pleasanton up through Contra Costa County) Sbranti is a union activist, high school football coach; he's served as Mayor of Dublin, and is running a positive campaign. Houston's big issue is not letting BART workers go on strike.

A few more races....

Oakland City Council:

District 2: Abel Guillen

District 4: Anne Campbell Washington

2014 election action steps



Register to vote:

The deadline is Monday, **October 18**. If you've moved since the last time you voted, you must re-register. Here's

how to get a voter registration form:

- Ask your business representative.
- Most public offices (library, DMV, post office, county election office) have forms.
- Call 1-800-345-VOTE to request a form be mailed to you.
- Register on-line at: www.sos.ca.gov.

Request a vote-by-mail (absentee)

ballot: If you have any doubt that you can get to the polls on time, you will need to request a vote-by-mail ballot in writing by Tuesday, **October 28** in order to vote.

Get involved in your community:

Union members can make the difference in key races. Contact your local Central Labor Council to find the perfect volunteer job for you—phone banking, precinct walking, stuffing envelopes, looking up numbers.

Vote: Election day is Tuesday,

November 4. (Vote-by-mail ballots will be mailed on October 6 and must be returned in time to be received by the elections official by election day or may be handed in at a polling place by 8:00 p.m. on Tuesday, November 4.

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, 8201 Capwell Street, Oakland, CA 94621. (Use this form, or just include the info on your own paper.)

Local 93 - San Jose

New contract and contractor

The 14 members who work at the **Vandenberg Tracking Station** near Santa Maria found that their previous contractor, Primus, was out and a new contractor, Five River Services LLC was in. "We did a two-year bridge agreement with the new contractor," says Business Rep Richard Breckinridge. "The members lost nothing, and got the pension and wage increases that were in the original contract. We're pleased with that result."

653-Fresno

No school contract yet

"October has arrived and we still have not settled **Fresno Unified School District's** negotiations," says Business Rep Tom Rotella, who added that he's not sure whether dealing with the school district or with his own team is the greater challenge. "Working with the Building Trades Council we have a large committee of 12 people, serving 140 members."

Elliott not talking

Rotella reports that negotiations with **Elliott Manufacturing**, in Fresno, have not happened and the union has filed charges with the Labor Board. "The company is not meeting with us and is trying to sell itself off in bits and pieces," Rotella says. "In addition, they've made some unilateral changes to the contract, which we've just added to the list of charges."

Good contract at Truck Center

On a better note, Rotella reports that the members who work at **Fresno Truck Center**, the local Freightliner dealership, have ratified a new five-year agreement that includes improvements in the IAM National Pension Plan (bringing the contribution to \$4.05 an hour), an overall increase of \$1.65/hour in wages and \$1.25/hour for web-based training incentives. The contract also has language improvements regarding seniority and job bidding.

Special thanks goes to President of Local 653 and Chief Shop Steward Jeremy Celaya, and Shop Stewards Joe

Artiaga, Jr. and Luis Chavez. "It took three months to get this agreement," says Rotella. "The committee's hard work enabled us to convince the company to pay this retroactively."

The **Fresno Truck Center** is accepting applications for all positions. You may forward your resume through Local 653, iamaw653@comcast.net, and we will forward it on.

Holidays approach

Our Good and Welfare Committee will be having our annual holiday dinner/fundraiser on December 5. Check with the Local for more details.

Local 801 - Reno

Talks starting

At press time, negotiations will be commencing with **L-3 Comm**, at the Stead Army Base (just north of Reno – home of the Reno Airshow). "We have two members there who are C12 aircraft mechanics," says Area Director Mark Martin. "Their talks are ongoing at this point. We don't anticipate a problem."

Local 1101 - San Jose

New contract

The 12 members at **Ryder** in San Jose recently ratified a new five-year contract. "They'll get wage increases of 2.5% for the first three years of the contract, and 2.7% for the last two years," says Business Rep Richard Breckinridge, who added that the company is currently hiring.

Local 1414 - San Mateo

Bunch of contracts ratified

The 17 techs at **Rector Porsche Audi** in Burlingame just ratified a good five-year contract. "By the end of the contract, their wages will be increased by \$4.30/hour and their 401K contribution will be at \$250/month. The pension contribution is up to \$474/month, and best of all, they'll get maintenance of benefits for their health insurance," reports Business Rep Pedro Mendez.

At **Palm Avenue Auto Body** in San Mateo, Mendez reports that the group ratified a five-year contract with

Local 1414 - San Mateo

One-day strike ups ante at Golden Gate Bridge and Ferry unit



Members of San Francisco's Golden Gate Bridge Labor Coalition held a one-day unfair labor practice strike in September at Golden Gate Bridge Highway & Transportation District offices near the bridge's toll-booths. The 450 workers in the unions that make up the coalition have been working without a contract since July 1.

The action, led by Machinists (IAM) Local 1414, was the result, the union said, of the district not honoring a retiree health care agreement made in 2012. "We cannot trust the district on health care. This unfair labor practice (ULP) shows why the Machinists and the coalition will not agree to the health care concessions being pushed by the district at the bargaining table," said Local 1414 Business Rep Art

Gonzalez.

In addition to the retiree health care issue, management has proposed a three-year contract that would increase the cost of employees' health care premiums, negating a minimal wage increase.

The action was set at the district offices to avoid disrupting traffic across the bridge. But Alex Tonison, co-chair of the coalition, told reporters, "In the future, if these issues are not resolved, there could be an impact on commuters."

In August, the workers authorized a strike if a settlement could not be reached. Golden Gate Bridge workers include ferry deckhands and captains, bus servicers and mechanics, bridge ironworkers and inspectors, and construction trades workers.



SHOP TALK: Why do you think it's important to vote in the upcoming elections this Nov



Jose Solis
Rector Porsche Audi
20 years - Local 1414

"Voting is important because it's our voice. Some people say it doesn't make a difference, and maybe that's true some places because the politicians do what they want. But with state candidates, it makes a difference. The more the unions get involved, the more power there is for members."



Roosevelt Charles
Rector Porsche Audi
14 years - Local 1414

"I don't like it when people come after my vote, but don't tell me their qualifications. I want to know what I'm voting for. It's hard to get good info."



Luan Truong
Rector Porsche Audi
27 years - Local 1414

"That's the only way I can have my voice heard. My vote alone doesn't count, but there are millions out there like me...I hope! The unions can endorse but everyone has their own opinions, and I'll agree or not."



Eric Hernandez
Rector Porsche Audi
33 years - Local 1414

"You need to vote to have your voice. There are always Republicans screaming a lot louder for something opposite of what I want. I'd like the union to give its endorsements; I like having the extra input. I have two daughters so I care about education issues—but that's almost all local."



Jose N
Palm Ave.
14 years -

"I always vote for P... important to support... I like. I don't vote o... though—I don't hav... tion about some of... attention to union e... would help."

THE LOCALS



a 50¢/hour wage increase each year and signing bonuses of \$500 now and again in July. The company will pay medical increases in years one, three and five, and the workers will pay the years two and four increases. "It's a great contract for an auto body shop," Mendez adds.

The seven members who work at **Cal Body Steel Bending, Inc.** in Benicia ratified their new five-year agreement. They'll get 50¢/hour in wage increases for the first four years, and 75¢/hour in the fifth year. The company's contribution into their pension each month will total out at \$375, and most important, they'll get maintenance of benefits on their health and welfare plan, with the company paying all medical costs for the life of the contract.

The six members who do clerical work at **IAP World Services** in Mountain View just agreed to a one-year contract extension. "We got them 60¢/hour across the board for all classifications, improvements in their IAM National Pension, and a \$25 increase toward their medical costs," says Mendez.

Local 1484-Wilmington

It wasn't easy until the end

The 18 members at **Metro Ports**, a break-bulk stevedoring operation in the City of Long Beach, just ratified a new contract with a very good economic package, reports Business Rep Kevin Kucera. "We came close to striking and gave the company notification. The talks went up to 11th hour, but in the end, we got a good agreement."

Kucera gives special thanks to Dave Zamora and Marco Cabibbo for serving on the negotiating committee. "They clearly understood their contract, the scope of work, and tasks of negotiating their contract. They were the finest group I've worked with in a while."

Celebrating Labor Day

Kucera reports that the IAM and the Los Angeles County Federation of Labor held a successful Labor Day Parade & Picnic in Wilmington. The

IAM had a great turnout of about 250-300 people. "We looked good!"

Local 1528 - Modesto

New regime in Riverbank

Area Director Mark Martin reports that, on August 1, a regime change took place at Silgan Container in Riverbank. The 30-year plant manager retired, and the #2 guy also left to be a plant manager elsewhere. "The new people at the top immediately started to implement changes and we had to file several grievances."

After the first few months, "we're starting to work together better than we had initially," Martin adds. "We had to go through a teething process."

In the next issue of *The Sparkplug*, Martin hopes to be able to report on the results of a few pending arbitrations, one is for a termination case, and the other is about vacation being treated as time worked for purposes of holiday eligibility.

Contract coming up

Over at **Silgan Dougherty**, the union will be distributing contract negotiation surveys to the bargaining unit soon because that contract is up in the spring of next year. About 85 members are at that plant.

Local 1546 - Oakland

The bad and the good

Bargaining with **Mercedes of Pleasanton** has been progressing very slowly, reports Area Director Don Crosatto. "The company is now proposing a variable labor rate...different pay rates for each job. If a journeyman does a basic service, like an oil change, he'd take an enormous pay cut. But it's not clear that he'd get enormously more for the complicated jobs." Crosatto says that he's never seen a proposal like this before, and doesn't believe the dealership is showing any signs that they're interested in a deal.

Over at **Fremont Ford**, most of

the contract language is done. "We're moving forward with the economics and trying to get everybody categorized in appropriate pay rates."

Clogged with cars

The union is filing unfair labor practice charges at **Livermore Ford**, Crosatto reports, because their showroom renovation project is causing a traffic jam of parked cars. "If the guys weren't on flat rate, this probably wouldn't be an issue," Crosatto says. "But, because they've had to empty the parking lots, new and used cars are now clogging up where they used to park service cars, and it's a challenge to get cars into the stalls, directly cutting into our members' earnings."

Garbage deal finally settled

The members who work at **Waste Management (WM)** can breathe a sigh of relief now that there's finally resolution in the City of Oakland's garbage contract.

WM has held the franchise contract for decades, and was seeking another 10-year deal, when, at the last minute, the Oakland City Council gave the whole contract to **California Waste Services (CWS)**, a much smaller company that currently handles a portion of the city's recycling. Even though the changeover would have been months away, there was uncertainty about how many people would be laid off and how those decisions would be made. "We started preparing for that conversation, but, fortunately didn't have to have it," Crosatto says.

In the end, Mayor Jean Quan negotiated to give CWS 100% of the recycling work, but let WM keep the garbage and landfill contracts.

"WM is currently short-handed due to people quitting, so we don't expect that they need to do any layoffs," Crosatto says. "We have a tentative agreement to bring our CWS technicians up to WM standards next year. And, because CWS is adding another 20-25 trucks, we think they'll need at least two more technicians."

Local 1584 - Oakland

After selling building, Local is now in new location

Effective September 8, 2014, the Local will be at a new location: 436 McCormick Street, San Leandro, CA 94577. Come on by!

Local 1596-Petaluma

Contract updates

Negotiations are starting now at **Petaluma Poultry Processors**. And, **Van Bebber Bros.**, in Petaluma, is looking at changing health plans.

The members at **Vincent Whitney** in Sausalito wrapped up their new three-year agreement. "It's all about health insurance," says Area Director Tom Brandon.

Knowing the rules

Financial Secretary Don Wooten just came back from William Winpisinger Training Center well-versed in IAM policies and rules, Brandon reports.

Local 2182-Sacramento

More new contracts

"We settled a four-year contract for our 22 members at **Pacific Material Handling Solutions**" reports Area Director Mark Martin. "It includes 2% wage increases per contract year and a clearer path to journeyman. The previous language didn't spell out how you progress, but that's now clear with the new contract."

And the 11 members at **Teichert Construction** unanimously ratified their new four-year contract. "Things are getting busier as construction takes off. We anticipate growth here going forward," Martin adds. "The company picked up the entirety of the 2014 health and welfare increase, which was significant, and they made a considerable investment in wage increases as well."

November? Should the union make endorsements?



Polasco Body Shop Local 1414

President. It's about the candidates on everything we need enough information on the issues. I'd pay for endorsements—it



John Beyer
Rector Porsche Audi
34 years - Local 1414

"I vote in every election. I need to vote so my voice can be heard. I think the union should make recommendations—but not endorsements."



Patrick Wiggen
Rector Porsche Audi
29 years - Local 1414

"I vote so my beliefs can come true (hopefully)! I want to get my elected officials into office. I think it's a good thing for the union to help us make more educated choices. It's important to know who the unions are backing."



Chris Pieper
Rector Porsche Audi
1 year - Local 1414

"It's our national duty, I guess. I'll start paying attention to the different races in the next few weeks. It's better not to do endorsements—that makes people like sheep. Let us make up our own minds."



Craig Wilson
Rector Porsche Audi
34 years - Local 1414

"I never have been a voter. It's gotten me frustrated." *When asked about the phrase 'you can't complain if you don't vote,'* "That sounds reasonable to me."



IN THE NEWS

Employers are on the hook for personal cell phones used for work-related calls

Conchita Lozano-Batista
Weinberg, Roger & Rosenfeld

In a class action case out of the Second Appellate District, the Court held that employers must reimburse employees who use their personal cell phones for work-related calls, regardless of whether the employee plans have unlimited or limited minutes.

Using Labor Code section 2802, which requires employers to indemnify employees for necessary expenditures by employees on behalf of the employer, the Court held that employers are required to reimburse employees for personal cell phone costs where employees were required to use their phones to make work-related calls. The case is *Cochran v. Schwan's Home Service, Inc.*

New law gives millions of Californians paid sick leave

Laura Clawson
Daily KOS Labor

The U.S. may lag behind the rest of the developed world on sick leave, but a second American state is catching up. California Gov. Jerry Brown signed a law giving most of the state's workers three paid sick days a year, starting July 1, 2015.

Assembly Bill 1522, authored by Assemblywoman Lorena Gonzalez, (D-San Diego), is expected to affect more than 6.5 million employees who have no paid sick days. That's roughly 40 percent of the workforce in the state.

Though three days a year isn't much, the California law applies to more of the state's workers than does Connecticut's sick leave law, which exempts manufacturers and businesses with fewer than 50 workers. A growing number of American cities have also passed paid sick leave laws. Massachu-



setts voters will have the chance to decide on a sick leave measure on November's ballot. As a result, the U.S. is increasingly a patchwork of paid sick leave laws—which is confusing, but a lot better than a monotone of no sick leave anywhere in the country.

Court rules that people working for FedEx are, in fact, FedEx employees

by Kenneth Quinnell
AFL-CIO Now Blog

Let's pose a hypothetical situation. You're sitting at home and a truck pulls up outside. On the side of the truck, it says FedEx. The driver who gets out is wearing a hat that says "FedEx" and a shirt that says "FedEx." She walks up to your front door, rings the bell and has you sign a FedEx clipboard scanner thing. She hands you a package with FedEx printed on the box. You ask the delivery driver about her job and she tells you that FedEx controls virtually every aspect of her workday, including her appearance, the way the truck looks, the areas she delivers to and the hours she works. You get the idea.

Using your deductive reasoning, you guess that the driver is a FedEx employee, but like Sherlock

Holmes, Fed Ex would say that you've been mistaken. According to them, the driver is an "independent" contractor and not a FedEx employee.

If that sounds like tortured logic, the 9th U.S. Circuit Court of Appeals agrees. In a ruling that one of the participating judges said "substantially unravels FedEx's business model," the court ruled that since FedEx maintained significant control over the drivers' work, they couldn't be misclassified as independent contractors, since they weren't, you know, independent.

FedEx has pioneered the practice of classifying employees as independent contractors, saying the practice allows their drivers "flexibility" and "strong incentives" as "small businesses," but the outcome of the lawsuit could lead to FedEx having to pay millions in back pay.

While this ruling only applies to some 2,300 FedEx Ground employees in California and Oregon, the company is appealing the decision. If upheld, it could affect numerous similar lawsuits in other states. And the impact could be much broader, considering so many other companies in the logistics industry (and beyond) have copied the FedEx

model.

Hopefully this is the first step toward the end of the anti-worker practice of misclassification, which FedEx might have helped pioneer, but it is a significant and growing problem in many U.S. industries.

California enacts landmark law for temp workers

The state of California just took a big step toward curbing the abuse of temporary workers when Gov. Jerry Brown signed a bill into law that will hold companies responsible when their subcontracted temp agencies endanger or underpay workers. Now, when a subcontracted temp firm rips off a low-wage worker, the company at the top may have to pay a price.

AB 1897, by Assembly Member Roger Hernandez, would hold companies that use third party labor suppliers jointly liable for the serious labor law violations that their labor suppliers commit. This is a big bill that could dramatically change the landscape for workers in industries where the use of temporary agencies or labor contractors is prevalent.

No longer could companies try to shield themselves from responsibility to their own workers by simply using labor suppliers rather than having a direct relationship with their workforce. This scheme—being used by the massive warehouses in the Inland Empire, as well as in the food processing industry—to avoid liability and unionization would no longer be as financially appealing if companies were held liable for the misdeeds of their shady contractors.

Getting this bill through the Legislature with virtually every industry and trade group opposed to it was a substantial victory but the Governor signing the measure into law was monumental.

SHOP TALK: Why do you think it's important to vote in the upcoming elections?



Ken Rodriguez
Rector Porsche Audi
23 years - Local 1414

"We vote so we get the right things, the things that we need. If the union thinks a candidate or issue is good, that's fine. Voting is up to each person."



Jose Mancillas
Rector Porsche Audi
12 years - Local 1414

"I need to learn about the elections more. I need more information."



Tam Tran
Rector Porsche Audi
12 years - Local 1414

"Everyone has their opinions. It's a challenge to pick the right candidate for the right job. We need better understanding of the candidates."



Anthony Roeder
Palm Ave. Body Shop
1 year - Local 1414

"I don't vote. I just don't want to go down there to vote."



Joe Bracero
Rector Porsche Audi
14 years - Local 1414

"It's always important to vote. I'm not sure I'll be doing it, though."

BENEFITS NEWS

Want to stop smoking? Your AI benefits will help!

For those members with the direct pay health plan under Automotive Industries, the plan is now adding tobacco cessation as a no-cost member benefit.

The plan covers screening for use, and at least two tobacco cessation attempts per year. This includes at least four counseling sessions and any FDA approved medication, without

pre-authorization. Optum Rx will cover the medical piece of this. This new benefit took effect on September 1.

“The IAM has a higher percentage of smokers than the general population,” says Area Director Don Crosatto. “This directly impacts our health care costs. We want to encourage smoking members to take advantage of this new benefit.”

Retirees: Notify your Local of your current address

The International may delete your name from the roster if you don't keep your address updated with your local union.

Per Article H Section 1 of the IAM Constitution:

Retirement card shall cover all succeeding years providing the holders of such cards report

to their local lodge (LL) annually, not later than March 1 of each year, advising the LL of their current mailing address. Failure to report by March 1 of each year will cause recall of their retirement card. LLs shall have the option to use their own reasonable method of advising retirees of this reporting requirement.

Get labor law updates in your e-mail box

Many union activists enjoy receiving *Labor News Notes*, on a weekly basis, from the law firm of Weinberg Roger and Rosenfeld, (which represents the IAM on numerous matters). *Labor News Notes* will bring you up to date on many important legal issues, as well as keep you in the know about new developments. This important resource will also guide you to get more information on issues of particular interest to you. Sign-up by going to the firm's website at www.unioncounsel.net and enter your email address in the Sign-Up section.

ELECTION NOTICES

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 • Record-

ing 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 IMAAW LL 1528, 713 16th Street, Modesto, CA 95354 on or before November 5, 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.

See August-September Sparkplug for full list of election regulations.

Taking Action for Safe, Just and Healthy Workplaces

Saturday, November 8, 2014
Berkeley City College
8:30 a.m. – 4:30 p.m.



The Labor Occupational Health Program (LOHP), Worksafe, and others are co-sponsoring a **one-day conference** on workplace health and safety. The conference will highlight:

- ☆ Strategies to improve health and safety on the job
- ☆ Building worker leadership and power
- ☆ Effectively using worker rights under Cal/OSHA

All workers are invited to attend. Excellent training opportunity for shop stewards.

Workshops: (tentative list)

- Health and Safety as an Organizing Tool
- How to Use Cal OSHA Successfully
- How to Identify and Document Hazards
- Workplace Violence Prevention
- Workplace Retaliation – How to Fight Back
- How to Identify and Prevent Chemical Hazards
- I'm a Temp Worker, How Do I Fit In?
- Winning the "Battle of the Story" for OSH
- Building Effective Health & Safety Committees

\$25 registration fee (scholarships available)

English and Spanish Online Registration Form
lohp.org/conferenceregistration

SHOP TALK: Why do you think it's important to vote in the upcoming elections?



Jeff Roeder
Palm Ave. Body Shop
34 years - Local 1414

"We need to get the right people into office and the right things done. If you don't vote, then you can't get upset at anybody. I'm open to hearing what the union has to say, but will make my own decision."



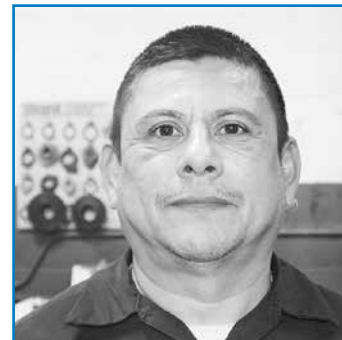
Anoop Ram
Palm Ave. Body Shop
32 years - Local 1414

"I vote here and there. I will be voting this November. I think it's a good idea if the union lets us know its endorsements—I'd pay attention."



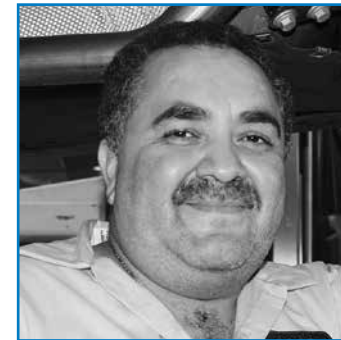
Douglas Borg
Palm Ave. Body Shop
30 years - Local 1414

"If nobody votes, then it's no use; there shouldn't be an election. I currently have no idea who I'll vote for, but will wait for [business rep] Pedro to come in and tell us who to vote for!"



Victor Araujo
Palm Ave. Body Shop
6 months - Local 1414

"I'm not yet a U.S. citizen so I can't vote. But I would like to, when I get my citizenship—hopefully by the next election. Yes, I'd be interested to know what the union recommends."



Elias Ayala
Rector Porsche Audi
17 years - Local 1414

"I'm supposed to vote, but I don't always make it. It is important, but what difference does it make? So far, it hasn't made a difference."

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.

21st Annual Hawgs for Dogs Poker Run



Open to All Bikes, All Riders
Run with the dogs, or sit on the porch!

SATURDAY, OCTOBER 11, 2014
Registration: 9:00 a.m. to 11:00 a.m.
Registration Site: Harley Davidson San Jose
1551 Parkmoor Avenue, San Jose, California (I-280, at Meridian Ave.)
Finish/Celebration Site: Trout Farm
1701 E. Zayante Road, Felton, California
Proceeds benefit Guide Dogs of America and contributions are tax-deductible
For more information; phone 1-510-489-7685

ATPA
Associated Third Party Administrators

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

UNION MEETINGS

District Lodge 190
8201 Capwell Drive
Oakland, CA 94621
510-632-3661

Meetings are the fourth Tuesday of each month
October 28 • November 18* • December 17*
Executive Board Meeting: 6:30 p.m.
General Delegates' Meeting: 7:00 p.m.

* *Note:* Date change due to holidays.

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
October 16 • November 20 • December 18
General Membership Meeting: 6:00 p.m. on the first Tuesday of the month
October 7 • November 4 • December 2
Retirees' Club: 1:00 p.m. on the third Wednesday of the month: October 15 • November 19 • December 17

Local 93
2102 Almaden Rd., #105
San Jose, CA 95125
408-723-4900

Meetings are the second Tuesday of each month
October 7 • November 11 • December 17
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
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
October 18 • November 15 • December 20
Women's Activity Meeting: 11 a.m.-Noon on the Third Saturday of each month
October 18 • November 15 • December 20
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 except November
October 15 • November 12* • December 17
Executive Board Meeting: 5:00 p.m.
Membership Meeting: 5:30 p.m.

* *Note:* November meeting held on the second Wednesday of the month, per bylaws.

Local 1546
10260 MacArthur Blvd.,
Oakland, CA 94605
510-638-6705

Meetings are the first Tuesday of the month
October 7 • November 5* • December 2
General Membership Meeting: 7:00 p.m.
Member Education Meeting: 5:30 p.m.
Executive Board Meeting: 6:30 p.m. on the Thursday preceding membership meeting
October 30 • December 1* • January 5*
Retiree Club Pot Luck Luncheon: 12 noon on the first Wednesday of each month
October 1 • November 5 • December 3
Alcoholics Anonymous: 9 a.m. every Saturday

Note: November membership meeting moved due to Election Day; E Board meetings moved due to holidays.

Local 801
8201 Capwell Drive
Oakland, CA 94621
800-655-2182

Meetings are the third Thursday of the month
October 16 • November 20 • December 18
Membership Meeting: 4:00 p.m.
Meetings are held at the Carpenters' Hall, in Reno.

Local 1584
436 McCormick Street
San Leandro, CA 94577
510-635-2064

Meetings are the third Thursday of the month
October 16 • November 20 • December 18
Membership Meeting: 7:00 p.m.
Executive Board Meeting: 6:00 p.m.
Retirees' Club: 12:30 p.m. on the first Tuesday of the month:
October 7 • November 4 • December 2

Local 1101
2102 Almaden Rd., #105
San Jose, CA 95125
408-723-4900

Meetings are the second Thursday of the month
October 9 • November 13 • December 11
Executive Board Meeting: 5:30 p.m.
General Membership Meeting: 6:30 p.m.

Note: Office hours are now 8 a.m.—4:30 p.m. Monday through Friday. The office remains open during lunch.

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

Meetings are the third Tuesday of the month
October 21 • November 18 • December 16
Executive Board Meeting: 6:00 p.m.
Membership Meeting: 6:30 p.m.

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
October 9 • November 13 • December 11
Membership/Shop Stewards' Meeting: 6:30 p.m. on the third Thursday of the month
October 16 • November 20 • December 18

Local 2005
544 West Olive
Fresno, CA 93728
English 559-264-2815
Spanish 510-632-3661
In plant office: 209-394-6941

Meetings are held the third Sunday of each month at the Veterans Memorial Hall: 1605 7th Street, Livingston, CA 95334.
October 19 • November 16 • December 21
Executive Board Meetings: 11 a.m. at Union Hall
General Membership Meetings: 1:00 p.m. (all languages)

Local 1414
150 South Boulevard
San Mateo, CA 94402
650-341-2689

Shop Stewards' Meeting: 5:30 p.m. on the third Thursday of the month
October 16 • November 20 • December 18
Executive Board Meeting: 6:00 p.m. on the second Thursday of the month
October 9 • November 13 • December 11
General Membership Meeting: 6:30 p.m. on the third Thursday of the month
October 16 • November 20 • December 18
Retirees' Club: 11:00 a.m. on the first Wednesday of March, June, Sept., Dec. All are welcome!
December 3 • March 4, 2015 • June 3, 2015

Local 2182
967 Venture Court
Sacramento, CA 95825
800-458-9200

Meetings are the second Tuesday of the month
October 7 • November 11 • December 9
Executive Board Meeting: 6:00 p.m.
General Membership Meeting: 7:00 p.m.
Retirees' VISTA CLUB: 11:00 a.m. on the third Wednesday of each month:
October 15 • November 19 • December 17