**VOL. 16 NO. 6** December 2014/January 2015

Serving the Active and Retired Members of IAM District Lodge 190

# When taking action and striking pays off

What does it take to get a decent contract? For the workers at Cromer Equipment in Oakland who are members of Local 1546, it took getting fed up and walking out. The good news is that, after being on strike for five days and losing a week's worth of pay, they made that loss up and then some with their new contract.

The 14 workers, who repair forklifts and manlift equipment across Northern California were working without a contract for more than two years. They hadn't gotten a raise in five years. When their boss came back to them the third time with an offer that was all too easy to refuse, they finally said, 'enough is enough - we're not going to take it anymore, and they walked out.

According to Area Director Don Crosatto, "It was bad enough that after not giving raises for five years, the employer only offered a measly 65 cent raise the first three years and 50 cents in year four. But his health care offer proved to be the final straw. He wanted to move the guys from Plan A to Plan C, but he also wanted to keep their co-pay rate at \$150/month so that he could reap all of the cost savings from changing plans. That didn't go over well."

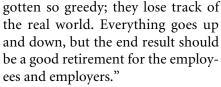
Crosatto says that the union tried one final time to get the employer to modify his offer, and he refused. "On Wednesday, November 12, the members voted unanimously to go on strike. Within a day, the company requested federal mediation, and



we met with the mediator that Friday. Apparently the company's lawyer met with the employer over the weekend because by Monday, we had a substantially improved offer. The members ratified it on Tuesday and were back to work on Wednesday."

Ben Hernandez has worked as a mechanic at Cromer for 40 years and spoke to The Sparkplug on the first day of the strike. This was his third strike at Cromer; the first lasted a day, and the second was over in about two weeks.

way here b e f o r e RACTICES this owner bought the place. The previous boss a different attitude. Today, employers have



Eric Gatchell, a parts tech at Cromer for the past 28 years, figured that the boss was just out to break the union. "We're way underpaid compared to other area mechanics. It's not like we're asking for a lot, but the cost-of-living in the Bay Area keeps going up. After not getting a raise

> and having our benefits cut, we finally said, we've got to do something. So here we

The contract that the members ratified increases wages by \$1 in

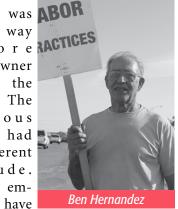
years one and two, by 85 cents in year three, and by \$1 in year four. In addition, the dates of the increases were moved up from December to September, so the guys will get an additional three months of increases.

"On the health insurance front, we agreed to move from Plan A to Plan C, but the members won't have any co-pays in year one, saving them about \$2,280," says Crosatto. "And we set new caps, which should be sufficient to cover any 2015 cost increases, although there will likely be additional costs in 2016/17."

Settling the strike with this offer was still not a slam dunk. The new offer only passed by a vote of 8-6.

"Here's an instance where the members can easily quantify how taking action and striking will pay itself off in six months," Crosatto explains. "In one week, they each lost about \$1,000. But, they will have won about \$10,000 over the life of the agreement."

All too many union members are not prepared to take strike action because they don't have money in the bank in case there isn't a quick settlement. "We don't take people out on strike lightly," Crosatto says. "But ultimately, the only leverage we have is our work; most of our members are not easily replaced. At Cromer, all the members were supportive of the strike and were prepared. They had high spirits on the picket line and that, alone, enabled us to get a good settlement."









# **District staffing changes**

By JIM BENO, Directing Business Rep

After 14 years on District 190's staff, first as Business Rep and then Area Director for Local 1173, and also as Assistant DBR, Mark Hollibush has taken a new position as an International Representative for the IAM. I thank Mark for his years of service. His move sets off a series of dominoes across District 190.

Don Crosatto, currently Area Director for Local 1546, will now also serve as Assistant Directing Business Representative for the District. Jim Schwantz was named Senior Area Director. **Rick Rodgers** will now serve as Area Director for Locals 1173 and 1584.

**Brian Fealy** has started as the new Business Rep at Local 1173, and the District has hired **Mike Farias** to be the Business Rep for Local 2005, serving the workers at Foster Farms in Livingston. Mike will start in January.

### Flash Facts

Walmart employees earn 28% less, on average, than employees of other large retailers.

(US House Comm. on Education & the Workforce)

The Walton family's wealth is as large as the bottom 41.5% of all American families combined. (Economic Policy Institute)



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

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

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

Local 1546: www.IAM1546.com Local 1584: www.iamlocal1584.com

# The IAM District 190 Sparkplug

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Debra Chaplan, Managing Editor

# UNION PEOPLE



## **Meet Brian Fealy, Local 1173's** new Business Rep!

Local Lodge 1173 is proud to announce the appointment of Brian Fealy as new Business Representative. A 29-year technician, Brian has served his Local 1173 as Shop Steward at Niello Infiniti, Communicator of the Local, and Contra Costa CLC Delegate and Executive Board Member. Brian was Vice President of the Local before moving up to President of the Local last year. He also served as District Lodge 190 Delegate and Executive Board Member.

Brian's dedication to the Labor Movement has led him to serve as a delegate for both the California Conference of Machinists and the California Labor Federation Joint Legislative Conference. He can frequently be found at picket lines supporting fellow workers such as the recent Wal-Mart Black Friday Protest.

Brian started his Local 1173 assignment by jumping right into Ryder Truck and Hopkins Honda-Acura negotiations, and by assisting Area Director Rick Rodgers in resolving member issues. Local Lodge 1173 is thrilled to have him on board!

## **Local 1546 names Ecklund** Steward of the Year



Bob Ecklund (C) from Fabco receives the Shop Steward award from Local 1546's Steve Older (L) and Don

At its December education meeting honoring shop stewards, Don Crosatto presented the Local 1546 Shop Steward of the Year award to a very surprised Bob Ecklund from Fabco, a Livermore manufacturing company. Crosatto explained that the company has been sold seven times in the past 30 years, but Bob kept the shop together with each of the different employers. "He's great at policing grievances, and has the respect of all the various managers he's worked with," Crosatto said.

"I'm grateful for the honor. I certainly did not expect it," Ecklund said.

Jumping in to add even more praise, Business Rep Steve Older said, "Bob is always on top of all the grievances. And, we're making real progress on the new contract. I've really got to thank Bob for his perseverance and always great work."

### IN MEMORIAM

**Craig Andrews** April 5, 1951 - October 28, 2014

For 26 years, Craig Andrews was a Business Rep at Local 1546, but when he retired, in 2007, he hit the road camping and taking photographs at America's most beautiful sites. He died in October at age 63 of cancer.



Craig joined the IAM in 1974 after finishing three tours in Vietnam. He started his apprenticeship at Clarklift in Oakland. For a short stint, he worked on the waterfront for SeaLand, but then went back to Clarklift, where he received his journeyman papers.

Being part of the union came easy to Craig. "My father, Ernie Andrews, was Secretary-Treasurer of Local 1546 and he was also President of the District. As a kid, I grew up with people like Ernie Vernon and Bud Williams. I remember going to the old Labor Temple on Valdez Street in Oakland to drink 7UP with cherries and eat steak."

Craig came onto the IAM staff as a Business Rep in 1980. "It's been a fantastic job, fulfilling one of my life's dreams. Of course it's got its bad points and good points, but overall it's been very rewarding," Craig told The Sparkplug upon his retirement. And he was quick to quote former DBR Frank Souza, who said "what better job can you have that allows you to go to work every day and help out your fellow working man-and get paid to do it!"

"A lot of people underestimated Craig because he was always joking," said Area Director Don Crosatto. "But he consistently brought in the strongest agreements. He is a very creative negotiator and has found all sorts of ways to restructure percentages to get more money in our members' pockets and for their benefits.'

Craig leaves behind his wife Idalina, three sons, Craig, Jr., Chris, and Chad, granddaughter Harley and thousands of IAM members whose lives were improved by Craig's efforts.

# **Local 2182 President McNeely** celebrates 50 years in IAM



Local 2182 President Pinky McNeely (C) gets his 50-year membership card and plaque from Area Director Mark Martin and DBR Jim Beno.



# ORGANIZING WINS

# **Organizing drive at Waste Management/Lodi**

The drivers, mechanics, and scale house workers at Waste Management in Lodi may soon become members of Local 2182 if they win the December 18 union election, reports Area Director for Organizing Jesse Juarez. "This would be a wall-to-wall unit, 37 in all," Juarez says.

"We presented ourselves to the employer—with 25 workers wearing union buttons—at 4:30 a.m. on November 6 and let them know we were organizing," Juarez says. "What did the company do? They just cranked up the normal shenanigans, telling the workers how bad unions are. They started conducting captive audience sessions. They brought in an HR manager from Boston who had been successful in tanking the last union election."

This will be the employees' fourth effort at unionizing; the first were with a different union. "They're determined to have representation," Juarez adds. "I don't think the employers' propaganda meetings will stop them."

Since the election campaign got under way, the company has fired a manager, blaming all the problems on him. "They're asking to get another chance, but they've already had a whole lot of chances," Juarez adds.

DBR Jim Beno adds that the IAM has a good relationship with Waste Management in Alameda and Oakland. "In fact, due to our joint efforts,

this company retained its long-held contract with the City of Oakland, which was in jeopardy. We have a great relationship there."

Unfortunately, in Lodi, the same company is trying to interfere with their workers' efforts to gain representation.

"The workers are showing solidarity and they're determined," Juarez says. "We're looking forward to a positive result on December 18.

### First contracts slow in coming

Juarez reports that bargaining continues, slowly, at Mercedes Benz of Pleasanton. "The employer is not ready to make progress."

At Fremont Ford, much has been agreed to, but now the union and employer are talking economics. "I'm confident we'll have a contract here soon," Juarez says.

Over at Livermore Ford, Juarez reports that the employer is doing surface bargaining only. "We'll be filing a bunch of wage and hour charges," he says.

And, unfortunately, while the auto mechanics teachers at Wyotech voted in May to join the IAM, the company is in the process of getting sold. Juarez says that the union will be meeting with the company for first time as this paper goes to press.

# LETTER TO THE EDITOR

Howdy from east Texas.

This month's Sparkplug is very interesting. I worked alongside Jesse Juarez as a mechanic years ago and also knew Don Crosatto. Knowing Jesse as I do and having seen him in action go up against any service manager or owner—even as a mechanic—he never showed fear of any sort. He could stand toe to toe with the best of them, especially when he knew he was right. Seeing him now doing multiple organizing efforts pleases me to no end. He understands what's fair for both sides but is nobody's fool when it comes to unfair anything.

I first met Don years ago, when I was at Smith Chrysler-Plymouth in Richmond and we wanted to join the union. The negotiations went fairly smoothly and we got a good contract even though the owners weren't really happy. In the end they accepted our contract and we moved on. The next time Don and I saw each other was at Hilltop Dodge when the techs wanted representation. Little did we know that one tech decided to double cross us and rat us out to the dealer before we could even get our feet off the ground. It was ugly and I left after a few months of the campaign going nowhere and I went to a union shop in the Concord area.

Both Jesse and Don are seasoned negotiators and I would not want to be on the other side of the desk when they dug in their heels for the final push. Neither one can ever be called a "pushover."

My move to east Texas was one born out of necessity. The cost of living and housing is what drove us out of California. Four of my six kids live in the state; leaving them was a very hard choice for us. This brings stagnant wages and the union-busters into full view.

Had I not earned a decent wage and a good pension, thanks to a generous contract, I would still be working until I could no longer turn a wrench. Living on nothing more than Social Security would never have been an option. Don and Jesse, keep up the good work and bless you all for standing behind our working brothers and sisters. Remember fair is not just a word, but should be a way of life for all.

Jerry Bell Local 1173 — retired Brentwood Dodge

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

e-mail: dchaplan@mindspring.com

fax: 510-288-1346 mail: IAM District 190

8201 Capwell Drive Oakland, CA 94621

### Local 1484 — Wilmington



# **SeaGoing Retirees Club breaks bread (or fortune cookies)**

In November, more than 50 retirees who are actively involved with Local Lodge 1484 attended the annual SeaGoing Retirees Club luncheon at China Buffet in Torrance.

Former District 94 Directing Business Rep Max Chavez joined the group. "We had a really good time, an enjoyable lunch and took the opportunity to discuss many of the important issues we face as retirees," Chavez said. "My special thanks to Local 1484; you guys know how to host a luncheon!"

Retirees who formerly worked at Todd Ship Yard, SSA, ITS, Marine Dockside and a host of other represented companies really enjoy the regular monthly meetings, but they agree that the annual luncheon is special "It's an opportunity to reunite, see old friends and co-workers and socialize," says Business Rep Kevin Kucera.



Some of the SeaGoing Retiree Club members who gathered at China Buffet for their annual luncheon.



# AROUND 7

### 653-Fresno

#### **New Local officers**

Nominations for officers and auditors were held at the November local lodge meeting. As all candidates ran unopposed, by motion of the local lodge, the following have been deemed elected.

Welcome the new officers who will guide the union from 2015-2017: President: Jeremy Celaya; Vice-President: Anastacio Rodriguez, III; Recording Secretary: Brandon Sandoval; Secretary/Treasurer: Joe Artiaga, Jr.; Trustees: George Robles, Francisco Chavez and Debbie Bird; Auditors: Harley Walker, Wayne Horn and Hector Gonzales.

The new officers will be sworn in at the January 21 local lodge meeting.

### A few contracts going

Business Rep. Tom Rotella reports that negotiations are moving forward with the Fresno Unified School District. However, the negotiations with Elliott Manufacturing Company are not progressing and Rotella has filed charges with the NLRB.

#### **Reminder to all mechanics**

Don't forget to update your tool list with your employer.

### Local 801 - Reno

### **UPS** on a tear

"It appears that UPS in Reno is on a mission to discipline," says Area Director Mark Martin. "Recently, virtually every day-shift employee received some form of discipline. It's hitting everyone in the shop."

Martin adds that the union is investigating the situation and will take appropriate action to support the members.

# **Local 1173-Concord**

# First contract for service advisors

In October, by a vote of 12-1, the service advisors at Walnut Creek Toyota voted to join the mechanics and parts techs in becoming members of Local 1173.

Just as *The Sparkplug* went to press, the service advisors unanimously voted to ratify their first contract. "This is a really good first contract," says Area Director Rick Rodgers. "It includes increases in their commission, additional floater and designated holidays, a lot of language covering the percent of their commission while they're on vacation, 401K contributions, and a tremendous health care plan with a 75/25 share rate."

Rodgers particularly wanted to acknowledge Tim Howell for his work on the bargaining committee. "Tim really helped spearhead the success of this campaign."

### **Riding high at Ryder**

The members at two Ryder facilities just ratified new contracts. In Benicia, the seven members got a five-year deal that has wages increasing by 90 cents each of the first three years, and by \$1 in each of the last two years. "Their 'on-call pay' will start at \$350/ week and go up from there," says Rodgers, who adds that they also received improved sick-day language.

The three members in Rohnert Park unanimously ratified a three-year contract. "Their wages will go up 80 cents the first two years and 90 cents in year three. They got the same sick-day improvements as in Benicia, and their on-call pay will be raised to \$175 in the first year, going up to \$350 by year three," Rodgers explains.

## Local 1584 — Oakland

# Henkel members stick together for first contract

October 6, 2014 will stick in the minds of the members of Local Lodge 1584 because that's the day that 52 workers from Henkel Corp., located in Bay Point, took control of their future and voted to join the ranks of the IAM. Henkel Corp.'s international head-quarters are in Germany; the company's product line includes iconic brands such as Dial, Purex, Loctite and got2b, to name a few. The Bay

Point facility manufactures highly technical adhesives for aerospace customers such as Boeing, Lockheed and Airbus.

The employees at Henkel stood together to protect each other and voted overwhelmingly for IAM representation. They stuck together again to ratify their first contract in November, by a land-slide vote of 46 to 3.

"The number one issue that drove the Henkel Bay Point Workers to seek IAM representation is safety," says Business Rep Garry Horrocks, who added that shortly after one worker's arm was crushed by a mixer, another worker was killed by a similar mixing machine. "In fact, the workers feared being injured on the job more than being retaliated against for organizing."

This facility has been riddled with injuries and safety violations. Those two workers had both been "temp" workers, a growing model for work-



The Henkel bargaining team worked long hours t From left: Chris Fajardo, Will Morris, G

force organization. No lo Girls" — administrative while the permanent wo Corporations are now re by utilizing temps in ma avoid paying for health of holidays and worker's of Unfortunately, the comp ing their temporary work are 70% more likely than be injured on the job.

Securing a first corployers fight tooth and a first deal. The Henkel challenging because wor fied, jumped-over for prearning \$4 more per hou jobs as others.

Local Lodge 1584 A

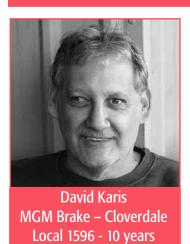
### **Local 1414 - San Mateo**

# New company, same contract at SFO

Since 2000, Local 1414 has had Servisair under contract; this company provides cleaning and maintenance support for numerous airlines at the San Francisco Airport. In June, the company was bought by and merged into Swissport. Business Rep. Pedro Mendez reports that he met with the new management in Las Vegas and succeeded in getting several critical agreements.

"First, they agreed to recognize the IAM. Second, we extended the current contract for one year. This unit at the airport will now be brought up to about 550 people," Mendez says. "But most important, it appears that all of Swissport's employees will also join the IAM. We look forward to representing both the new group and our current members."

# SHOP TALK: With Thanksgiving upon us and Christmas soon to come, what is your ho

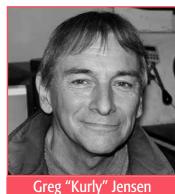


"I wish for good health—for not only myself and my family, but also for my in-laws."



MGM Brake – Cloverdale Local 1596 - 22 years

"My wish is for everybody to have a nice, safe holiday. Eat well. Take time off for your holiday—don't stress out. Enjoy."



MGM Brake – Cloverdale Local 1596 - 23 years

"I wish for all our servicemen to come home. My biggest wish is to keep us out of war. Other than that, six winning lotto numbers."



MGM Brake – Cloverdale Local 1596 - 6 years

"I would like to see the world settle down and get back to business. It's been a rough year. Things feel like they're out of control."



MGM Brake – Cloverdale Local 1596 - 6 months

"I just wish it wouldn't rain this weekend!"

# THE LOCALS



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o hammer out a good contract proposal. reg Glasper and Will Murphy.

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ntract is never easy; emnail to avoid negotiating contract was particularly ekers had been misclassiomotions and some were r for performing the same

rea Director Rick Rodg-

**Bragging rights** 

erro and Noe Prado.

**Local 1484-Wilmington** 

port Inc./Bragg Crane Services in

Long Beach arrived at a new three-

year agreement. "The contract in-

cludes respectable wage and pension

increases," says Business Rep Kevin

Kucera, who wanted to give special

thanks to negotiating committee

members Jessie Gutierrez, Frank Fi-

The members at Heavy Trans-

ers led the bargaining committee for 13 months through the employer's mine field to deliver a comprehensive agreement with fair economic improvements for each of the members, including the "over-wage scale" workers. Additional benefits include: guaranteed advancements, a locked-in health and welfare rate for the duration of the agreement, retirement vehicles, a grievance procedure and a safety committee formed from the membership.

Rodger's team, including Chief Steward Will Morris, and stewards Chris Fajardo, Greg Glasper, Mike Jaromay and Will Murphy for the first six months, burned the midnight oil to land the agreement. "I've never seen such a determined and dedicated group," Rodgers said. "After working a 12-hour shift, they'd come to our office and spend another three hours hammering out the details of job classifications and other proposals. They were phenomenal. All the success is due to these guys." Rodgers explains that there had been two previous attempts to unionize. "Between their determination, and Garry's guidance, there was no way this employer was going to avoid a good contract this time around."

Horrocks reports that, since the contract was signed, the company has hired 17 of the temps as permanent workers, and they plan to hire even more

## **Local 1528 - Modesto**

#### **Troubles in Riverbank**

Area Director Mark Martin reports that he has two grievances going to arbitration in February. The first contests the company's blocking out the final six weeks of the year for vacation selection. The second is a termination case. "We're very confident we'll get good decisions in both cases," Martin says.

### **Local 1584 - Oakland**

### New contract, finally

It took five months to hammer out a new contract with GP Gypsum in Antioch, but the 12 members finally got an agreement that they could unanimously ratify. "It includes wage increases that ranged from 2% to 12%, gaining some equity for the lower paid members. And everybody will see a reduction in their medical costs in the first year, with reasonable caps going forward," says Area Director Rick Rodgers, who adds that. "Business Rep Garry Horrocks chaired the negotiations and he did a great job."

### **Local 1596-Petaluma**

### **Contract updates**

The three members at Petaluma Poultry Processors have a new two-year agreement, as of October. "They'll get wage increases of 40 cents the first year, and 70 cents in year two. Changing their health plan will save them money on the monthly co-pay. And we were able to keep the AI Disability plan, instead of moving to an inferior company plan," explains Area Director Tom Brandon.

"I'm still trying to hammer out a deal with North Bay Nissan for our five members there," Brandon adds. "It's all about the health plan."

Over at Novato Toyota, the members voted to switch to Plan K, the Kaiser-only plan, which will go into effect on January 1, 2015. "This move will save them each about \$116/month in costs," Brandon says.

### **Local 2005-Livingston**

### **Shutdowns and upgrades**

Business Rep Pedro Mendez reports that the union was able to keep everybody employed when Foster Farms shut down Plant 1 to upgrade the bulk of its equipment. However,

they're working on Plant 2 now, and because it's much bigger, it's likely that several members will be temporarily laid off.

"The upgrades are meant to increase production and to be cleaner. They're moving from metal to a more flexible plastic, so the machinery should break down less frequently," Mendez explains. "We'll do everything we can to ensure that the layoffs are short and are implemented fairly."

### Welcome new union rep

District 190 is stepping up at Foster Farms with the appointment of Brother Mike Farias as a full-time Business Representative. Brother Farias has been Local 2005's Vice President, served as a shop steward, and was DBR Jim Beno's second chair/translator in the last round of negotiations. Mike has also helped the International in organizing.

Effective January 1, 2015, Mike will take on the full-time duties of servicing the employees of Foster Farms in Livingston. Welcome aboard Mike.

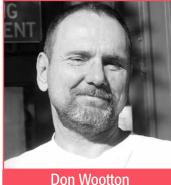
### **Local 2182-Sacramento**

### Changes in the air

Victory Auto Group has purchased Harrold Ford. "Harrold Ford has been in existence since 1911," says Area Director Mark Martin. "The Victory Group takes over on December 16. Fortunately, we reached a tentative agreement with them to maintain the terms and conditions of our current contract with Harrold." Martin says that this includes seniority, which will reflect each tech's original date of hire with the predecessor employer.

Martin says that he'll be meeting with Bimbo Baking management in late December to determine what will happen when the company receives an influx of leased natural gas vehicles that come with a maintenance agreement. This will likely impact the number of employees needed.

# oliday wish—for yourself, your family, your union, the world...?



MGM Brake – Cloverdale Local 1596 - 10 years

"I wish for continued good health for my family. My wish for the union is that we can get more organizing going, both to bring up our density, and also to better the future for others who aren't yet union."



MGM Brake – Cloverdale Local 1596 - 10 years

"I wish for more paid vacation and world peace."



MGM Brake – Cloverdale Local 1596 - 1 year

"My wish is for my family to have health and wealth."



Mike Foley MGM Brake – Cloverdale Local 1596 - 12 years

"My holiday wish is to spend more time with my family and take more time off work."



MGM Brake – Cloverdale Local 1596 - 35 years

"I wish for happiness—for everybody. And a good turkey."



# IN THE NEWS

### **Retail Bill of Rights in SF**

The City of San Francisco passed a Retail Workers Bill of Rights in November that will bring much-needed changes to retail labor practices.

The new rules will require retail chains that have 11 or more locations across the country and employ 20 or more people in San Francisco to provide advance notice of schedules, improve the treatment of parttime employees, and give current workers the opportunity to take on more hours before hiring new people. Employers will have to give their workers at least two weeks' advance notice of their schedules, and if they fail to do so, they will have to give those workers additional "predictability pay." Workers also get paid if they're required to be on call but their shifts are canceled. Employers will have to give part-time employees the same starting wage as those working full time in the same position and access to the same benefits.

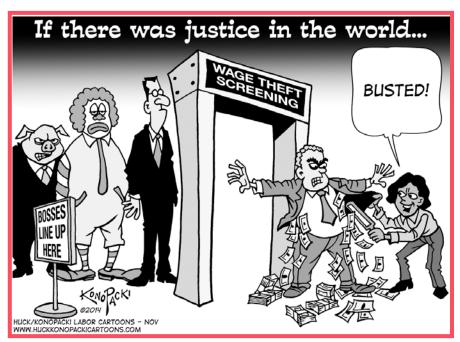
Currently, workers may not find out what their schedules will be until the last minute, and contend with schedules that shift so much from week to week that they can't rely on a steady paycheck. Employers frequently hire more part-time workers even though their current workers are eager for more hours. Prohibiting such practices, especially combined with the minimum wage increase voters approved earlier in November, is a big step toward cleaning up labor practices in the retail industry.

More cities and states should follow, and be a model for a federal law when Congress becomes a little more reasonable.

> By Laura Clawson Daily KOS Labor

### **Taking action at Walmart**

Walmart workers didn't wait for Black Friday—they started staging strikes, with workers from



Washington, D.C., Maryland, and Virginia sitting in at D.C.'s new Walmart store, and with a mid-November sit-in at a Los Angeles store.

According to a press release from organizers: "Workers in Virginia and Washington, DC are on strike for the first time and are joined by workers walking off the job in cities and towns in Illinois, Wisconsin, Texas, Maryland, Oregon, Minnesota, California, Florida, Louisiana, Massachusetts and Pennsylvania."

The strikers comprise a small minority of Walmart workers, but the fact that any workers are willing to take this risk after watching their coworkers disciplined or even fired for activism is remarkable. Other actions took place in November, as well.

On Thanksgiving week, workers chained a food donation bin outside Walmart heir Alice Walton's \$25 million Manhattan condo. The bin read "Walmart owner Alice Walton: We don't want charity. We want decent pay. Love, Walmart workers," and was a clear reference to the employee food drives some Walmart stores have been holding.

On Thanksgiving Day, 12 striking Walmart workers and community members began a 24-hour fast to protest what they say are wages so low they leave employees hungry.

Salomon Fuentes was one of the fasters. While he considers his job with Walmart to be one of the better-paid ones, even he struggles. "If me who makes \$13 an hour and works full time, I'm very close to hunger, how about the other ones who make less and work less than 30 hours?" he said in an interview with ThinkProgress about why he was striking.

Black Friday protests took place at Walmart stores nationwide.

By Laura Clawson Daily KOS Labor

### **Paid Sick Leave for All**

In September 2014 Governor Brown signed into law AB 1522, the "Healthy Workplaces, Healthy Families Act of 2014," which will amend Labor Code section 2810.5 and require employers to provide paid sick days to all California employees.

Starting July 1, 2015, any employee who works in California for 30 or more days within a year will be entitled to no less than 24 hours or 3 days of paid sick leave. Unused sick days will carry over (up to a maximum of 6 days).

There are limited exclusions. Some employees covered by the Railway Labor Act and all in-home support service employees are excluded. Employees covered by a valid collective bargaining agreement that meets certain base standards may be excluded. Importantly, the terms of the law explicitly include public employees.

This law makes California the second state in the nation to require employers to provide paid sick leave to nearly all employees.

By Caren Sencer Weinberg, Roger and Rosenfeld

### State employment data show signs of improvement, but long way to go

State employment and unemployment data released in November by the Bureau of Labor Statistics showed something of a mixed bag: positive signs for some states and lingering weakness in others. The unemployment rate has been on a slow and steady decline over the last year in most states, although in some cases, this may be due to workers dropping out of the labor force rather than finding jobs. Job growth over the last year has been consistent and moderately strong in nearly all states.

This is welcome news. However, 25 states still have still not made up all of the jobs they lost in the Great Recession, and even those that have reached pre-recession employment levels should have been adding considerably more jobs in order to keep up with growth in the working-age population.

California is one state that has been on the upswing. As of October, its unemployment rate was at 7.3%, which is down significantly from its high of about 12.4% in 2010. And, 144,500 (or 0.9%) more people are employed today in California than were employed in Dec. 2007, when the economy first started to take a nosedive.

By Alyssa Davis Economic Policy Institute

# **SHOP TALK: What is your holiday wish?**



Bryan Saynorath Hansel Ford – Santa Rosa Local 1596 - 26 years

"I wish my family happiness, a good life, good health and prosperity."



Todd Bill Hansel Ford – Santa Rosa Local 1596 - 3 years

"My wish is for world peace and for everybody to have good holidays with their family, friends and loved ones."



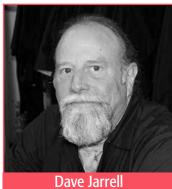
Hansel Ford – Santa Rosa Local 1596 - 8 years

"I just wish that things would get better for everybody overall."



Hansel Ford – Santa Rosa Local 1596 - 7 years

"My holiday wish is that every child would have enough food to eat and clothes to wear."



Hansel Ford – Santa Rosa Local 1596 - 24 years

"I wish I could go visit my family in San Diego."



# **Final election tally**

Since the IAM has gone through its first contested election for International Officers in 125 years, we thought it would be important for the members to see the actual final vote tallies.

#### **International President**

R. Thomas Buffenbarger	23,588
Jay R. Cronk	11,170
Void	205

#### **General Secretary-Treasurer**

Robert Roach Jr.	23,869
Dale A. Cancienne	10,699
Void	225

#### General Vice President (U.S.)

`	,
Gary R. Allen	29,353
Lynn D. Tucker, Jr.	28,972
Mark A. Blondin	28,924
Philip J. Gruber	23,675
Diane M. Babineaux	23,208
Robert G. Martinez, Jr.	23,200
Dora H. Cervantes	22,875
Sito J. Pantoja	21,509
Timothy J. O'Brien	12,764
Patrick E. Maloney	12,148
Karen S. Asuncion	11,279
Sande K. Lien	11,275
Jason B. Redrup	11,235
Void	2,511

#### Official Notice—Local 1584

### Notice of proposed bylaw changes

Please be advised that at our next regular lodge membership meeting, December 18, 2014 at 7:00 p.m., the second reading of the proposed bylaw changes will take place and then the Bylaws Committee shall submit their recommendations and submit the Bylaws for voting. The meeting place will be at IAM Local 1584, located at 436 McCormick Street, San Leandro, CA.

Each proposal must be considered and voted upon separately. A majority affirmative votes by those present and voting is needed for adoption.

A copy of the proposed changes will be available to each member at the meeting.

# S BUY UNION

# Stay warm with these union-made products

As the days get cooler and the nights get colder, you may want to wrap yourself in something soft and settle down with a hot cup of goodness. Labor 411 has the stuff that'll keep you warm, made by companies that treat their workers well.

### **Blankets**

Pendleton Woolen Mills Filson

### Coats/Outerwear

Brooks Brothers/Garland
Manufacturing
Carhartt
Lifewear Inc.
Perfect Shoulder Co.
Polartec
Protexall by Demoulin
Schott N.Y.C.
Sterlingwear of Boston

#### **Fill the Bowl**

Campbell's Soup Chef Francisco Soups College Inn Soups Healthy Choice Marie Callenders Soups

#### Fill the Mug

Hot Chocolate: Swiss Miss, Kayo Coffee: USA Coffee Company, Folgers, Millstone, Eight O'Clock Coffee, Maxwell House Apple Cider: Musselman's Tea: Tender Leaf

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.

#### **Official Notice—Local 1173**

# To all active and retired members of Local 1173:

This is an official notice to advise you that the monthly Membership and Shop Stewards' meeting schedule will change effective January 1, 2015, as follows:

The Membership Meeting and Shop Stewards' Meeting will be held at 6:30 p.m. on the Second (2nd) Thursday of each month.

1900 Bates Ave., Suite H Concord, CA 94521 925-687-6421

All members are welcome to the membership meetings. Please join us for dinner before the meeting. Get involved and find out what is happening with your union. Hear your business representatives and the shop stewards give reports on current activities within Local 1173 and District Lodge 190.

The Executive Board will meet at 6:00 p.m., prior to the regular membership meeting.

# Petition for safer cars benefits IAM members in more ways than one

District Lodge 190 is working with the Consumer group CARS—Consumers for Auto Reliability and Safety—and is supporting their current campaign against the deceptive tactics used by CarMax when selling used cars that they certify as safe. The CARS group has, for years, been trying to pass state and national legislation that requires all safety-related factory recall issues to be repaired before a vehicle may be sold to the public.

"This sounds perfectly logical, yet there are no laws that require this," says DBR Jim Beno. "Car-Max is a glaring example of a company that sells cars to the general public and certifies that they have gone through a rigorous safety check when the most obvious and critical areas of safety recalls issued by the car manufacturers go unrepaired."

"I have known the Executive Director of CARS, Rosemary Shahan, through our positions on the Board of Directors of the California Consumer Federation," Beno adds. "We are supporting her in her efforts to correct this problem. Since we deal in the automotive repair industry, we feel that this type of legislation will not only make our industry safer, but will create jobs for automotive technicians who have to carry out the repairs of the vehicle recalls."

CARS has developed an on-line petition to get CarMax to stop selling unsafe, recalled cars. The petition tells the story of a family whose Car-Max-certified truck erupted in fire on the free-way, just 11 days after they bought it. They later learned that the vehicle had been recalled a year before, but CarMax had failed to get it repaired at a dealership before selling it to them.

CARS already has more than 93,000 signatures, and is looking for support from IAM members to bring them over 100,000. Go to: https://www.change.org/p/carmax-stop-selling-unsafe-recalled-cars-to-consumers-2#share.

Also, "like" their campaign on Facebook at: facebook.com/

CarMaxStopSellingUnsafeRecalledCars.

# **SHOP TALK: What is your holiday wish?**



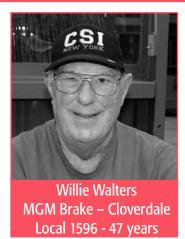
Tony Chavez MGM Brake – Cloverdale Local 1596 - 18 years

"I wish to get together with family and friends and have a good Thanksgiving and Christmas."



Greg Reynolds MGM Brake – Cloverdale Local 1596 - 10 years

"I wish for there to be decent and fair opportunity for everybody who wants to work."



"I wish May 1 gets here soon—that's when I'm retiring."



Sabu Santillana Hansel Ford – Santa Rosa Local 1596 - 11 years

"My wish is for no more flat rate — that would help a lot!"



Hansel Ford – Santa Rosa Local 1596 - 4 years

"I wish for all my friends and family to be safe and have a great holiday."

# **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.

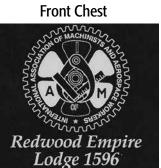


**ATPA** is the administrator for the Automotive Industries Health & Welfare and Pension Trust Funds. **Contact us at 510-836-2484.** 

### **Local Lodge 1596 - T-Shirt Order**

Redwood Empire Lodge 1596 will purchase a quality, American-made, union-made t-shirt (Black with white and gold printing) and offer it to our members for the incredibly low price of \$5. If you are interested in joining in on the t-shirt craze, place your order with your shop steward or call Local 1596 at 707-795-0086. Be sure to specify size and quantity.





# UNION MEETINGS

# District Lodge 190

8201 Capwell Drive Oakland, CA 94621 510-632-3661 Meetings are the fourth Tuesday of each month
December 17\* • January 27 • February 24
Executive Board Meeting: 6:30 p.m.
General Delegates' Meeting: 7:00 p.m.

\* *Note:* Date change due to holidays.

### **Local 1484**

1261 Avalon Blvd. Wilmington, CA 90744 310-835-6688 **Executive Board Meeting:** 6:00 p.m. on the third Thursday of the month

December 18 • January 15 • February 19 **General Membership Meeting:** 6:00 p.m. on the first

Tuesday of the month

December 2 • January 6 • February 3 **Retirees' Club:** 1:00 p.m. on the third Wednesday of the month: December 17 • January 21 • February 18

### Local 93

2102 Almaden Rd., #105 San Jose, CA 95125 408-723-4900 Meetings are the second Tuesday of each month

December 9 • January 13 • February 10 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

December 3 • January 7 • February 4 **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

December 20 • January 17 • February 21 **Women's Activity Meeting:** 11 a.m.-Noon on the Third Saturday of each month

December 20 • January 17 • February 21 *Narcotics Anonymous*: 5:30-6:30 p.m. every Tuesday

### Local 653

544 West Olive Fresno, CA 93728 559-264-2815 Meetings are the third Wednesday of the month except November

December 17 • January 21 • February 18 **Executive Board Meeting:** 5:00 p.m. **Membership Meeting:** 5:30 p.m.

### **Local 1546**

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

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

### Meetings are the first Tuesday of the month

December 2 • January 6 • February 3

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

January 5\* • Janaury 29 • February 26

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

December 3 • January 7 • February 4 **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

December 18 • January 15 • February 19

December 11 • January 8 • February 12 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

December 18 • January 15 • February 19 **Membership Meeting**: 7:00 p.m. **Executive Board Meeting**: 6:00 p.m. **Retirees' Club**: 12:30 p.m. on the first Tuesday of the

month:

December 2 • January 6 • February 3

Membership Meeting: 6:30 p.m.

Livingston, CA 95334.

### Local II73

1900 Bates Ave., # H Concord, CA 94520 925-687-6421 Executive Board Meeting: 6:00 p.m. on the second Thursday of the month

December 11 • January 8 • February 12 **Membership/Shop Stewards' Meeting:** 6:30 p.m. on the second Thursday of the month

December 11 • January 8 • February 12

### **Local I596**

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

# Meetings are the third Tuesday of the month December 16 • January 20 • February 17 Executive Board Meeting: 6:00 p.m.

### **Local 2005**

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

# **Meetings are held the third Sunday of each month** at the Veterans Memorial Hall: 1605 7th Street,

December 21 • January 18 • February 15 **Executive Board Meetings:** 11 a.m. at Union Hall **General Membership Meetings:** 1:00 p.m. (all languages)

## Local 1414

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

December 18 • January 15 • February 19

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

Thursday of the month

December 11 • January 8 • February 12

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

December 18 • January 15 • February 19 Retirees' Club: 11:00 a.m. on the first Wednesday of

March, June, Sept., Dec. All are welcome!
December 3 • March 4, 2015 • June 3, 2015

### **Local 2182**

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

### Meetings are the second Tuesday of the month

December 9 • January 13 • February 10

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:

December 17 • January 21 • February 18