VOL. 17 NO. 4 August/September 2015

Serving the Active and Retired Members of IAM District Lodge I90

IAM primed to build apprenticeship programs in new industries and locales

As economy grows, so does apprenticeship program

When the economy was in the doldrums, the IAM apprenticeship program was not far behind. But now that the economy is resurging, President Obama is investing more than \$100 million in apprenticeships nationwide and California is proposing similar investments. Taking advantage of these opportunities, the IAM is taking the lead to expand the industries it covers and the sites of its programs.

The Automotive Trades Apprenticeship Program, based in Oakland, has worked with employers to place, train and oversee apprentices for Locals 1546, 1173, 1414 and 653. More than 100 apprentices are currently indentured in the program. "This is an increase of more than 20%—just in the last month," says Apprenticeship Coordinator Jon Fowkes. "Few young people are coming out of high school with any vocational training and our employers are struggling to find the skilled workforce that they desperately need. Now that work is on the upswing, employers are starting to hire and they're ready to invest in training the workforce of the future."

Several IAM Business Reps have noted that both automotive and machinist employers are putting support of the IAM apprenticeship program back into their collective bargaining agreements.

In San Francisco, MUNI needs people to maintain and repair streetcars and cable cars. "People who work on these not only need heavyduty truck experience, but they also need to be able to machine the parts because there are no off-the-shelf parts for the cable cars or the historic streetcar line," Fowkes says. He's in the process of getting standards for apprenticeship training approved by the City of San Francisco. "This will be a longer program than the standard training for heavy-

duty trucks, as MUNI requires training on more work processes." Once the training regimen is approved, Fowkes expects the city to hire about 10 apprentices.

Fowkes says that Golden Gate Transit has also been approved to get apprentices. He hopes that the transit agency will eventually have apprentices on the ferry side, but for now, the first apprentices will work on buses.



Southern California's first two new apprentices will work at SSA. (L) Mynor Perez. (R) Chris Towler.

New apprentices at the waterfront

Fowkes and Local 1484 Business Rep Kevin Kucera are proud to announce that they've launched a new apprenticeship program in Southern California. SSA, a major waterfront employer, has hired its first two apprentices, Chris Towler and Mynor Perez.

"We've established the work processes. The first two apprentices are already on the job and will be starting school in the fall semester. While we haven't yet finalized the apprenticeship standards, we know some of the classes they need to take and want them to get started right away," says Fowkes. "As soon as the state approves the standards and curriculum, we think at least two other employers will sign on for several more apprentices. This program is primed to grow across the waterfront in Los Angeles and Long Beach."

From the employers' perspective, having a strong apprenticeship program is a win-win-win. "We're bringing in young people to teach them everything they need to do at the waterfront," says Dan McIntire, who's the SSA Power Shop Foreman on the dayside. "We can no longer just hire people off the street. We need people who can handle all the industrial operations in the harbor area. We'll teach them to weld, work on cranes and chassis, fabricate, and more."

McIntire hopes that, with the skills they learn in school and on the job, they will stick with the company for the long haul. "This would be a great benefit for the company, for the union, and for these young people who are building the skills for a great career."

Program to expand into aerospace

In addition to the waterfront apprenticeship program, the IAM is also working to establish an

aerospace apprenticeship and has built a partner-ship with SpaceX, an aerospace manufacturer and space transport services company headquartered in Hawthorne. In July, Fowkes received \$20,000 in seed funding from El Camino College to launch the two Southern California apprenticeship training programs.

The SpaceX partnership is part of Fowkes' grand scheme to utilize new state and federal resources to expand the IAM apprenticeship program substantially. "We're establishing a statewide apprenticeship association called Advanced Manufacturing and Transportation Apprenticeships of California (AMTAC). This group includes the Division of Apprenticeship Standards and other state agencies, the Community College Chancellor's office, the California Workforce Investment Board and several local WIBs, 17 community colleges and more than 20 employers. With Fowkes at the helm, AMTAC submitted a proposal for \$5 million of the Obama administration's \$100 million federal initiative to grow apprenticeships in new industries. "We're going for 1,000 apprentices." Fowkes expects to hear if he got the grant in September.

In addition, Governor Brown's budget added \$15 million for new and innovative programs and Fowkes is strategizing on ways to partner with the community colleges for some of this funding as well.

"As far as Space X and the whole aerospace industry is concerned, we'll be training a workforce that needs to be trained," says Directing Business Rep Jim Beno. "If we don't get involved at the beginning, the non-union sector will take over and roll over us. We need to make sure that the unions remain a strong part of California's aerospace industry and this is a good way to do it."

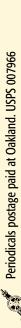
Creating internships and preapprenticeship programs, too

Getting indentured into the apprenticeship program is an involved-enough process that recruits need to be committed to their chosen career before going through it. Having pre-apprentices and interns is another approach that gives young people a way to sample the work to determine if it is right for them, even before trying to get into an apprenticeship program.

One such program is being initiated at Waste Management. When that company was negotiating to keep the Oakland franchise, the City of Oakland included specific goals for "local hiring." To meet those goals, the company called on Local 1546 to develop an internship program.

"We will be brining on two interns, to start. To find them, we will partner with CiviCorps, an Oakland-based training program that works closely with Waste Management," says Area Director Don Crosatto. Founded in 1983 as the East Bay Con-

continued on page 3



Flash Facts

US. corporate pay increases

1978-2014

CEOs: Compensation up 997.2%*

Workers: Up 10.9%*

*Adjusted for inflation

IPS/Too Much blog



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

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

Local Lodge websites:

Local 1101: www.iamlocal1101.org Local 1546: www.IAM1546.com Local 1584: www.iamlocal1584.com

Facebook pages:

Local 653: https://www.facebook.com/iamaw. local?fref=nf

Local 1101: facebook.com (search for IAM Local 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:

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The IAM District 190

The Sparkplua (USPS 007966) is published bi-monthly by District Lodge 190, International Association of Machinists, Oakland, Calif., a non-profit organization. Periodicals postage paid at Oakland. Subscriptions are \$3 per year.

The Sparkplua is the official publication of District Lodge 190 and its affiliated local lodges and notification of any meeting or election in this paper shall constitute official notice per Article B. Section 4 of the IAMAW Constitution and Articles V and VII of District Lodge 190 By-Laws.

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



Debra Chaplan, Managing Editor

UNION PEOPLE





(Left) The original group of workers who went on strike at Jim Doten Honda. (Right) The gathering at the Berkeley

Ten-year reunion of Berkeley Honda strike

Jim Doten Honda had a 10-year reunion of their long with the community folks who helped us so much and ultimately victorious strike. Most of the people

who worked in the shop, and some of the community people who helped out on the strike attended a barbecue at the Berkeley Marina.

"The interesting thing is the bond and the friendship that remains," says

Only the facade still remains of this landmark Berkeley building. Business Rep Garry Horrocks, who worked at Doten before joining the District Lodge 190 staff. "Most of us worked together for up to 20 years. After we went on strike, few came back to the place. But we

still have the bond—and everybody came back 10

On July 5, the employees who formerly worked at years later for the reunion. We still have connections throughout the 9-month ordeal."

Horrocks notes that the building that previously housed the dealership on Shattuck Avenue is being completely rebuilt to have retail and residential. "They saved the front of the building as a landmark, and

will build a new building with the facade of the old one." Meantime, while the dealership searches for a new home, their repair shop is on San Pablo Avenue and car sales are across the street on Shattuck.



It's a good time to be a Local 1484 retiree!



Local Lodge 1484 hosted its annual summer banquet for The group shared great food, laughs and reminisced the Seagoing Retiree's Club and 58 people turned out. about the good old times. It was a fun time for all!



Celebrating a 37 year career

Local Lodge 1484 member Jeffery Heston retired after 37 years of service at ConGlobal Industries (CGI). The company held a big retirement luncheon to celebrate and all of the employees, vendors, company and union officials paid their respects, wishing Jeff a happy and much deserved retirement.

Business Rep Kevin Kucera presented Jeff with a 35-year retirement pin and a union Frisbee.



AT THE LABOR BOARD

Another pro-IAM decision in PCMC saga

National Labor Relations Board determined that the company PCMC, which had contracts at the Ports of Oakland and Tacoma, should disavow their connection with the Longshore Workers (ILWU) and recognize the IAM as the legitimate bargaining agent for about 160 workers at the two facilities. This ruling would ultimately impact Ports America, which was the successor to the PCMC contract.

This is not the first ruling on this case. In fact, it came just one week shy of two years ago when the Board made the exact same ruling. And it won't be the end of the story.

Back in April, 2005, a third-party employer called PMMC, who had been under contract with the IAM for six years, suddenly became PCMC, an ILWU-only employer. When that changeover took effect,

the IAM members in Oakland and Tacoma had to leave the IAM and join the ILWU. Upon changing their union affiliation, these members immediately lost a wide range of benefits that they had gained from having an IAM contract for so many years.

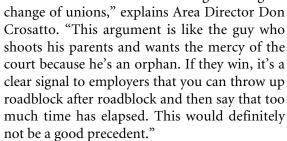
The union filed charges, contending that the switchover was illegal because PCMC and PMMC were the same entity with a new name and were not a new employer; the company therefore had to recognize the IAM as the legitimate union for our members. After a two-year investigation, in 2007, the Labor Board ruled in favor of the IAM. After a 40-day trial, in 2009, an Administrative Law Judge ruled in favor of the ILWU. The IAM appealed this decision back to the Labor Board, but the Board's final decision was delayed for four years.

Not long after the Labor Board ruled in favor of the IAM in 2013, the Supreme Court ruled that all decisions made by the board in 2012 and 2013 should be thrown out. The court had determined that the Labor Board included members appointed by President Obama as "recess appointees" and the court felt that these

In yet another ruling favoring the IAM, the appointments were not valid. At the close of 2013, Pres. Obama got agreement from the Senate to approve his appointees, and all decisions made since that time have been valid. In 2014, the Board re-heard the PCMC case, and in July, 2015, ruled unanimously to uphold their 2013 ruling. (In fact, every case the Board re-heard came to the same conclusion.)

Both the ILWU and PCMC have appealed

the latest ruling to the DC Circuit Court of Appeal, which is known to be a conservative circuit. "One of the claims they're making is that, because this has gone on so long due to employer and Labor Board foot -dragging, most of the affected members have moved on and some have died. Therefore, they say that the new people working for PCMC should not have to go through a



Within a month of the 2013 decision, PCMC was fired by both of its customers in the Port of Oakland. Ports America Outer Harbor is the new employer. "We sent a letter to Ports America demanding recognition and bargaining based on the Labor Board's recent decision, but the company declined. They're the successor and they should be dealing with us. This issue is now being scheduled for a trial starting October 19."

Crosatto expects that this final appeal will take another year or two. "The employer has said they might want to talk about the possibility of a settlement, and we'd certainly be happy to have that conversation," he adds. "The damages are more than \$30 million even before you start calculating interest and penalties and the clock is still ticking."



JUSTICE DECAYED, JUSTICE DENIED

IAM Apprenticeship programs expanding

Continued from page 1

servation Corps, CiviCorps works to re-engage young adults aged 18-26, so they can earn a high school diploma, gain job skills, and embark on family sustaining careers.

"The interns will get paid \$15/hour plus health insurance," explains Crosatto. "They'll start by shadowing a mechanic and serving as an extra set of hands, fetching parts, handing them tools, cleaning stuff. If they do well at this, they'll probably move into doing simple repair tasks. The payoff is that if the person decides they like the work and wants to move into it as a career, he or she can segue into the apprenticeship program."

Crosatto says that the internship is not a permanent position; it can't last for more than 18 months. "Many of these young people have had contact with the justice system. They all dropped out of high school. They clean up parks as part of

the work detail," Crosatto explains. "The internships will let them view the industry and if they like it and show the aptitude, they have the opportunity to go back to school and move up the ladder. In four to five years, they could become a journeyman mechanic making \$40/hour."

The Golden Gate Truck Center in Oakland is looking at a similar option. General Manager Tom Dempsey told Crosatto, "I can't find anybody, but we're in a town with high unemployment. How do we get the young people around here interested in this stuff?"

The answer is that CiviCorps will identify four to five people who have an interest in this work, and will bring them down to the Truck Center for a tour. What happens after that is up to them!

BUY UNION

Union-Made Summer Camp-out Products

Ready to do some summer-time camping? Here are some union-made products to bring along!



Sunscreen:

Coppertone Bain de Soleil

Boots:

Wolverine Carolina Danner **Red Wing Thorogood** Wood N' Stream

Hats

Hatco **Imperial Headwear Korber Hats** Unionwear

Coolers:

Rubbermaid

Grill:

Weber (Genesis, Summit and Q series)

Graham Crackers:

Honey Maid

Chocolate:

Ghirardelli

Hershey (check for Made in U.S.A.) Swiss Miss Hot Cocoa

Coffee:

USA Coffee Company Eight O'Clock Coffee **Folgers Maxwell House**

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.



PAG∈ 4

Local 93

Maybe a deal

Business Rep Richard Breckenridge reports that he has a tentative threeyear contract at Granite Rock. "The members haven't voted it yet, but I'm hopeful they'll ratify it, because it's only the best wages they've ever gotten!"

The contract includes \$2.05 increases in the first two years, and \$2.10 in year three. And, he notes, the company agreed to re-enter the apprenticeship program.

Local 653 - Fresno

Talks opening

Negotiations have opened with Bimbo Bakeries in Fresno, reports Business Rep Jeremy Celaya. "We've got five members there. We're anticipating solid wage increases and are confident that the talks will go smoothly." Celaya adds that negotiations will open soon at Ruan Transportation.

Local 801-Reno

More talks

"We're currently in negotiations with LB&B Associates and close to a settlement," reports Area Director Mark Martin. Stay tuned for the details.

Local 1414-San Mateo

Solid raises for paratransit mechanics

The eight technicians who work on 30-foot paratransit buses for Trans-Dev ratified a new five-year contract that includes raises and more time off.

Business Reps David Taylor and Pedro Mendez negotiated the deal with TransDev, which had taken over the city paratransit contract previously held by MV Transportation. "It had gotten tougher and tougher to work with MV," says Taylor. "They fired the previous shop steward, Danny Dudum, a year ago because they got tired of his standing up for the members of the shop. We fought it and brought the case to the Board of Adjustment. The day before the hearing, the company caved in and settled. They paid Danny \$10,000 in lost wages and we got him his job back."

Initially, TransDev was fighting the wage increases, because they hadn't included increases in their bid to win the city contract. But with city backing, they finally agreed to increases of 4% per year. They'll also cover the health insurance with lower out-of-pocket costs for health care and will pay an annual \$50 boot allowance and \$200 tool allowance.

"Getting this contract was a yearlong struggle that included getting strike sanction," says Taylor. "In the end, we even got a good signing bonus. I look forward to working with Trans-Dev in the future."

AROUND 7

Taylor adds that on the last day of negotiations, shop steward and longtime Machinist Don Roserro's boot broke in half. "That boot allowance came just in time."

Local 1546-Oakland

Trouble brewing at the toxic landfill

If the three Environmental Service Techs who work at the West Contra Costa Sanitary Landfill, a division of Republic Services, can't get a fair contract, a labor dispute may be in the air.

Area Director Don Crosatto says that the majority of landfill employees are Teamsters, while the IAM represents the mechanics. The ESTs maintain and monitor the 47 wells at the facility, ensuring that they meet the highly regulated limits set by both state and federal agencies because the facility is located so close to the San Francisco Bay. A large section of the facility is closed because it is toxic; the job of the ESTs is to treat the sludge with hydrochloric acid and other chemicals ,reprocess it into a solid form that presumably won't leak, and then write detailed reports recording everything they did. "For all this work, these guys make less than the Teamster tire guys," says Crosatto. "A year ago, they decided to organize and we've been bargaining on their behalf. We tried to bring them into the mechanics contract, but the employer hasn't budged from their offer of a 2% raise, no pension, elimination of their Kaiser medical, and hefty co-pays on a bad company health plan. The employer's proposal would leave the ESTs with \$11 less in wages than most of the machinists and the other folks they work

The union is appealing for federal mediation. "We hope to get the company to see reason."

Local 1173 - Concord

Battle at AutoCom continues over July 4th holiday weekend



Business Rep Steve Older reports that instead of making progress, AutoCom Nissan of Concord "has gone regressive in their offers."

After holding on-going pickets and demonstrations on both the July 4th and Memorial Day holiday weekends, the company is holding firm. "Fortunately, the guys are standing even stronger," says Older.

After former Area Director Rick Rodgers retired, Older took the baton. "As soon as we signed off on the tentative agreements that Rick made, the company handed me a "Final Offer" which included big changes." Older says that the union has filed numerous Labor Board charges for the company's regressive bargaining.

Older plans to take the guys to meet with the City Council and with Congressman Mark DeSaulnier. "This is a multinational company trying to impose offshore working standards. We fought against the TPP trade agreement for this very reason."

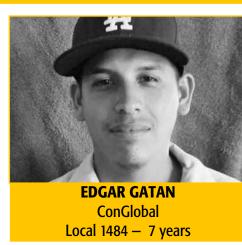
SHOP TALK: What do you think about Donald Trump's run for president of the United



"Trump is just another stupid, arrogant rich guy with no idea of what it takes to be President of the U.S. The only wall he's going to be building is a political wall he can't possibly crawl over or out of... Having lots of money doesn't make you smart or qualified."



"Ah come on... Trump is a joke and so is his hair! I really don't think he is serious."



"I have never registered or voted before because of candidates like Trump. I am disgusted with his type of rhetoric and find it condescendingly offensive."



"Trump is fueling a w stereotypes about Mand doesn't seem to hurtful and detrimen majority of this count of immigrants—we h November to remement

Metro

THE LOCALS



ORGANIZING WINS

Union election to come at Acura of Concord

Area Director for Organizing Jesse Juarez reports that he filed a petition in July with the Labor Board for a union election at **Acura of Concord**. This dealership is part of the Hendrick's Automotive Group.

"These are 14 techs who work across the street from Concord Honda" Juarez says. "When they heard about the amazing contract we were able to get at Honda, they quickly realized that they're making a lot less money. They are now flying Union Yes buttons and stickers on their tool boxes."

At press time, Juarez didn't have an election date set, but expected that would come soon.

Still fighting at Livermore

The illegal activities—in terms of the company's pay plan—continue at Livermore Ford. "Management is clearly not interested in bargaining with us," says Crosatto. "We have a series of folks who are fed up."

The union is planning to file for wage and hour arbitrations. "The best part of this is that the employer gets to pay all the costs—their own and the unions, whether the union wins or loses," Crosatto adds.

Stuck at Mercedes of Oakland

After months of fruitless negotiations, the dealership has proposed a "modified shop," enabling employees to opt out from being union members.

"After 40 years of working together as a union shop, the majority of the members—about 25 machinists and 10 Teamsters—are standing strong for maintaining union security," says Business Rep Steve Older. "This is a fundamental union value that may push us to take to the streets."

Local 1584-Oakland

Impact of higher minimum wage

Both Emeryville and Oakland have recently passed major increases in their

minimum wage and both cities' policies include a paid sick leave ordinance as well, calling for 72 hours (or 9 days) per year.

If you have a collective bargaining agreement that does not cover sick leave, then the company has to negotiate with the union about what they'll do to conform with the new municipal law. If a company already covers the equivalent of what's in the municipal or state code, then no changes are needed.

Business Rep Garry Horrocks says that he's been busy working with employers to incorporate the increased sick leave into the contract. "We tried to get this at the negotiating table, but it took the broader work of community groups like EBASE to get the ordinance passed in Emeryville," he explains. "Now, without having to fight the employer, our members will get it too. Nine days would have been a big lift."

Many 5-year contracts

In the past few months, Business Rep Garry Horrocks has been busy negotiating five-year contracts. The list includes Oakland Machine Works, Chemtrade (Richmond), Cargill Salt Company (Newark), Phillips 66 (Rodeo), and Diamond Manufacturing Co. (San Leandro). On average, the members will see 3% increases each year of the contract and increases in the employer contributions for health and welfare and pensions. "It's great to finally see raises," Horrocks says. "It seems like manufacturing is coming back to

the U.S. due to the increased costs for transportation, fuel and quality control.

Mechanics needed

If you're interested in Plant Engineering Mechanics, Local 1584 knows of 4-5 job openings. Go to the Local 1584 website to find the jobs posted and apply: www.iamlocal1584.com

Local 1596-Petaluma

Contract updates at Fred's, Donal and Clover

The eight members who work at Fred's Body shop in Eureka ratified their new contract, reports Area Director Tom Brandon. They got a 50 cents/ hour raise as of June 1, 2015; and they'll get another one on December 1 and a third on June 1, 2016.

The 25 members at Donal Machine in Petaluma will vote on their new contract as this paper goes to press. "Business hasn't been great but it is starting to pick up," says Brandon. "We got cost-of-living increases in the second and third years. By moving the members from Plan A to Plan K-20, our agreement will save both the members and the company significant money on their health insurance. The only take away was to add three more temporary workers to the collective bargaining agreement."

"We are close to an agreement with First Vehicle Services, which took over the truck shop at Clover Stornetta on June 15. "This had been an in-house operation, but Clover decided that they wanted to concentrate on milk production and have someone else oversee the trucks," says Brandon. The union had three members at Clover, but one left in July.

Local 2005-Livingston

New sick leave policy and wellness program

Business Rep Mike Farias reports

that Foster Farms has revised its sick leave policy to meet the requirements of the Healthy Workplaces/Health families Act of 2014 that came into effect on July 1, 2015. "The transition to the new policy means that the company will pay out on what the employees have accrued, and then start everybody fresh with the new plan," Farias explains.

Meantime, the company is providing incentives for employees to participate in its wellness program. By taking the annual health screening, employees and spouses will be paid \$75 each. If the screening shows that they've met the wellness goals, they'll be able to save up to 20% on their monthly healthcare contributions in 2016. The screenings will be offered in September and October.

Local 2182-Sacramento

Good first contract

The employees at Waste Management in Lodi voted in December of 2014 to join IAM Local 2182 and, as of July, 2015, they have their first contract

"Even though the normal wage increase would occur in April, we were able to get them retro pay, calculated at 55 hours/week, back to January 1," reports Area Director Mark Martin. "We traded the 401K match, which had less than half of the employees participating, for an employer contribution of 90 cents/hour for all employees and we got everyone a birthday holiday."

The 28 new members ratified the first contract overwhelmingly.

No more thin contracts

Martin reports that negotiations continue at Toyota Material Handling in Sacramento.

"The members haven't seen much in wages due to the poor economy. We put the employer on notice that a thin contract wasn't going to work going forward and meaningful wage increases will be required," Martin says. "We'll report more as this process continues."

States?



- 12 years Ports

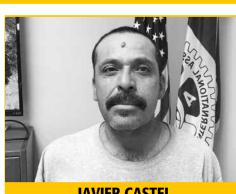
whole host of false exican immigrants realize just how tal this is. The try is made up ave a holiday in ber and celebrate



"When the Republican party produces people like Trump, they're not sending their best. They're sending politicians with problems—they love to destroy unions, lower wages, cut or eliminate social security. I assume they think they are a good people."



"Trump shouldn't worry about impoverished people looking for work or fleeing violence. We have a ruling class here, taking money from us day in and day out. Do we elect the king of the ruling class so he can let his friends on Wall Street turn the White House into a Casino Royale? Give me a break!"



JAVIER CASTEL
SSA Marine Terminals
Local 1484 - 5 years

"I don't think Trump is a U.S. citizen — I want to see his birth certificate."



IN THE NEWS

Crumbling roads, bridges cost drivers billions yearly

By Laura Clawson **Daily KOS Labor**

Here's an interesting angle on the impact of those 61,000 structurally deficient bridges in the United States: they're not just unsafe, they're costing drivers money every day. Going over potholes is not good for your car, and the resulting repairs can really add up.

Twenty-four percent of bridges nationwide are functionally obsolete or structurally deficient, and roads in need of repair are costing vehicle owners about \$67 billion annually, according to the DOT figures. The state of roadways, measured by the proportion of roads deemed by the American Society of Civil Engineers to be in poor or mediocre condition, also ranged widely, reaching as high as 73 percent in Connecticut and as low as 17 percent in Indiana.

We're talking about added annual repair or operating costs of \$601 per motorist in New Jersey, \$586 per motorist in California, \$467 in Rhode Island and \$425 in Oklahoma. In more than 30 states, the added costs are \$250 or more per motorist.

Paying to fix a flat or realign your car is not the same kind of problem as being on a bridge when it collapses, but it's a reminder that the costs of failing to maintain, repair, and replace infrastructure are with us every day. That's because Republicans in Congress steadfastly refuse to invest in America, even though doing so would create jobs and improve conditions not just for individual drivers but for businesses that rely on roads.

Ford will outsource its small car production

by Meteor Blades, Daily KOS

The Ford Motor Company will move its production of C-Max and Focus small cars to an undesignated foreign nation in three years, the company announced in July. A



likely new location is Mexico. Focus is already built at plants in China, Argentina, Germany, Russia, Thailand, Taiwan and Vietnam. Germany has a C-Max factory.

Ford currently manufactures those automobiles at its plant in Wayne, Michigan, where it employs some 4,400 workers. The company began laying off 700 workers at the Wayne plant in June.

The company's decision set a potentially combative tone just days before contract talks are scheduled to begin. The United Auto Workers union formally opened negotiations with each of the big three car companies in July.

"It's very, very unusual," UAW Vice President Jimmy Settles says. "You never feel good about that kind of information. But I am very, very confident that there will be a replacement product that we will secure for the plant."

Industry analyst Dave Sullivan of AutoPacific called it a "power move ... Before today, Ford didn't really have anything to negotiate on. The UAW had the upper hand. Now Ford has wiggle room to negotiate for jobs and products."

Ford already makes its U.S.-sold Fiesta subcompact cars in Mexico. With its low labor costs and bilateral trade pacts, Mexico is becoming a hub for auto manufacturing. Eighteen foreign-owned auto plants are operating in Mexico now, and five more are under construction. A fifth of all cars sold in North America are made in Mexico. The country has seen a 40 percent increase in auto jobs since 2008, to 675,000. The U.S. increase has been down 15 percent, to 900,000.

Controlling the banks, again

Congress passed the Glass Steagall Act in 1933 to separate risky investment banking from ordinary commercial banking. And for half a century, the banking system was stable and our middle class grew stronger.

But in the 1980s, federal regulators started reinterpreting the laws to break down the divide between regular banking and Wall Street risk-taking, and in 1999, Congress repealed Glass Steagall altogether. Wall Street had spent 66 years and millions of dollars lobbying for repeal, and, eventually, the big banks won.

Senator Elizabeth Warren is working with a bi-partisan group of Senators to introduce a new 21st Century Glass Steagall Act that will reinstate and modernize core banking protections. The bill once again separates traditional banks from riskier financial services. And since banking has become much more complicated since the first bill was written in 1933, the law includes

new activities and leaves no room for regulatory interpretations that water down the rules.

The bill will give a five year transition period for financial institutions to split their business practices into distinct entities-shrinking their size, taking an important step toward ending "Too Big to Fail" once and for all, and minimizing the risk of future bailouts.

To sign the petition, go to: http://act.boldprogressives.org/ sign/sign_glasssteagall/

California cheerleaders get workplace rights

By Laura Clawson **Daily KOS Labor**

California passed a law saying that cheerleaders for professional sports teams deserve the same legal rights as other people who do work for profitable businesses.

Gov. Jerry Brown signed AB202, requiring that sports teams employ cheerleaders as workers instead of contractors. It provides them with sick leave and overtime pay, as well as other labor protections available to team staff. The law, which will take effect in 2016, is believed to be the first of its kind in the nation. A similar bill in New York is pending.

NFL teams had faced a series of lawsuits by cheerleaders who had been paid far below minimum wage while having everything from their weight to their table manners dictated by their employers. After one of those suits, against the Oakland Raiders, California Assemblywoman Lorena Gonzalez, a former college cheerleader, introduced the bill.

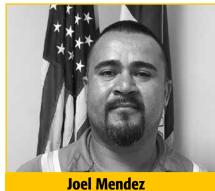
"We would never tolerate shortchanging of women workers at any other workplace. An NFL game should be no different." Gonzalez said after the governor signed the bill. "Today we took an important step toward ensuring that multi-billion dollar sports teams treat cheerleaders with the same dignity and respect as every other employee who makes the game-day experience special."

SHOP TALK: What do you think about Donald Trump's run for president?



Metro Ports Local 1484 - 8 months

"This guy is going to get a political haircut soon. Did you know piñatas in his likeness are selling out like hot cakes? Seriously, they're selling out like crazy. If you don't believe me go on the internet. I think he will be fired soon!"



Ports America Local 1484 – 7 years

"I think Trump is a piece-of-s--racist who has no values. He is a disgusting human being."



Local 1484 - 2 years

"I'm voting for Trump. I've had enough of political correctness. Let's build that damn wall and throw him and the rest of the Republican anti-worker, anti-union party over it. Sí, se puede"



"He will probably get in a few debates and them he will be gone. He just wants attention. He is far too racist and bigoted to get anywhere. Besides he's doesn't like unions; are you kidding?"



UNION EVENTS & ELECTION NOTICES



Contra Costa

LABOR DAY BBQ

Monday, September 7 11:00 a.m. – 3:00 p.m.

Starring Shane Dwight: Rhythm, Blues & Rock Water Front Park (end of Ferry Street) Martinez, CA

Fundraiser for the Contra Costa Family Community Fund All donations are appreciated. Make check payable to: CCC Family Community Fund and mail to 1333 Pine St., Ste. E, Martinez, CA 94553. Face painting, band, food, drinks, snow cones, and socializing.

For more info/RSVP: Mary at 925.372.8608 or cccfamilycommunityfund@gmail.com

31st Annual Michael & Joyce Day Memorial

Guide Dogs of America Charity Golf Tournament Friday, August 28, 2015

Alameda Municipal Golf Course

1 Club House Memorial Drive, Alameda (South Course) Sign-In: 9:00 a.m. • Shotgun Start: 11:00 a.m.

Francesco's Restaurant

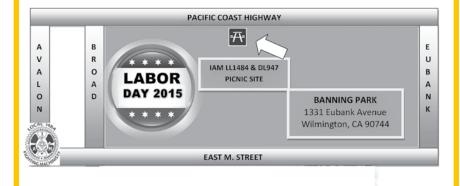
Pardee & Hegenberger, Oakland
No-Host Cocktail Party: 4:30 p.m. Dinner: 5:30 p.m.
Entry Fee: \$350 per person/\$1,400 foursome
Includes: Greens fee, golf balls, tee prizes, awards dinner







Parade assembly starts at 8 a.m. & departs at 10 a.m. at Broad & E Street, Wilmington Following the Parade at 12 p.m. will be the Picnic! - Look for IAM Banners off PCH!



Hawgs for Dogs 11th Annual Chili Cook-off

Saturday, August 22, 2015 1 p.m.

A West Cost Hawgs for Dogs "Pig-Out" The Florence

37349 Niles Blvd., Fremont (in historic downtown Niles)

Tickets can be purchased at the door for \$5/person. For more info: 510–489-7685 or marons53@aol.com All proceeds benefit Guide Dogs of America and are tax deductible.

SAVE THE DATE: October 17, 2015
22nd Annual Hawgs for Dogs Motorcycle Poker Run
Details TBA

Attention Local 1546 Members: Notice of proposed bylaws changes

Please be advised that at Local 1546's general membership meeting on **October 6** at 7:00 p.m., the first reading of proposed bylaw changes will take place. The second reading and vote will take place at the **November 3** general membership meeting.

The meeting will be held at the offices of IAM Local 1546, located at 10260 MacArthur Blvd., Oakland, CA 90021.

Attention Local 1596 Members: Notice of proposed bylaws changes

Please be advised that at Local 1596's next general membership meeting, **September 15** at 6:30 p.m., the first reading of proposed bylaw changes will take place. The second reading and vote will take place at the **October 20** general membership meeting.

The meeting will be held at the offices of IAM Redwood Empire Lodge 1596, located at 4210 Petaluma Boulevard North, Petaluma, CA 94952.

Attention Local Lodge 1584 Members: Official Notice for Nominations and Elections

NOMINATIONS: At Local 1584's regular lodge meeting, a Special Order of Business will be called at 7:30 p.m. on Thursday, September 17, 2015. The meeting convenes at 7:00 p.m.

The positions listed below will be opened for nominations: President \cdot Vice President \cdot Secretary-Treasurer \cdot Recording Secretary \cdot Conductor-Sentinel \cdot Three (3) Trustees \cdot Six (6) Executive Board Members \cdot Three (3) Auditors \cdot Four (4) Central Labor Council Delegates \cdot Two (2) California Conference of Machinists Delegates and One (1) Alternate. Each office is for a three-year term.

Four (4) District Lodge 190 Delegates and One (1) Alternate will be elected for a four-year term. Members nominated for office must meet all the "Qualifications of Candidates" as listed in our bylaws and the IAM Constitution.

ELECTION DAY: Election of Officers will be held on Thursday, October 15, 2015 at 436 McCormick Street, San Leandro, California. Polls will be open from 9:00 a.m. to 7:00 p.m.

ABSENTEE BALLOTS: Absentee Ballots will be furnished upon written request to the Recording Secretary of the Local Lodge by delivering or mailing. Members must qualify under the provisions of the Grand Lodge Constitution as follows:

- 1. Must reside in an outlying district more than 25 miles from the designated balloting place.
 - 2. Confined because of illness.
 - 3. On vacation.
- 4. On official IAM business approved by the Local Lodge District Lodge or Grand Lodge.
 - 5. On an employer travel assignment or reserved military leave.

All requests for absentee ballots must be postmarked no later than Monday, October 5, 2015.



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

MOVING? Or need to report a member recently deceased...



http://www.calaborfed.org/index.php/site/page/labor_day_2015

UNION MEETINGS



District Lodae 190

8201 Capwell Drive Oakland, CA 94621 510-632-3661

Meetings are the fourth Tuesday of each month August 25 • September 22 • October 27

Executive Board Meeting: 6:30 p.m. General Delegates' Meeting: 7:00 p.m.

Local 1484

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

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

August 20 • September 17 • October 15 General Membership Meeting: 6:00 p.m. on the first Tuesday of the month

August 4 • September 1 • October 6 **Retirees' Club:** 1:00 p.m. on the third Wednesday of the month: August 19 • September 16 • October 21

Local 93

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

Meetings are the second Tuesday of each month

August 11 • September 8 • October 13 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 5 • September 2 • October 7 Executive Board Meeting: 6:00 p.m. General Membership Meeting: 7:00 p.m. **Shop Steward Meeting:** 10 a.m. on the third Saturday of each month

August 15 • September 19 • October 17 Women's Activity Meeting: 11 a.m.-Noon on the Third Saturday of each month

August 15 • September 19 • October 17 *Narcotics Anonymous*: 5:30-6:30 p.m. every Tuesday

544 West Olive Fresno, CA 93728 559-264-2815

Meetings are the third Wednesday of the month except November

August 19 • September 16 • October 21 Executive Board Meeting: 5:00 p.m. Membership Meeting: 5:30 p.m.

Local 1546

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

Meetings are the first Tuesday of the month

August 4 • September 1 • October 6 **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

July 30 • August 27 • October 1

Retiree Club Pot Luck Luncheon: 12 noon on the first Wednesday of each month July 1 • August 5 • September 2

Alcoholics Anonymous: 9 a.m. every Saturday

Local IIOI

Local 801

8201 Capwell Drive

Oakland, CA 94621

800-655-2182

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

Meetings are the second Thursday of the month

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

Meetings are the third Thursday of the month

August 20 • September 17 • October 15

August 13 • September 10 • October 8 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.

Membership Meeting: 4:00 p.m.

Local 1584

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

Meetings are the third Thursday of the month

August 20 • September 17 • October 15 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

August 4 • September 1 • October 6

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

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

August 13 • September 10 • October 8 Membership/Shop Stewards' Meeting: 6:30 p.m. on

the second Thursday of the month August 13 • September 10 • October 8

Local 1596

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

Meetings are the third Tuesday of the month August 18 • September 15 • October 20 Executive Board Meeting: 6:00 p.m.

Local 1414

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

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

August 20 • September 17 • October 15

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

August 13 • September 10 • October 8

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

August 20 • September 17 • October 15

Retirees' Club: 11:00 a.m. on the first Wednesday of March, June, Sept., Dec. All are welcome! September 2 • December 2

Local 2005 544 West Olive Fresno, CA 93728 Business Office: 559-264-2815 In plant office: 209-394-6941

Membership Meeting: 6:30 p.m. Meetings are held the third Sunday of each month

at the Veterans Memorial Hall: 1605 7th Street, Livingston, CA 95334. August 16 • September 20 • October 18

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

Local 2182

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

Meetings are the second Tuesday of the month

August 11 • September 8 • October 13 Executive Board Meeting: 6:00 p.m. **General Membership Meeting:** 7:00 p.m. Retirees' VISTA CLUB: 11:00 a.m. on the third Wednesday of each month: August 19 • September 16 • October