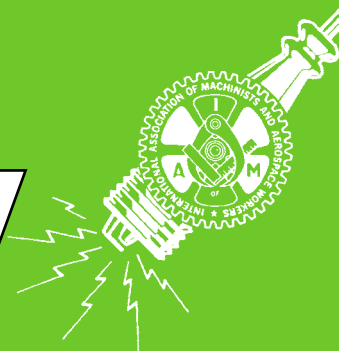


# The IAM District 190 *Sparkplug*



VOL. 17 NO. 2



April/May 2015

Serving the Active and Retired Members of IAM District Lodge 190

## Across state, workers stand up and vote IAM

### STOCKTON

#### Easy campaign at MV Transportation

When Local 2182 Business Rep Skip Hatch got a call from the lead technician at MV Transportation in Stockton asking for help, he responded immediately. He learned that the group of 16 techs and utility workers had tried to organize through another union back in 2010, but were unsuccessful in getting a contract. After a few years of being in limbo—having a union but not having a contract, they decertified the union. They tried on their own for another year to get the improvements they felt they deserved, but their appeals to the company fell on deaf ears.

“Then they called us,” says Hatch. “We had 100% support of the 16 techs from day one. We met with them and they all signed cards. We walked into the General Manager’s office to hand her the ‘love letter,’” Hatch says. “In fact, it was well-received. The company was the opposite of hostile the whole way through.”

Hatch says that he started the NLRB process to get the election going. MV’s Vice President of Labor Relations called and checked out Skip and the IAM. Hatch notes that “the company was already familiar with the IAM because we have other MV contracts. The VP admitted that since we already have 16 out of 16 cards signed, that there was no point to having an election. They gave us voluntary card check. We’re in. Certified. And we’re already setting up bargaining dates.”

Hatch says that the company has been good to work with so far; they appreciate the relationship that has been established already and are behaving accordingly. “I keep checking to see that I’m not dreaming. This never happens.”



The mechanics at Mossy Nissan in Oceanside are proud to hold the union banner, after they voted for representation. On left is Area Director for Organizing Jesse Juarez and on right is Local 1484 Business Rep Kevin Kucera.

### OCEANSIDE

#### Second dealership in San Diego County votes Union Yes!

By a vote of 17-6, the technicians at Mossy Nissan in Oceanside voted to be represented by Local 1484 on February 17.

“This is an important victory,” says Area Director for Organizing Jesse Juarez. “Currently, there is only one union dealership in San Diego County—a Mercedes Benz shop. With Mossy techs voting for the union, we’ve doubled our density. This is still a drop in the bucket, but we hope to use this win as a launching pad for more organizing in the area.”

The company campaigned very hard to stop the union. “They did the normal shenanigans of an anti-union campaign,” Juarez says. “They said they were sorry for the bad conditions and tried

to blame a service manager who was no longer there. But ultimately, none of that worked. This is a very profitable employer that didn’t take care of its workers, and the workers knew it.”

Juarez adds that the company did not file objections to the election, and the Labor Board certified it within a week. Bargaining should begin in early April.

One of the keys to the victory was that activists from the Mercedes Benz store provided important assistance. “I really have to thank Pedro Gomez, who sits on the Mercedes Benz bargaining committee. He shared his experiences during their campaign four years before,” Juarez says. “That was a very powerful tool.”

### OAKLAND

#### Mechanics at First Student vote for union representation



Alexander Mahshi (C) is holding up the tally sheet from the NLRB election that shows the 3-0 vote for the union. He’s flanked by Local 1584 researcher Casey Gallagher (L) and Local 1101 Business Rep Richard Breckenridge.

On March 19, the three mechanics at First Student of Oakland voted to join Local 1584 and have union representation. These school bus mechanics stood together in an effort to achieve better working conditions, regularly scheduled wage increases and many of the other benefits that the IAM has provided mechanics in other First Student locations and in other First Group Service Operations (i.e. Greyhound and First Transit).

“This organizing drive was a huge success thanks to the hard work of Rich Breckenridge, who led the charge in this campaign,” says Local 1584 researcher Casey Gallagher.

Contract proposals are being drafted and the union is planning to meet with the company very soon.



Flash Facts

- Insurer giant Aetna has announced plans to hike all employee pay to a \$16-per-hour minimum. The boost will cost Aetna \$25 million in 2016.
- Total 2013 Aetna CEO pay: \$30.7 million.

IPS/Too Much blog



Get your IAM news on the web!

Visit the District 190 website at: [www.iamdistrict190.org](http://www.iamdistrict190.org)  
The International IAM website is at: [www.goiam.org](http://www.goiam.org)

Local Lodge websites:

Local 1101: [www.iamlocal1101.org](http://www.iamlocal1101.org)  
Local 1546: [www.IAM1546.com](http://www.IAM1546.com)  
Local 1584: [www.iamlocal1584.com](http://www.iamlocal1584.com)

Facebook pages:

Local 653: <https://www.facebook.com/iamaw.local?fref=nf>  
Local 1101: [facebook.com \(search for IAM Local 1101\)](https://www.facebook.com/iam.1101)  
Local 1546: <https://www.facebook.com/iam1546>  
Local 1584: <https://www.facebook.com/IAMLocal1584>



LETTER 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](mailto:dchaplan@mindspring.com)  
**fax:** 510-288-1346  
**mail:** IAM District 190  
8201 Capwell Drive  
Oakland, CA 94621



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



Debra Chaplan, Managing Editor



UNION PEOPLE

The Swangers thank IAM members and LLS

Last year, Rosa Swanger, the wife of Local 1584 member and officer Tom Swanger, participated in the San Diego Rock-n-Roll Marathon in support of the Leukemia & Lymphoma Society (LLS). Rosa, a cancer survivor, joined with Team in Training (TNT) to raise more than \$3,300 for blood cancer research. Over a third of this amount came from the IAM. Rosa and Tom would like to thank District 190, Local 1584 and Local 1546 for their generous donations. These gifts to the LLS help save lives.

Today, Rosa Swanger has been cancer-free for 18 months. Through the care and assistance of the LLS, she and other cancer survivors have been given a new lease on life and have been inspired to join the fight to help battle cancer.

Through this experience, the Swangers believe in “paying it forward” and they will continue to give back. This year, Tom has set the goal of completing America’s Most Beautiful Bike Ride, a 100-mile bike around Lake Tahoe, while Rosa has signed up to do the Half-Marathon portion of the Seattle Rock-n-Roll Marathon. Both will be participating in these events to assist in raising more money for the LLS. The crazy part is that they will be supporting each other’s goals and riding/running in both the 100-mile bike ride and the half marathon.

“We may not live the greatest of lives, but we can still give to those in need,” Tom says.

Brother Swanger and Rosa would like your assistance in raising funds for this amazing cause.

About the Leukemia & Lymphoma Society (LLS)

LLS is the world’s largest voluntary health agency dedicated to blood cancer. The group’s mission is to cure leukemia, lymphoma, Hodgkin’s disease and multiple myeloma, and improve the quality of life of patients and their families.

LLS funds lifesaving blood cancer research around the world, provides free information and support services, and is the voice for all blood cancer patients seeking access to quality, affordable, coordinated care. LLS has invested more than \$1



Rosa Swanger with her Team in Training coach Rick King

billion in research to advance lifesaving treatments and cures. Over 80% of every dollar raised goes directly to research and support of cancer patients and their families. By the end of 2015, that 80% will be 85% that is dedicated to research and care.

How you can help

We all have been touched by cancer—be it ourselves, a family member, a union brother/sister or a friend. It is time we fight back. If you have ever wondered how you can help battle cancer, you can start by sponsoring the Swangers in their upcoming races. All they need are 50 donors to donate \$100 each, but **any amount** is greatly appreciated.

Their minimum goal is \$5,000 (raised by May 1,) but their personal goal is \$8000. Let’s show them that IAM members support their efforts.

You can donate online at: [pages.teamintraining.org/sac/rnrseatl15/rswanger](http://pages.teamintraining.org/sac/rnrseatl15/rswanger)

Or send a check payable to the **Leukemia & Lymphoma Society** to Tom and Rosa Swanger, 908 College Ave, Modesto, CA 95350

If you would like the Swangers to run in honor of a family member or friend, please email them at [rc25ts24@gmail.com](mailto:rc25ts24@gmail.com). They would truly be honored to do so.

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.)



TRADE AGREEMENTS

Fast tracking a bad trade deal is terrible for workers

When the NAFTA trade pact between the U.S., Mexico and Canada was proposed in the 1990s, its proponents told the world that, by opening up markets for our exports, it would increase U.S. manufacturing jobs. Unfortunately, that promise was not met. Twenty years later, thousands of U.S. factories have closed and moved to Mexico, the manufacturing sector has been devastated, and millions of people who worked in high-wage industries are struggling to get low-wage service and retail jobs.

The Trans-Pacific Partnership (TPP) is NAFTA on steroids. This Free Trade Agreement is between the U.S. and 11 Pacific Rim nations—Australia, Brunei, Canada, Chile, Malaysia, Mexico, New Zealand, Peru, Singapore, Vietnam and Japan. Like the deeply-flawed NAFTA, TPP promises job growth, but will instead export thousands of U.S. jobs to low-wage countries. It also threatens key labor, health, safety and environmental standards.

The TPP is being negotiated in secret—even from Congress—between governments representatives and giant, multinational corporations. What we know about the treaty comes from leaks. Only a few of the “chapters” of the agreement are actually about “trade” at all. The rest are about the “rights” of corporations and investors.

The problem with Fast Track

When the pact is complete, the Obama administration wants it to be Fast Tracked. This means that Congress cannot debate or amend it, but rather that they can only vote it up or down.

The AFL-CIO, the IAM and many labor unions have provided the administration with ideas about how to improve U.S. trade pacts so they work for the 99%, not just the 1%. Unfortunately, it is an uphill battle; the global corporate agenda has infused trade policy with its demands for deregulation, privatization, tax breaks and other financial advantages for Big Business while shrinking the social safety net in the name of “labor flexibility.”

Talking with Congress

Recently, two IAM Business Reps had an opportunity to meet with local congressmen about TPP. Meeting with Congressman Jim Costa was Jeremy Celaya, from Local 653 in Fresno, joined by retired Grand Lodge Rep. Frank Santos and Gene Roza, a retired CWA member and leader in the California Alliance of Retired Americans. “We spent over an hour speaking with the Congressman but did not get far,” Celaya says. “He simply discounted the information we presented.”

“If the points were wrong then it is your job to educate the public so we are informed,” Santos told Costa point blank.

“We reminded him that

when things are kept secret, people will draw their own conclusions,” Celaya added. “On the issue of fast track, he claimed that if the entire bill were debated, the opposition party would include unbearable things to assure that it would fail. And, if it did pass, we wouldn’t like it.”

The group told Costa that no deal was better than a bad deal. “He spoke in terms of narrow interests in his District, like Foster Farms and Harris Beef and their overseas sales. We countered by reminding him that more was at stake than those companies and we needed to take a national perspective. Bad trade agreements,

like NAFTA, cost our country the loss of high paid manufacturing jobs, stagnant wages, the growing wealth gap, diminishing middle class, and more,” Celaya said.

Costa told the group that his position will remain undecided until he sees how the agreement rolls out, “but he sounded pretty decided to us,” Celaya adds.

Up in Napa, Local 1546 Business Rep and Contra Costa Labor Council President Steve Older attended a round-table in March with several labor leaders and the administration’s Trade Ambassador Michael Froman, who’s responsible for negotiating the TPP. The event was hosted by Napa Congressman Mike Thompson.

“Thompson and Froman told us to rest assured that Labor is at the table. However, we pointed that labor makes up only 5% of the cleared advisors and that they don’t have access to the negotiations. If we can’t get into the room, how can we be at the table,” the group asked. “Thompson is looking out for the winery interests, and nobody’s looking out for workers,” Older says. “It was a great opportunity to confront an ambassador. But instead of real answers, we got the runaround.

Perhaps the worst aspect of the TPP and Fast Track is the secrecy in which it’s being negotiated. “Thompson told us that when they, as congress members, review the documents, they can’t take notes or bring in staff who are knowledgeable about trade deals. And with Fast Track, there can only be an up-and-down vote, rather than a real debate about the details. This is the opposite of a democratic process,” Older adds.

It's not too late to get involved. Go to:  
[go.aflcio.org/no-fasttrack](http://go.aflcio.org/no-fasttrack)

**STOP FAST TRACK**

Fast Track is a process used to negotiate 2,000-plus-page trade deals, written by corporations, to completely sidestep our democracy.



**JOBS**

Ships Jobs Overseas



**WAGES**

Drives Wages Down



**RIGHTS**

Rewards Human Rights Violators

**TAKE ACTION**

[GO.AFLCIO.ORG/NO-FASTTRACK](http://GO.AFLCIO.ORG/NO-FASTTRACK)



GUEST COLUMN

Amazing But True: TPP is a Job-Killing Train Wreck

By Art Pulaski, California Labor Federation Executive Secretary-Treasurer

It’s a big secret. That’s just how the biggest corporations like it. And they sure don’t want any light shined on their secret deals.

That’s why their lobbyists—and the politicians they fund—are pushing “fast track” legislation to hide the Trans-Pacific Partnership (TPP) from the light of day. Remember NAFTA? That was also negotiated in secret. The TPP free-trade deal is NAFTA on steroids. It’s the biggest deal yet covering the countries on all sides of the Pacific Ocean. It is very bad news for our jobs.

In the past 15 years, these trade deals have pushed four million American families’ jobs overseas and caused irreversible damage to the American economy that will last for generations.

According to the Economic Policy Institute, California has lost 600,000 jobs since Congress approved permanent trade relations with China alone. Hardworking families, through no fault of their own, were ripped from the middle class. TPP will do the same thing.

It’s time we demand that members of Congress do their jobs and prevent further theft of our jobs. And you know what? They’ve been threatened with prosecution for revealing any details the administration shares about what’s actually in the TPP. That’s right. Ask your Representative if they have been allowed to have a copy of the 2,000+ page trade agreement, and if so, can they tell you what’s in it. It’s pretty simple. Without transparency, democracy is a joke. Any member of Congress who votes for fast track authority is voting against open democracy.

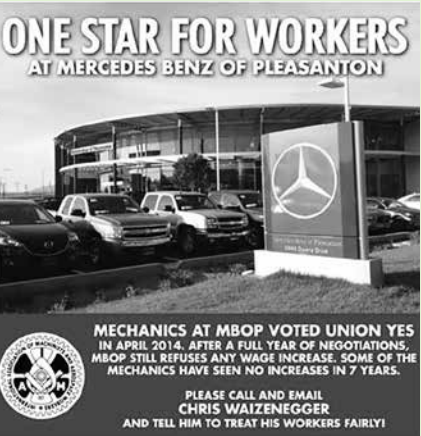
If fast track passes, Congress will only have two options when the TPP comes to a vote: Vote Yes or Vote No! No chance for edits. No time for suggestions to make sure jobs are protected. Amazing. But true.

It’s time to reform trade negotiations so that American workers are no longer slapped down. (In fact, you know, this trade policy is no good for workers in those other countries either. Once corporations move our jobs, they exploit the next worker in line.)

It’s time – right now – to demand that our elected Members of Congress refuse to vote until they get a copy of the trade deal. And share it with us! No more secret negotiations! It’s time to vote for a new, transparent process so American workers can harvest the benefits of expanded trade without gutting the middle class and undermining democracy.

Our families can’t take another hit to help the rich get richer with another job-killing trade deal. Tell your Representative to VOTE NO on the Fast Track Train Wreck.

Local 1546 - Oakland



Five Star Service. One Star for Workers' Rights

This is the headline of a Facebook campaign designed to support the mechanics at Mercedes Benz of Pleasanton who voted to join Local 1546 in April, 2014. After a full year of negotiations, the company is still proposing no wage increases, even though some mechanics have not received a raise in seven years!

Mercedes Benz of Pleasanton, which recently moved into a \$40 million facility, charges the customer \$170 per hour for labor; yet pays its mechanics an average of \$25 an hour.

Please call or email General Manager Chris Waizenegger and tell him to treat his workers fairly! 925-225-7525 chris.waizenegger@mbofpleasanton.com

Local 653 - Fresno

Starting the job with a bang

Newly-appointed Business Rep. Jeremy Celaya reports his first two weeks in the new job have been exciting. "I spent my first day on the job with Mike Farias at Foster Farms. I was able to help out with a grievance regarding recesses and non-paid stand-by time."

Celaya says that he's been getting into the shops to meet members and employers. He visited Fresno Truck Center, Coca Cola, G&H Diesel, UPS Fresno, Hedrick's Chevrolet, Commercial Manufacturing, Toyota Material Handling, Bimbo Bakeries, Fresno Chrysler Dodge, Elliott Manufacturing, F.U.S.D. and Rutter Armey. He'll visit other shops as time allows.

The contracts with Hedrick's Chevrolet, Bimbo Bakeries and Ruan will be opening soon and Celaya is meeting with the members to develop proposals. The Local is still in negotiations with Fresno Unified School District, and talks just opened at Elliott's Manufacturing.

Local 1101

New deal at Stevens Creek Toyota

The members at Stevens Creek Toyota have a new four-year agreement that they're pretty happy with.

"Our members will be getting good wage increases every year of the agreement and the door is open for them to make huge leaps in wages just for getting more training," says Business Rep Richard Breckenridge. "A technician could increase his total wages by \$7.80 in the four years." Service Advisors have a new bonus plan that the company cannot change or take away that has an average increase in wages of \$600/month or \$3.46/hour. "We also added three sick days and converted three floating holidays to personal time off (PTO) days," Breckenridge adds.

Local 1173 - Concord

Several new contracts

Area Director Rick Rodgers reports that the seven members at Soscol Autobody in Napa recently ratified a new four-year contract. "During the downturn in the economy, they took extreme concessions, including the removal of holidays. In this contract, we got three of them back, and we got a \$1/hour raise each year of the contract."

The contracts with SaveMart and Concord Toyota are both opening, and he's begun negotiations for a first contract with Autocom, which is a company out of Mexico that purchased Concord Nissan. At press time, they're close to a final proposal.

Local 1414 - San Mateo

When the Sonoma-Marin Area Rail Transit system (SMART) was created in 2002, the establishment of three bargaining units to represent workers on

the new train service was written into law. However, as the train system is getting completed and hiring is coming onto the horizon, it doesn't appear that SMART management is paying attention to the part of the law that called for a unionized workforce.

On March 2, 2015 the Machinists, Amalgamated Transit Union, and Teamsters met with SMART General Manager Farhad Mansourian, HR Manager Lisa Hansley, and Jerrold Schafer from the law firm Bridgett and Hanson to review the law. "We informed them that the law pretty clearly stipulates that the bargaining units would be the same as at the Golden Gate Bridge District: transportation operators, transportation maintenance and equipment servicing," says Brandon. Quoting the law, "employees shall be credited with any accrued seniority earned at the district from which they have transferred and shall not suffer a loss in their rate of wages, pension benefits,

MNPL backs Bonilla for State Senate in CoCo, Alameda Counties

On March 14, 2015, the IAM went to Susan Bonilla's campaign office in Concord to present her with a check from the Machinists Non-Partisan Political League (MNPL). Bonilla is running for state senator in SD7—a seat that became open when Mark DeSaulnier won the congressional seat. The district covers the eastern parts of Contra Costa and Alameda Counties.

"We wanted to show Susan our support. She has worked hard for workers and this is a tough race against an anti-union candidate," says Local 1173 Business Rep Brian Fealy. "We were there to deliver a check from the MNPL for

her primary campaign along with Local 1173's endorsement."

The election will be on May 19, 2015. We encourage members in or near Susan's district to help out at precinct walks and phone banks.



(From left) Local 1173 Business Rep Brian Fealy, Assembly Member and Senate Candidate Susan Bonilla, Local 1173/1584 Area Director Rick Rodgers and Local 1546 Business Rep and Contra Costa CLC President Steve Older.

SHOP TALK: What do you think is the most important problem facing the country today?



Jason Mah  
Walnut Creek Toyota  
Local 1173 - 3 years

"Parenting. Kids growing up in this world don't have good role models. There's a lack of discipline."



Darrell Beck  
Walnut Creek Toyota  
Local 1173 - 26 years

"Health care. Making sure people can survive without having to dig into their savings...making it possible to retire and live comfortably."



Will Haley  
Walnut Creek Toyota  
Local 1173 - 10 years

"In the U.S., the issue is having affordable housing, and having available houses for all of our kids. In California, the issue is water."



Carlos Arana  
Walnut Creek Toyota  
Local 1173 - 5 years

"War. The world situation. There are so many rich people who don't know what to do with their money. At the same time, there are others who are poor."



Christopher Moore  
Walnut Creek Toyota  
Local 1173 - 1 1/2 years

"Lack of leadership, in society and in our households. Greed and the almighty dollar. The middle class is being destroyed."



Eddie  
Walnut Creek Toyota  
Local 1173 - 1 year

"Criminal activity. People are in prison getting a decent education."

THE LOCALS



pension accrual rights, health benefits, retiree health benefits, vacation accrual, or other seniority-based benefits, such as job bidding and transfer rights, as a result of their transfer to the district.”

The union contends that the law was written to ensure seamless transfer rights for Golden Gate Transit workers.

“Management would not give the unions any answers to our questions at the table,” says Brandon. “We asked who is going to operate the system, why in every job posting they have a requirement of at least one year in railroad or rail transit environment. We asked both Farhad and Lisa if they had any rail experience, and they answered ‘no’. We asked why a storekeeper has to have rail experience and they said they would get back to us.”

Brandon and Business Rep Art Gonzalez are working on this project. “We expect to represent the maintenance workers in Local Lodge 1414, making it smoother to provide transfer rights to the Golden Gate Transit workers.

Local 1546-Oakland

No strike needed at Safeway

The 18 IAM members who work at the Safeway Distribution Center in Tracy ratified a good contract on April 1 and didn’t have to go on strike to get it.

“I really thought it would go to strike and I had all the strike sanctions lined up,” says Local 1546 Business Rep Steve Older. “In fact, we almost went out right before Christmas.”

But, a union election upset among the Teamsters meant that their Business Rep wasn’t sure if he’d still have a job himself, and he couldn’t promise that the Teamsters would be in a position to support the strike. Ultimately, Teamster Rep Rob Nicewonger retained his position and continued to offer his support. “The company’s understanding that the 2000 Teamsters of Local 439 would support a Machinists strike helped us get this deal done.”

The members’ major complaints

were about favoritism, about members doing managers’ work, and about the company subbing out work that members should have been doing.

“I was able to get the ear of the facility manager and expose a lot of the problems,” Older says. “Management started making important changes. We’re also working to regain work that we lost due to subcontracting.” With more work coming in, Older says that the company is asking him to find more mechanics, which may lead to more bargaining unit positions.

“I opened up a new dialog with management to fix some of the day-to-day problems that aren’t contract issues, and I believe that we’ll be able to move forward and make some real changes there.” The members ratified the contract and will see good raises, retroactive to September, a signing bonus and an increase in the tool allowance.

Congrats are in order

Congratulations to the members who work at Bob Motter Body Shop in Oakland and Nelson’s Body Shop in San Leandro. These two union shops were among the 15 highest-rated auto body shops in the Bay Area, as rated by Consumers Checkbook.

The organization evaluated 155 shops by surveying more than 100,000 Checkbook and Consumer Reports subscribers about shops they had used.

Local 1596-Petaluma

Contract updates

Area Director Tom Brandon has started negotiations with Hansel Ford in Santa Rosa and is hopeful that the talks will run smoothly this year. He has also met with Fred’s Body in Eureka to start the talks there.

Local 653 - Fresno

Goings and comings with staff and officers

The March 18 general membership meeting at Local 653 saw lots of changes at the top.

It all started Business Rep Tom Rotella’s retirement. Tom has been an IAM member for 40 years and served as Business Rep for 25 years.

Stepping up as Business Rep is Jeremy Celaya. Jeremy served as President of the Local for four years.

Vice President Anastacio Rodriguez, III took over as President. Brother Rodriguez is a Journeyman Mechanic at Fresno Truck Center and

is a delegate to the Fresno, Madera, Tulare, Kings County Central Labor Council.

As his first action as President, Rodriguez appointed Brother Francisco Chavez to serve as interim Vice President. Francisco works at Commercial Manufacturing, where he is a very active shop steward. He has also attended the Spanish Leadership 1 course at the Winpisinger training facility in Maryland. He is very excited about the opportunity to serve as Vice President.

Local 2005-Livingston

New members at Foster Farms

Mike Farias is now working on-site at Foster Farms as a full-time Business Rep. This puts him on hand to answer questions and attend orientation meetings for new full-time employees. “This puts a face to the union on an on-going basis,” Farias says and has led to an uptick in union membership. .

Successful grievances

Recently, the company started enforcing an attendance guideline around how sick time is accrued. The company established a point system for accruing sick hours based on hours worked each month. When an employee without accumulated hours takes sick leave, they’ll get a disciplinary point. But if the employee does have available hours, they cannot get a point. “When the policy got started on April 1,” says Farias, “previous infractions were wiped clear and everybody started from zero. This is a clearly benefit for members who have lots of sick hours accumulated, but at least the process for giving points is now more transparent.”The policy was initially confusing to the employees, but Farias hoped that he was able to explain how it related to the union contract.

Power outage grievance

On March 17, the union filed a class-action grievance for a work stoppage due to a power outage. “We filed the grievance because, in the contract, there’s specific language, that says that for any act of god that makes the company have to close, they have to call a recess,” explains Business Rep Pedro Mendez. “The power was out for nearly 2 hours but they didn’t call a recess and tell people to go home; they just said to go outside. However, we soon learned that some departments got paid for those hours, while others—about 50-60 employees—were not.

After Mendez and Farias investigated and consulted with Business Rep Tom Rotella, they agreed that a grievance was in order. On March 24, they met with the company which agreed to make everyone whole for the two hours that the facility was shut down. (Some took lunch, so they won’t get the full two hours in back pay.)

“This was a successful grievance,” says Mendez. “We kicked some butt. We won it!” On behalf of the members of Local 2005, Mendez wanted to be sure to thank Tom Rotella for his years of service to the members at Foster Farms and wish him the best in his retirement.

ay?



Molina  
Walnut Creek Toyota  
- 1 ½ years



Damon McGhee  
Walnut Creek Toyota  
Local 1173 - 6 ½ years



Smail Mouser  
Walnut Creek Toyota  
Local 1173 - 2 years



Clinton Cruz  
Walnut Creek Toyota  
Local 1173 - 2 years



Ryan Bell  
Walnut Creek Toyota  
Local 1173 - 10 years



Eddie Vasquez  
Walnut Creek Toyota  
Local 1173 - 3 years

ity. Too many  
prison and not  
nt education.”

“The economy. There aren’t enough jobs. Too many people are still getting laid off—especially public workers. We need to keep our jobs and money in the U.S. and don’t send it overseas.”

Leadership in the working environment. Companies need to be better run.”

“Health care. They mandate that you have it but don’t make it affordable to get. They’re penalizing people who can’t afford it. We’re entitled to be alive and get fair care.”

“Affordable housing. The way the market is, it’s impossible to afford a house.”

“Inflation and the cost of living. The dollar buys less and less. Being middle class, your money doesn’t go as far. Even though you work the same amount, you can’t get ahead.”



IN THE NEWS

New reports: Workers' Comp not working for ill and injured workers

At least 3.8 million work-related injuries and illnesses occur in the U.S. every year, and the century-old Workers' Compensation system is intended to provide financial and medical relief to affected workers. Two recent reports – one from the Occupational Safety and Health Administration (OSHA) and one from NPR and ProPublica—revealed how the Workers' Comp safety net is being torn to shreds.

As originally conceived, Workers' Comp was a tradeoff: Workers gave up their right to sue employers for on-the-job injuries. In exchange, they received certainty that employers would pay medical bills and wage support while they were recovering.

Employers are still getting their end of the bargain: You can't sue your boss for a work-related injury. But the medical benefits and wage support that workers are supposed to receive are now much harder to get – and stingier for those who do receive them.

The OSHA report, *Adding Inequality to Injury: The Costs of Failing to Protect Workers on the Job*—concluded that it is taxpayers and the workers themselves who are bearing the costs of employers' failure to pay fair compensation to injured workers: "State legislatures and courts have made it increasingly difficult for injured workers to receive the payments for lost wages and medical expenses that they deserve. As a result of this cost-shifting, workers' compensation payments cover only a small fraction (about 21%) of lost wages and medical costs of work injuries and illnesses; workers, their families and their private health insurance pay for nearly 63% of these costs, with taxpayers shouldering the remaining 16%."

The OSHA report also makes clear that most ill and injured workers remain entirely uncompensated by Workers' Comp. One cited re-

search report found "that as many as 97% of workers with occupational injuries are uncompensated."

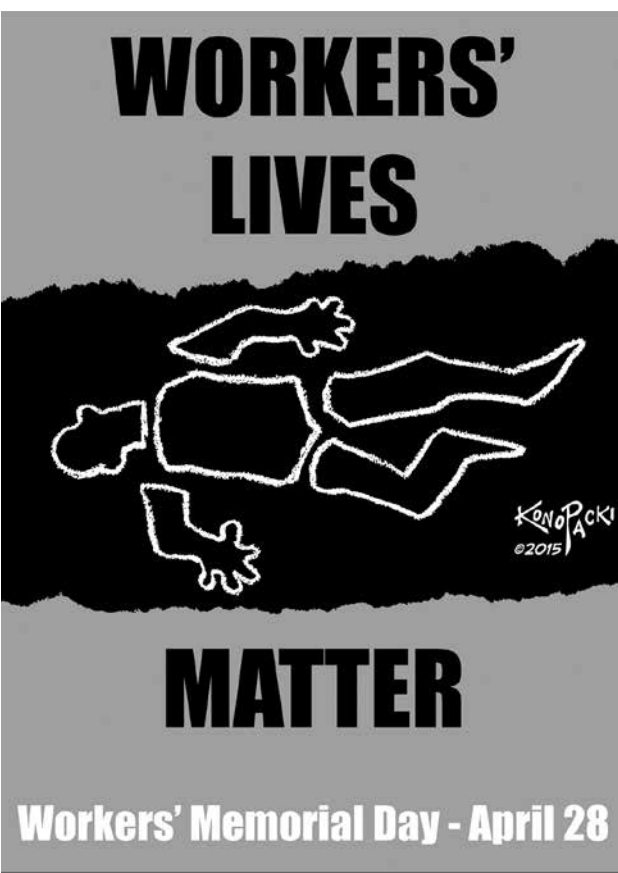
The blistering NPR/ProPublica series echoes many of the same themes. According to reporters Howard Berkes and Michael Grabell: "Over the last dozen years, 33 states have passed legislation to reduce Workers' Comp benefits or make it more difficult for ill or injured workers to qualify. After warehouse worker Joel Ramirez's spinal column was crushed on the job in 2009, he was able to get a home health aide through Workers' Comp. But he lost this critical support service after new legislation to limit benefits was passed in his home state of California.

Benefits differ dramatically from state to state. A worker who loses a leg on the job in Pennsylvania might get as much as \$389,910 in Workers' Comp benefits. A worker with the same injury in Alabama would get a maximum of \$44,000.

Employers are paying the lowest rates for workers' comp insurance in a quarter-century. In the mid-nineties, for instance, employers in the state of Montana paid \$6.91 for every \$100 paid in workers' wages. In 2014, they pay less than a third of that.

As payments to workers have eroded, the insurance companies providing workers' comp insurance continue to do well. The authors cite economist John Burton's report that "nationally, workers' compensation insurance was at near-record levels of profitability in 2013."

The reports reinforce what health and safety advocates have



been saying for years. "All workers need access to Workers' Comp," says Mary Vogel, Executive Director of National Committee on Occupational Safety and Health. "Employers and the insurance industry have pushed for so-called 'reform' that is in fact just pushing America's ill and injured workers into abject poverty."

Manufacturing slower to grow in California than elsewhere in U.S.

By CHRIS KIRKHAM  
Bloomberg News

The United States has seen a remarkable turnaround in manufacturing employment since the economy bottomed out five years ago — but California hasn't.

The state has been among the slowest to recover jobs in an industry long viewed as a bastion of middle-class opportunity.

Since February 2010, U.S. manufacturing employment has increased at a rate of 6.7%, with some Midwestern and Southern states such as Indiana and South Carolina seeing gains of 15% or more.

By contrast, California manufacturing has grown at about 1% over the same period.

The Golden State still has the nation's largest manufacturing base. But California's high costs for land and energy are preventing the state from grabbing its share of companies relocating production back to the U.S. from overseas markets such as China.

"It comes down to housing costs and the costs of doing business in California overall," said Jordan Levine, director of research at Beacon Economics in Los Angeles.

That could hurt California's middle-class workforce. Manufacturing is the classic path to higher paying jobs for less-educated workers. On average, manufacturing workers make 8.4% higher wages each week than those in all other industries combined, according to a 2012 Brookings Institution study.

The recent national uptick in manufacturing comes after severe cuts that started in the 1990s and continued through the Great Recession. Companies lowered costs by shifting production to cheaper labor markets in China and the developing world.

But in recent years the conventional wisdom has shifted. China's rapid rise as a global economic power has pushed up workers' wages there, eliminating much of the labor cost advantage.

Since 2004, the average wage in China has more than tripled, after adjusting for inflation and other factors, compared with only a 27% increase in the U.S., according to a recent study on the so-called reshoring phenomenon by the Boston Consulting Group.

At the same time, the U.S. has seen a boom in natural gas production, bringing down domestic energy costs.

"We're a high-wage country, but that equation is changing," said Michael Zinser, a manufacturing expert and managing director at the Boston Consulting Group.

SHOP TALK: What's the most important problem in the U.S. today?



Abdul Ismaeel  
Walnut Creek Toyota  
Local 1173 - 1 ½ years

"The higher cost of living, especially food, gas and other necessities. With prices constantly going up, it's hard for people to afford what they need or to build up any savings."



Frank Bartolomucci  
Walnut Creek Toyota  
Local 1173 - 1 ½ years

"As a believer in Christ, I'm concerned about what's going on in the schools. They're trying to remove God from the schools and what they teach goes against creation."



Lucas McClafflin  
Walnut Creek Toyota  
Local 1173 - 2 years

"The economy and taxes. There's not enough growth in the economy. And, for the working man, the taxes are killing us."



Raynaldo Reyes  
Walnut Creek Toyota  
Local 1173 - 12 years

"Immigration. Obama promised a lot of things but hasn't come through. Without papers, people can't get good jobs. They just want to work and get ahead, but they're being denied the opportunity."



Andrew Simmons  
Walnut Creek Toyota  
Local 1173 - 6 ½ years

"The rising of rent. And greed. The people who have most of the money want all of it. That just takes away from the hard-working blue collar man and woman."



IN THE NEWS

New study spotlights U.S. job loss from trade deals

Need another reason to oppose Fast Track and the pending Trans-Pacific Partnership trade agreement? Promises of new jobs and growing exports from past trade deals haven’t lived up to the hype, according to a new study by the Economic Policy Institute. In fact, just the opposite has happened. U.S. trade deficits grew, job losses mounted and wages fell following trade deal disasters like the North American Free Trade Agreement (NAFTA) in 1994, allowing China into the World Trade Organization in 2001 and the U.S.-Korea Free Trade Agreement of 2007.

“The issue is simple,” said the study. “Increased exports support U.S. jobs, increased imports cost U.S. jobs. Thus, it is trade balances—the net of exports and imports—that determine the number of jobs created or displaced by trade agreements. Rather than reducing our too-high trade deficit, past trade agreements have actually been followed by larger trade deficits.”

The trade deficit with China has cost U.S. workers more than 2.7 million net jobs between 2001 and 2011, with 1.1 million, or more than one-third, coming from the computer and electronic products sector.

Also, the manufacturing and related jobs affected by trade tend to be higher paying, and when they leave, workers are forced to compete for lower paying jobs in sectors such as retail that can’t be exported. The increased competition lowers wages in these sectors even further.

Oakland voters pass “Paid Sick Leave” bill

In November, Oakland voters passed Measure FF. The bill increases the minimum wage to \$12.25 with indexing to increase it annually, protects service charges from being kept by employers in the hospitality industry and adopts a paid sick leave requirement.

The paid sick leave portion must be adopted by all employers in Oakland who employ any person for more than 2 hours in a week. It contains a collective bargaining supercession provision that allows “a written valid collective bargaining agreement [to waive] a provision of this chapter if such waiver is set forth in clear and unambiguous terms.” Thus, only if the contract contains that clear and unambiguous waiver is it effective. The amount of paid sick leave accrued depends on whether the employer is a small or large business (less or more than 10 employees).

“All union employers in Oakland will have to implement this provision unless they obtained

The EPI study estimates that the loss in wages from the trade deficit from China that forces U.S workers into lower-paying jobs was \$37 billion in 2011 alone.

—AFL-CIO Now Blog

Recent Gallup Poll finds dissatisfaction with government is seen as most important problem in U.S.

A national Gallup poll taken between March 5-8, 2015 asked “What do you think is the most important problem facing the country today?”

With approximately 18% of those answering, “Dissatisfaction with government” was the highest ranked problem. Next came the economy in general (11%) and unemployment/jobs (10%). Coming in with 7% each were immigration/illegal aliens and healthcare. Terrorism and Education each had 6% responses. At the bottom of the list, with 2% each were the gap between rich and poor and the lack of money.

The national answers were mirrored by those of IAM Local 1173 members, who were asked the same question a few weeks later. Six of the 21 Walnut Creek Toyota techs interviewed (28%) cited various aspects of the economy as being the most dire problem in the U.S. Three said the issue was healthcare. Two each said it was healthcare and law enforcement/crime. Only one specifically cited congressional leadership.

Other answers included education, immigration, corporate greed, war, and parenting.

that waiver from the union, but very few probably have,” says attorney David Rosenfeld from the firm of Weinberg Roger and Rosenfeld.

Under Measure FF, paid sick leave has to be available, not only for the illness or injury of the employee, but also to aid or care for various family members, including “Child, parent, legal guardian or ward, sibling, grandparent, grandchild, and spouse, registered domestic partner under any state or local law, or designated person.”

It is not likely that any paid sick leave provision in any collective bargaining agreement is as broad as the paid sick leave requirements of Measure FF. Employers will have to modify or improve the sick leave they provide to comply with the Measure.

If you work in Oakland and have questions about whether your sick leave policy meets the Measure FF guidelines, contact your Business Representative.



BUY UNION

Union-Made Cleaning Products

Whether you’re doing spring cleaning, or just the everyday kind, here are some union-made supplies to keep on hand:



Laundry Detergents

- All
- Borateem
- Dynamo
- Fab
- Sun
- Tide

Bleaches

- Blanco
- Clorox
- HiLex

Other laundry products

- Cuddle Soft
- Final Touch Fabric Softener
- Niagara Spray Starch
- Rit Dye
- Snuggle

Other cleaning products

- Ajax
- Bowl Fresh Toilet Bowl Sanitizers
- DuPont Stone Care
- Enoz Cedar Pine Moth Balls
- Liquid Plumr
- Lysol
- Minwax
- Mop & Glo
- Pure Bright Pro Cleaning Products
- Purex

For many more great tips about union products and services, go to Labor 411 at [Labor411.org](http://Labor411.org). This great resource tracks and promotes a wide range of union-made consumer products.

SHOP TALK: What’s the most important problem in the U.S. today?



Giulio DeSantis  
Walnut Creek Toyota  
Local 1173 - 16 years

“Keeping blue collar jobs strong. We need to keep the pay up so people will do jobs like fixing cars and building homes. People need to know how important these jobs are to the country.”



Don Reutzel  
Walnut Creek Toyota  
Local 1173 - 14 years

“Congressional leadership. They can’t get together and can’t compromise We elected/hired them to come up with solutions and all we get is gridlock. I fault both parties.”



Curtis Azevedo  
Walnut Creek Toyota  
Local 1173 - 2 years

“Corporate greed—and that extends to the executive and legislative branches. They talk a good game about the little people, but don’t act on their talk. I’m with those who are in the trenches with us.”



Andrew Lozano  
Walnut Creek Toyota  
Local 1173 - 13 years

“Health care and addiction. I’ve lost friends and family members to addiction. I wish there were more and better programs to address and treat addiction.”



Scott La Perle  
Walnut Creek Toyota  
Local 1173 - 20 years

“The relationship between law enforcement and people, in general. There are too many laws. In the old days, we got away with a lot, but got stuff done. Now, you can’t. Every time you turn around, you get in trouble.”

←

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.**

## Official Notice: Proposed Bylaws Changes Local 1101

There will be a first reading of proposed bylaws changes at the May 14th general membership meeting.

There will be a second reading and vote of the proposed bylaws change at the June 12th general membership meeting.

Local Lodge general membership meetings start promptly at 6:30pm.

The proposed bylaws change will effect and amend Article H, Section 5, Paragraph to read as follows:

No motion shall be in order to

appropriate more than \$100.00 for any purpose, except (1) per capita tax and ordinary routine bills, i.e. legal obligations, contractual obligations, business representative(s) monthly cell phone bill(s), up to \$150.00 each, and executive board meeting meals, not to exceed \$175.00 per month, which are generally in excess of this amount, and (2) strike assistance to sister IAM Lodges, in which case, not more than \$200.00 may be voted without prior submission, and approval of the Executive Board.

UNION MEETINGS		
<b>District Lodge I90</b> 8201 Capwell Drive Oakland, CA 94621 510-632-3661	<i>Meetings are the fourth Tuesday of each month</i> April 28 • May 26 • June 23 <b>Executive Board Meeting:</b> 6:30 p.m. <b>General Delegates' Meeting:</b> 7:00 p.m.	<b>Local I484</b> 1261 Avalon Blvd. Wilmington, CA 90744 310-835-6688  <b>Executive Board Meeting:</b> 6:00 p.m. on the third Thursday of the month April 16 • May 21 • June 18 <b>General Membership Meeting:</b> 6:00 p.m. on the first Tuesday of the month April 7 • May 5 • June 2 <b>Retirees' Club:</b> 1:00 p.m. on the third Wednesday of the month: April 15 • May 20 • June 17
<b>Local 93</b> 2102 Almaden Rd., #105 San Jose, CA 95125 408-723-4900	<i>Meetings are the second Tuesday of each month</i> April 14 • May 12 • June 9 <b>Grievance Committee:</b> 3:30 p.m. <b>Executive Board Meeting:</b> 4:30 p.m. <b>Membership Meeting:</b> 5:00 p.m.	<b>Local I528</b> 713 16th Street Modesto, CA 95354 209-529-9210  <i>Meetings are the first Wednesday of the month</i> February 4 • March 4 • April 1 <b>Executive Board Meeting:</b> 6:00 p.m. <b>General Membership Meeting:</b> 7:00 p.m. <b>Shop Steward Meeting:</b> 10 a.m. on the third Saturday of each month December 20 • January 17 • February 21 <b>Women's Activity Meeting:</b> 11 a.m.-Noon on the Third Saturday of each month December 20 • January 17 • February 21 <b>Narcotics Anonymous:</b> 5:30-6:30 p.m. every Tuesday
<b>Local 653</b> 544 West Olive Fresno, CA 93728 559-264-2815	<i>Meetings are the third Wednesday of the month except November</i> April 15 • May 20 • June 17 <b>Executive Board Meeting:</b> 5:00 p.m. <b>Membership Meeting:</b> 5:30 p.m.	<b>Local I546</b> 10260 MacArthur Blvd., Oakland, CA 94605 510-638-6705  <i>Note:</i> November membership meeting moved due to Election Day; E Board meetings moved due to holidays.  <i>Meetings are the first Tuesday of the month</i> April 7 • May 5 • June 2 <b>General Membership Meeting:</b> 7:00 p.m. <b>Member Education Meeting:</b> 5:30 p.m. <b>Executive Board Meeting:</b> 6:30 p.m. on the Thursday preceding membership meeting April 2 • April 30 • May 28 <b>Retiree Club Pot Luck Luncheon:</b> 12 noon on the first Wednesday of each month April 1 • May 6 • June 3 <b>Alcoholics Anonymous:</b> 9 a.m. every Saturday
<b>Local 80I</b> 8201 Capwell Drive Oakland, CA 94621 800-655-2182	<i>Meetings are the third Thursday of the month</i> April 16 • May 21 • June 18 <b>Membership Meeting:</b> 4:00 p.m. <i>Meetings are held at the Carpenters' Hall, in Reno.</i>	<b>Local I584</b> 436 McCormick Street San Leandro, CA 94577 510-635-2064  <i>Meetings are the third Thursday of the month</i> April 16 • May 21 • June 18 <b>Membership Meeting:</b> 7:00 p.m. <b>Executive Board Meeting:</b> 6:00 p.m. <b>Retirees' Club:</b> 12:30 p.m. on the first Tuesday of the month: April 7 • May 5 • June 2
<b>Local II0I</b> 2102 Almaden Rd., #105 San Jose, CA 95125 408-723-4900  <i>Note:</i> Office hours are now 8 a.m.—4:30 p.m. Monday through Friday. The office remains open during lunch.	<i>Meetings are the second Thursday of the month</i> April 9 • May 14 • June 11 <b>Executive Board Meeting:</b> 5:30 p.m. <b>General Membership Meeting:</b> 6:30 p.m.	<b>Local I596</b> 4210 Petaluma Blvd. No. Petaluma, CA 94952 707-795-0086  <i>Meetings are the third Tuesday of the month</i> April 21 • May 19 • June 16 <b>Executive Board Meeting:</b> 6:00 p.m. <b>Membership Meeting:</b> 6:30 p.m.
<b>Local II73</b> 1900 Bates Ave., # H Concord, CA 94520 925-687-6421	<b>Executive Board Meeting:</b> 6:00 p.m. on the second Thursday of the month April 9 • May 14 • June 11 <b>Membership/Shop Stewards' Meeting:</b> 6:30 p.m. on the second Thursday of the month April 9 • May 14 • June 11	<b>Local 2005</b> 544 West Olive Fresno, CA 93728 English 559-264-2815 Spanish 510-632-3661 In plant office: 209-394-6941  <i>Meetings are held the third Sunday of each month at the Veterans Memorial Hall: 1605 7th Street, Livingston, CA 95334.</i> April 19 • May 17 • June 21 <b>Executive Board Meetings:</b> Noon <b>General Membership Meetings:</b> 1:00 p.m. (all languages)
<b>Local I4I4</b> 150 South Boulevard San Mateo, CA 94402 650-341-2689	<b>Shop Stewards' Meeting:</b> 5:30 p.m. on the third Thursday of the month April 16 • May 21 • June 18 <b>Executive Board Meeting:</b> 6:00 p.m. on the second Thursday of the month April 9 • May 14 • June 11 <b>General Membership Meeting:</b> 6:30 p.m. on the third Thursday of the month April 16 • May 21 • June 18 <b>Retirees' Club:</b> 11:00 a.m. on the first Wednesday of March, June, Sept., Dec. All are welcome! June 3 • September 2 • December 2	<b>Local 2I82</b> 967 Venture Court Sacramento, CA 95825 800-458-9200  <i>Meetings are the second Tuesday of the month</i> April 14 • May 12 • June 9 <b>Executive Board Meeting:</b> 6:00 p.m. <b>General Membership Meeting:</b> 7:00 p.m. <b>Retirees' VISTA CLUB:</b> 11:00 a.m. on the third Wednesday of each month: April 15 • May 20 • June 17