VOL. I7 NO. I February/March 2015

Serving the Active and Retired Members of IAM District Lodge 190

The benefits of having union representation

If you're reading this article, chances are you were not involved in the organizing drive that brought in the union and negotiated the first collective bargaining agreement with your employer. More likely, you got a job and were told that 'you're in the union now.' You pay your monthly dues and maybe you think the union is doing a great job, or they're not doing enough, or you just don't care.

If you were part of the organizing drive that gained you union representation, then you understand what the issues were that drove you and your fellow workers to pursue that all-too often long and hard road to win an NLRB election and get a first contract. You remember the unfair treatment, the changing rules, and lack of raises or decent benefits.

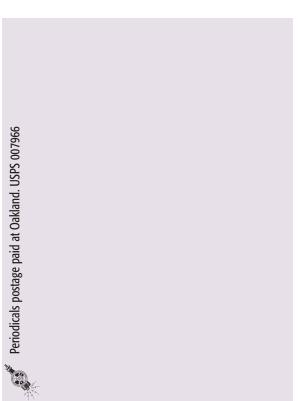
Whether you helped bring the union to your shop or not, you—and every one of your co-workers—are the union. Here's a reminder of why you need to care and be involved in your union, and support others who want union representation.

Gaining a voice at work

Unions are about a simple proposition: By joining together, working women and men gain strength in numbers so they can have a voice at work about what they care about. They negotiate a contract with their employer for things like a fair and safe workplace, better wages, a secure retirement and family-friendly policies such as paid sick leave and scheduling hours.

Unions can help employers create a more stable, productive workforce—where workers have a say in improving their jobs.

"What we've seen, particularly in the automotive industry, is that the employees feel they are not treated like they're a partner in the business," says Jesse Juarez, District 190's Area Director for Organizing. "Instead, they're just a number. They





want the company to be successful so they'll have more work. But, too many companies or managers think that workers are expendable and don't value their contributions. That's when having a union, to present a collective voice, can make a difference."

While wages and benefits are a key advantage of union membership, when asked why they why they want to join a union, workers' number one reason is "respect."

"It's the inequality," Juarez says. "The trades are treated with disrespect. Automotive and manufacturing can and should be a good middle class trade. Unfortunately, corporate America is leaving working people behind. Having a union is the only way to get fair treatment."

Better wages and benefits

Union members earn better wages and benefits than workers who aren't union members.

- On average, union workers' wages are 27 percent higher than their nonunion counterparts.
- Unionized workers are 60 percent more likely to have employer-provided pensions.
- More than 79 percent of union workers have jobs that provide health insurance benefits, but less than half of nonunion workers do.

"In automotive, with the flat rate pay structure, many technicians are not getting paid for all their time," says Juarez. "Favoritism is also an issue—certain techs are given certain types of work; in some cases, this ensures they get more money."

And then there's just basic unfairness. "In one of our current organizing campaigns, one of the technicians hasn't gotten a raise in 10 years," Juarez says. "Non-union workers definitely don't have a pension plan. Many don't even get a 401(K). And while medical costs are going up for everybody, it's way worse in for the non-union workers."

Another benefit is the labor-management apprenticeship programs, which don't exist in the non-union environment, lower wage workers have an opportunity to gain skills and get on a higher-paying track.

But, Juarez notes, the issues workers face on the job vary from industry to industry. "Henkel, an aerospace company, was always changing working conditions without letting people know. There were injuries, and one fatality. The employees saw temp workers come in and do their work for less money. They saw the writing on the wall, and it wasn't good for their future. Those workers fought for the union."

A grievance policy

Area Director Don Crosatto was recently leading negotiations with two groups—garbage drivers and teachers. "Both had big laundry lists of issues to resolve in their contracts. As I was driving from one set of talks to the other, I realized that the common solution to most every problem is a grievance procedure," Crosatto reflects. "So much of what motivated these guys to unionize was not just the economics...it was the unfair treatment, inconsistent disciplinary processes, things that were good would disappear with no notice...and rules would abruptly change based on the whim of today's manager."

If these things happen in a unionized environment, you have a grievance procedure. "It really has a deterrent effect on management," Crosatto adds. "Managers can change rules and be inconsistent because the workers have no recourse except to quit. In a unionized company, this would be nipped in the bud."

So the next time you wonder if paying your union dues is worth it, think about the alternative.

PAGE 2 February/March 2015

Flash Facts

In 2014, the world's richest 1 percent held 48 percent of global wealth. By the end of next year, a new Oxfam analysis projects, the top 1 percent will own more wealth than the entire bottom 99 percent combined.



Visit the District 190 website at: **www.iamdistrict190.org**The International IAM website is at: **www.qoiam.org**

Local 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

The IAM District 190 Sparkplug

The Sparkplug (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 Sparkplug 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

Hello and goodbye

Welcome Business Rep Mike Farias

After working at Foster Farms for more than 18 years, Mike Farias has a new position—he's the newest Business Rep at IAM District 190.

Mike says that he joined the union about five years ago, even though he was really not aware of what a union was or what it could do for him. "For a while, I had been a lead man and a trainer. But when I re-

signed from the training part of the job, I started getting harassed from my supervisors. I felt that the union should be able to teach me about how to stop them."

That led to him to meeting Business Reps Pedro Mendez and Tom Rotella. "They started teaching me about what a union was. Because I speak both English & Spanish, they called on me to translate. Soon, Tom sent me to the Winpisinger Center to get leadership skills; he wasn't just my representative; he became my friend and mentor," Mike says.

When the 2012 negotiations came up, DBR Jim Beno asked for my help with the translations. "This is how I learned about the contract's details. Because I had worked at Foster Farms for so long, I knew the back stories about the politics and the regulations, and could help give context," Mike adds.

New Foster Farms Business Rep Mike Farias

Mike started as Business Rep in January. "Because Tom came from Fresno and Pedro came from the Bay Area, our members started complaining that the union didn't have a strong-enough presence. I live about six miles away. I can be here very promptly—to help members on day shift in the morning, swing shift, and even night shift if needed."

Farias admits that he's not as knowledgeable as the

other long-time reps, but he knows that they'll still work with him as a guide and mentor about the contract, questions that arise, and what he needs to do.

"I'm talking to members all the time," he says. "And now, I'm able to talk to new hires to let them know about the contract and what the union can do for them. The most important thing is that I always tell the truth and tell the right answer. If I don't know an answer, I tell them that I'll get back to them, and then get advice from the other reps."

"I am honored to be selected. I thank the IAM for giving me this opportunity and to educate and train me to where I got. I don't think that I'm the only one who gets this opportunity. So for all members out there, be active. If I can do it, anybody can do it."

Goodbye Nancy Morris

Nancy goes way back in IAM District 190 history. She started as a part-time secretary in 1978 and worked for five years before getting laid off. She might have thought that was the end of her IAM career, but 18 years later, when long-time secretary Socorro Martinez was getting ready to retire, she called Nancy back. "I was glad to come back," Nancy says. "My second stint at the IAM lasted for 15 years, so altogether I was with the Machinists for close to 20 years."

And in that period, she's been part of a lot of IAM history. "I worked for three Directing Business Reps and four Secretary-Treasurers including Frank Souza, Mike Day, and Jim Beno. Scotty Clark, Bob Miller, Bill Schechter, and Glenn Gandolfo. That's a lot of personalities, but I got along with all of them."

When asked what she liked about her job, Nancy is quick to say, "Everything! I really enjoyed my job. Working for Jim has been really wonderful. He'd let me do my job and not stand over my shoulder."

Those who know her know that Nancy was the backbone of the District operations. She oversaw the office, did payroll for all the business reps, dealt with the Locals, handled meeting agendas and minutes, and took over planning the annual golf tournament, among other duties.



From left: Donna Davis, who will be taking Nancy's place; Nancy Morris, and Patricia Larriega, party planner extraordinaire and bookkeeper.



Now that she's retired, Nancy has lots of plans. She hopes to travel and spend time with her grand-children in Arizona; she wants to be a classroom aide and work with little kids; she's working on her family genealogy with her sister; and she has lots of yard work to catch up on. "Mostly, I look forward to seeing what's on TV after 9 p.m. And I don't ever want to wake up at 5 a.m. again unless I have a plane to catch," Nancy adds.

District 190 hosted an all-day open house on Nancy's last day of work. "It was overwhelming and so touching that so many friends cared to come to my party to say 'so long.' I would like to thank each and everyone for their contribution to my retirement travel. I couldn't have been more pleased and grateful! There is no possible way to send a thank you note to everybody and I just hope I can reach some of them via the *Sparkplug*.

"Nancy has been a tremendous asset to the District and, ultimately to all of our members," says DBR Jim Beno. "She had a lot of history and showed me the ropes when I first came to the District. On behalf of all of the staff, I wish her the best in her well-deserved retirement."



UNION PEOPLE

Local 1484-Wilmington



Raising funds for skills upgrade training at SSA

Local 1484 Business Rep Kevin Kucera (third from left) is joined by Kay Ford (left) and Dennis Jones (right) of the South East Los Angeles Workforce Investment Board to present a check for \$31,972 for training to Dave Mantle of SSA. This funding enabled the company to provide 24 hours of tire safety training to those who work on chassis at all of SSA's terminals.

Local 1584 member receives 65-year pin!

At Local 1584's annual retiree recognition luncheon on December 2, Raymond Enos received an award for 65 years of membership in the Machinists Union.

At age sixteen, Raymond was first initiated into the union while working at Friden Calculator in San Leandro, CA. After working at this plant for a little while, he moved on to pursue other career opportunities.

In 1949, Raymond reinstated back into the Machinists Union. Working during the golden era of union machine and manufacturing in the Bay Area, Raymond spent the rest of his

career in IAM shops throughout the region. During this time, he worked at United Engine, Monadnock Mills and CT Supply, which later became Crown Cork & Seal. He ultimately worked at Crown for more than 30 years before retiring in July of 2000.



Over the last 65 years, Raymond has been a sterling example of a proud and dedicated union member. Even though he has been retired for 14 years, he still embodies the 'Fighting Machinist' spirit just as he did while working in the shop. Andrea Gorman mentioned that "he has been such a good mentor to everyone."

When asked about the best thing about being in the union, Enos replied that "there are so many good things" that he could say about being union.

"The Union always backed me 100% and today I am living the life of luxury thanks to the great people I worked with and good stewards we had in the shop." He concluded, "I can't understand anyone that would not be union nowadays."

65-year member Raymond Enos

The key to a strong union is ORGANIZING and you can help keep District 190 strong!

Do you know people who work in your industry but don't have a union? Talk to people in non-union shops about the benefits of having a contract, a grievance procedure, a pension and good union benefits. If they're interested, ask if one of our organizers can call them. (The call will be completely confidential.) Here's a contact form for you to complete and send to District 190.

About y	ou:
---------	-----

Name:
Where you work:
Your phone number:
Please call the following to tell them more about IAM representation:
Name:
Company:
Home or Cell Phone Number:
Best time to be reached:

Please return this form to: District 190, 8201 Capwell Street, Oakland, CA 94621. (Use this form, or just include the info on your own paper.)



Response to 'Final Election Tally'

As referenced in last month's Sparkplug, the Machinists Union had our first opportunity in 125 years to choose the IAM'S top leadership in a contested election. Because this election was ordered and overseen by the Dept. of Labor (DoL), paid IAM staff and officers were reluctant to speak about it out of concern of running afoul of the DoL's rules for conducting this historic election.

After I personally spoke with the DoL representative monitoring the election process, the IAM could have used the *Sparkplug* and other resources to simply:

- Note there were incumbents and post their website;
- Note there were challengers and post their website;
- Post notice of the location, dates and times of the 3-step election process.

No electioneering or endorsements, just the basic information needed for an informed electorate. I am aware of at least one Local Lodge in District 190 where not only would monthly meeting attendees be reminded of the next election step, but notice of the announced election day was ordered posted on its website, neither of which broke DoL rules.

The Sparkplug is supported by dues-paying members. It was frustrating to witness such a rich resource of information not utilized to its full potential for the benefit of its members. In addition to restricting the transfer of election information to those who are 'connected', I know of many older members who don't own computers so by only posting an election notice on a website excludes these long-time members from the basic information they need to be informed.

Looking to 2017, unless people on the Executive Council retire halfway through their term and appoint their successors, I hope we have another contested election - and read about it in the Sparkplug!

> Sister Linda Stanley Retired Heavy-duty Engine/Truck Mechanic

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

510-288-1346 fax: mail: IAM District 190 8201 Capwell Drive Oakland, CA 94621

PAGE 4 February/March 2015



Local 653-Fresno

Moving along

Business Rep Tom Rotella reports that Fresno Unified School District negotiations are progressing.

He's also working on issues at G&H Diesel, Hedrick's Chevrolet, Sun-Maid Growers, UPS and Fresno Truck Center.

Local 801 - Reno

Arbitration at UPS

The local is taking a termination case to arbitration at UPS, reports Area Director Mark Martin.

"During the investigation, the company withheld information and, during the Board of Adjustment, attempted to use everything—including the kitchen sink, because (in my opinion) their case was so weak," Martin says. He'll have more to report later.

Local 1528 - Modesto

More issues at Riverbank

"We're still having issues at Silgan Riverbank," says Area Director Mark Martin. "We're arbitrating a wrongful termination in April with a new grievance filed on yet again another termination. It's definitely been a challenge."

Martin wanted to acknowledge and thank Jeff Wyatt, the previous Chief Steward, "for all of his hard work on behalf of our members." Jeff recently moved to Southern California. The union in the process of posting for nominations for his replacement.

Talks to open at Silgan Doherty

The members at Silgan Doherty just held a contract proposal meeting and negotiations will be starting soon. "It's likely to be very challenging but we're prepared," says Martin. "The group elected a very good committee. We'll have more to report in the next issue."

Local 1546 - Oakland

First contracts in the works

While the union and Fremont Ford have agreed to most of the contract language, the wage agreement is slow in coming. "We hope to get a contract soon," says Area Director Don Crosatto.

Unfortunately, Crosatto is less hopeful about the talks with Mercedes of Pleasanton and Livermore Ford. "Both dealerships are clearly not interested in getting a contract and are stalling the process."

Crosatto reports that Livermore Ford is on their fourth manager in two years; the last one was fired after only three months. "They're supposed to report new hires to us, but that guy had hired and fired three people before even telling his own attorney. Some had lasted only a few days," Crosatto says. "They're having a hard time keeping journeymen and have to send work to other shops. It seems that they'd rather do badly than have a contract."

Up the road, at Mercedes, the techs report tremendously inconsistent discipline. "One worker got fired for having an accident with a car. That's not necessarily unreasonable, but at same time, a company guy had an accident that totaled a car and he only got a verbal warning."

Local 1546 has continued to hold talks with Wyotech, after the instructors voted to join the union last summer. Unfortunately, after numerous issues of quality and student aid problems, the school's parent company, Corinthian, is in the process of liquidating itself. To date, all of the schools outside of California have been sold. However, because Attorney General Kamala Harris will not give a buyer a waiver for Corinthian's sins, the California schools have not sold and are still up and running.

"Unfortunately, they're not doing any marketing, so the numbers of students and instructors are dwindling," says Crosatto. "We've gotten agreement that the company will fix day-to-day workplace issues by utilizing the grievance procedure. That's a good start."

AROUND 7

The PCMC/PMMC case is still alive

The National Labor Relations Board has recently issued a complaint against Ports America, because, back in 2013, when they fired PCMC and took the work in-house, they immediately recognized the Longshore Workers as the bargaining agent for the entire group of employees, including IAM members. This new issue is expected to go to trial in May.

Local 1596-Petaluma

Contract updates

North Bay Nissan is being sold. "I'll enter into talks with the new owner soon," reports Area Director Tom Brandon.

With the contract at Hansel Ford in Santa Rosa expiring in March, and another seven contracts due in June, Brandon anticipates a busy year of negotiations.

Local 2005-Livingston

Outreach to new hires

Business Rep Mike Farias reports that he has just been granted the opportunity to speak with new hires at Foster Farms, to tell them about the union.

"Previously, we didn't have access to the new hires. Now, we talk to them right after they get hired. This has helped us get new members."

Farias says that he gives the new employees a quick review of the contract, explains about grievance procedures and how negotiations work. He also reviews the vacation policy and tells them about Union Plus benefits.

"I just got started, and already

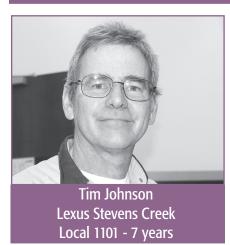
Local 653-Fresno

New Local officers sworn in

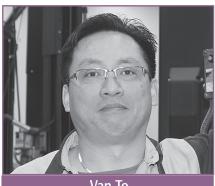


At its January 21 meeting, Local 653 swore in its new officers for a three-year term. (From Left:) Joe Artiaga, Jr., Secretary/Treasurer; Debbie Bird, Trustee; Brandon Sandoval, Recording Secretary; Jeremy Celaya, President; Francisco Chavez, Trustee; Anastacio Rodriguez, III, Vice President; Wayne Horn, Auditor. (Back row) Hector Gonzales, Auditor.

SHOP TALK: Has the drought in California impacted your life? What are your thought

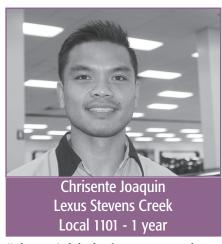


"So far I still have plenty of water when I turn on the faucet. If it keeps going, it can only be bad. If we have more dry years, agriculture and recreation will be hurt and the cost of everything will go up."

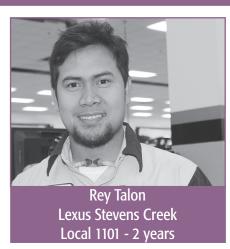


Van To Lexus Stevens Creek Local 1101 - 14 years

"I don't think it's had an impact on my yet. California needs a lot of water. The drought will definitely impact the food supply and drive costs up."



"I haven't felt the impact yet. I do try to save more water. I'm worried about farming—produce prices are going up. Water is like gas; we all use it every day. The less there is, the prices will go up."



"It's been dry for 41 days. We used to water the lawn more; now it's brown. I used to wash the car every week; now, no. And we don't use the tub, just the shower. In the future, we may see more heat waves and fires because it's been so dry."

THE LOCALS

Local 1173 — Concord

After long apprenticeship, congratulations to new journeymen



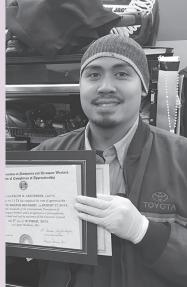
Ford in Brentwood.



Kevin Morrow works at Bill Brandt Calvin Parr, who works at Winter Honda in Concord, gets his certificate from Area Director Rick Rodgers.



Ryan Bell (R) gets his certificate from Local 1173 Vice-President and Shop Steward Dan Kiel. They work together at Toyota of Walnut Creek.



Ralph LaGuardia works at Toyota of Vallejo

seven new hires have joined the union."

Local 2182-Sacramento

Good contract with new owner

There's new ownership at Harrold Ford, reports Area Director Mark Martin. The Victory Auto Group took over the operation on December 15, 2014.

"We had negotiated a new contract with the new owner on December 17 and our members ratified it unanimously. It was signed on the 19th," Martin says. The members are also in the process of electing a new shop steward.

ORGANIZING WINS

Organizing victory at Waste Management/Lodi

Waste Management: On December 18, the 35 employees at Waste Management in Lodi voted to be represented by IAM Local 2182. "In this case, the fourth time was the charm," says Area Director for Organizing Jesse Juarez. "Although we have good relationships with Waste Management at several locations, it didn't feel like they knew who were, here. They did all the traditional things to keep union free. In the end, the vote was 28-7 for the union. We got certified and will enter into negotiations soon."

Mossy Nissan: On January 7, Juarez and crew hit the ground running to launch a campaign at Mossy Nissan in Oceanside. "They hit the ground running as well," Juarez reports, "with two anti-union consultants and a direct persuader. They're trying to stop their employees from organizing. They fired the service manager, said they're sorry for his actions, and asked for a second chance."

The election is scheduled for February 19. Juarez says that 24 of 25 techs pasted stickers on their tool boxes and are sporting union buttons on their shirts. The company initially wanted to expand the unit to include the service writers and lube techs. "But they quickly found out that those folks aren't happy with management either, so they backed off."

Some of the reasons that the techs want union representation are that "one mechanic hasn't seen a raise in 10 years. The medical plan is outrageously expensive with high deductibles. The employees are forced to do free work. And, the company just changed the pay plan with no worker input." Juarez adds that this company has 14 dealerships and is highly profitable.

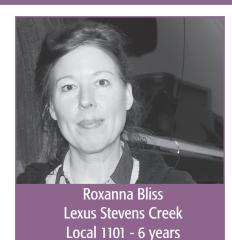
Slow talks at Mercedes Benz in San Diego: Juarez says that the talks at Mercedes Benz are slow as molasses. "We first organized in June, 2010 and didn't get certified until last year. A lot of the original guys still work there, so I'm hopeful that they'll stick it through and we'll get a contract."

New organizing campaign at Coastal Pacific Foods: Business Rep Skip Hatch has been working with the employees at Coastal Pacific Foods in Stockton since August. "They procure, warehouse and distribute food to the military, including to ships afloat," says Hatch. "We have strong support from the day-shift crew, but still need to meet with the night shift guys to see if this is a viable campaign. We'll keep you posted."

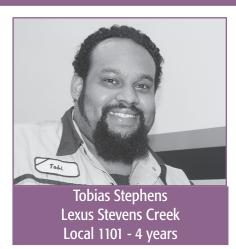
s/fears about the future if the drought continues?



"We're using less water at the house. I stopped watering the lawn and now it's dead. I don't think it'll go on for a long time. It's forcing everyone to use less water."



"It's terrible. We desperately need water. We have to conserve. Remember the 1970s—we were supposed to be drought aware! I wish they'd make a pipeline from the East Coast to the West Coast. They have plenty of water."



"It hasn't really impacted me yet. They don't seem to be worried about water conservation up in the Silicon hills where the rich folks live. but they are fast to tell the middle class folks to conserve."



"I can't wash my car in front of my house because it feels like I'm committing a crime. I can't go fishing because the lakes have disappeared. House plants are dry. I've lived in places with less water; we'll have to create reserves."

PAGE 6 February/March 2015



IN THE NEWS

First target for House Republicans—cut Social Security

On the very first day that the new larger House Republican majority got to work, it made a move that could mean some 11 million people who receive Social Security disability benefits will see their lifeline benefits cut by 20% in 2016—or even cuts to Social Security retirement benefits for everyone.

No, Republicans didn't pass a bill or hold a lengthy debate on something so important. Instead, buried in a package of rule changes, they included a provision that the National Committee to Preserve Social Security and Medicare (NCPSSM) says would allow a 20% benefit cut for millions of disabled Americans unless there are broader Social Security benefit cuts or tax increases improving the solvency of the combined trust funds.

Republicans didn't call it a Social Security cut. They just said they were changing the rules on what is known as reallocation, i.e., the routine transfer of funds between the Social Security retirement trust fund and the disability program.

Congress has approved those transfers 11 times in the past, but now, under the changes Republicans approved in January, any reallocation must also "improve the overall financial health of the combined Social Security Trust Funds." That, say experts, means either new revenue or benefit cuts.

Sen. Sherrod Brown (D-Ohio) said in a statement, "Reallocation has never been controversial, but detractors working to privatize Social Security will do anything to manufacture a crisis out of a routine administrative function. Reallocation is a routine housekeeping matter that has been used 11 times, including four times under Ronald Reagan. Modest reallocation of payroll taxes would ensure solvency of both trust funds until 2033. But if House Republicans block realloca-



tion, insurance for disabled Americans, veterans and children could face severe cuts once the trust fund is exhausted in 2016."

The Alliance for Retired Americans called the House action a direct attack on seniors, disabled Americans and the Social Security trust fund...[and] a complete disregard for keeping the promise to hardworking Americans who have contributed to Social Security.

Mike Hall, AFL-CIO Now

NLRB Rules Employees Can Use Work Email for Organizing

Workers were given a potentially significant tool when the National Labor Relations Board (NLRB) ruled that employees can use work email accounts in union organizing activities, as long as they do it on their own time. The decision reversed a 2007 decision. Workers also are allowed to use work email to discuss wage and other workplace issues. The three Democrats on the board voted yes on the ruling, while the two Republicans abstained.

Bernie Lunzer, a vice president for the Communications Workers of America (CWA), which filed the case in 2012, said the ruling was: "A big victory for workers in general."

CWA pursued the case after Purple Communications in Rocklin, Calif., refused to allow workers to use company email accounts in a union organizing drive.

The NLRB reasoned that by focusing too much on employers' property rights and too little on the importance of email as a means of workplace communication, the Board (in its earlier ruling) failed to adequately protect employees' rights...and abdicated its responsibility 'to adapt the Act to the changing patterns of industrial life.'

Kenneth Quinnell, AFL-CIO Now

New labor board will keep bosses from stalling union elections

The National Labor Relations Board finally issued its long-inthe-works rule speeding up union representation elections. Currently, employers can drag out the election process by withholding information from organizers and with frivolous lawsuits, time they often use to intimidate and coerce workers away from union support.

The new rule, set to take effect on April 15, will cut waiting times between when an election is set and when it happens, put off litigation often filed by businesses to drag out the election process—until after the election, allow election petitions to be filed electronically (hi there, 21st century!), require businesses to share additional worker contact information with union organizers, and consolidate the post-election appeals process.

These are modest changes aimed at streamlining and modernizing the process, but because anti-union bosses depend on stall tactics and making it as difficult as possible to even get to an election, the business lobby is up in arms. Of course, they claim it's a noble concern for workers who might not have enough time to make an informed decision.

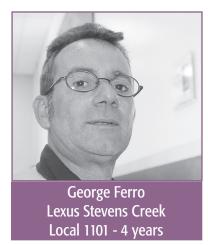
"It's clear the Administration has an aggressive agenda to uproot longstanding and effective labor policy," said Jay Timmons, president of the National Association of Manufacturers, in a written statement. "Shortening the time frame before an election robs employees of the ability to gather the facts they need to make an important and informed decision like whether or not to join a union and denies employers adequate time to prepare."

Mind you, before a union files a petition to hold an election, it has collected signatures from a majority of workers in the business calling for that election. Under the new, indecently fast, rule, there's a hearing eight days after the petition is filed. Then the election is scheduled. This is what business groups are describing as "ambush" or "quickie" elections. And we know, based on long experience of how businesses react to organizing drives, that what they want more time for is threatening workers with dire consequences if they unionize. That's what bosses are afraid of losing here.

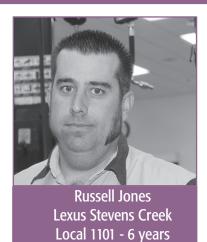
The National Association of Manufacturers and the National Retail Federation are considering lawsuits to prevent the NLRB's rule from taking effect. Given the anti-worker tilt to many courts, they have a decent shot, just as business groups were able to block a previous NLRB rule calling for employers to put up a poster explaining workers' rights under federal law.

Laura Clawson, Daily KOS Labor

SHOP TALK: Has the drought in California impacted your life?



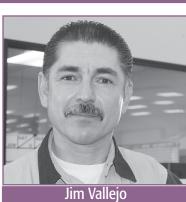
"No—so far the drought really hasn't impacted my life."



"I like to go fishing and all the reservoirs are low. Sometimes that makes it easier because the fish are all in one spot. This has been the driest January every. We need a better way to collect the rain we do get."



"Not really. Water will be more expensive. It'll be like gasoline."



Lexus Stevens Creek
Local 1101 - 15 years

"Other than not watering my grass, it hasn't had an impact. I choose to conserve water to do my part. When you go to Tahoe and see how low the lake is, then you realize how serious the drought is."



BENEFITS NEWS

Health insurance opt-out policy may become available

The Automotive Industries Welfare Fund Plans A and B are now providing an Opt-Out option for members who have alternative coverage available, such as coverage under a spouses health plan. This option is not automatic and must first be bargained between the Employer and the Union.

Your current collective bargaining agreements that provide the Automotive Industries Health Plans require contributions on behalf of all employees covered by the collective bargaining agreement. Therefore, before the option can be implemented, the bargaining parties must meet and agree upon the conditions that will apply to the Opt-Out option. Once a written agreement is reached between the bargaining parties, the option can be implemented pursuant to the terms of that agreement. Without a

The Automotive Industries Welfare Fund written agreement, the Fund will not accept any Opt-Outs, since acceptance would be a violation of the current collective bargaining agreement.

Members interested in this option should contact their Business Representative for further information. It should be noted that if a member opts out of coverage, they are still required by law to have health insurance. Once a member opts out of coverage with the Automotive Industries Health Plans they are barred from returning to this plan unless a COBRA qualifying event takes place, such as the loss of health coverage through the death of a spouse who was providing such coverage. Members should also note that if they opt out of their employer-provided plan, they are not eligible for Obamacare subsidies.

Think very carefully before exercising this option when it becomes available.

Important notice to members with Anthem insurance

Members who have Anthem health insurance (Anthem Blue Cross of California) should be aware that Anthem, Inc. was recently discovered to have been the target of a very sophisticated cyber-attack.

In this attack, personal information from current and former members, including Anthem associates, was obtained – such as names, birthdays, Social Security numbers, street addresses and email addresses. No credit card information was compromised, nor is there evidence at this time that medical information, such as claims, test results, or diagnostic codes, were targeted or obtained.

Anthem discovered the breach on January 27, 2015 and believes the unauthorized access began by December 10, 2014. As soon as they learned about the attack, Anthem immediately made every effort to close the security vulnerability, contacted the FBI and began fully cooperating with their investigation.

Anthem understands that this is a very urgent and important incident and reports that they are taking all measures to secure their members private information. The company will individually notify current and former members whose information has been accessed. They will provide credit monitoring and identity protection services free of charge so that those who have been affected can have peace of mind.

The company has created a dedicated website (www.AnthemFacts.com) where members can access information such as frequently asked

questions and answers. They have also established a dedicated toll-free number that both current and former members can call with questions related to this incident. That number is: 1-877-263-7995.

What Next

Current and former Anthem members should watch their mail for the notice from Anthem that will presumably include information about free credit monitoring services.

Everybody should educate themselves on the risks of identity theft. The San Francisco-based Privacy Rights Clearinghouse is an invaluable resource for information about what steps you can take to protect yourself both before and after a data breach occurs. Their website is:

www.privacyrights.org

Attn: Local 1546 Members Notice of proposed bylaw changes

Please be advised that at Local 1546's next general membership meeting, March 19 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 April 16 general membership meeting.

The meeting will be held at the offices of IAM Local 1546, located at 10260 MacArthur Blvd., Oakland, CA 94605.

What about that drought?

Droughts are a recurring feature of California's climate, and the three-year period between fall 2011 and fall 2014 was the driest since record-keeping began in 1895. This dry period was made worse by high temperatures, with 2014 setting a record. Even if 2015 sees average rainfall—which is unlikely, after the driest January in 500 years—it will not be enough to eliminate the severe water deficit.

Governor Brown declared a statewide drought emergency in January 2014, establishing an interagency drought response team. The State Water Resources Control Board later chose to enforce increased conservation requirements. To improve water efficiency and help affected communities and ecosystems, state and federal lawmakers approved more than \$1 billion of emergency drought relief in 2014.

Effects of the drought are being felt differently around the state.

Households and non-farm businesses account for about 20% of human water use in California. Major metropolitan areas in Southern California and the Bay Area are still relatively well supplied, thanks to significant investments in conservation, supply diversification, and new infrastructure. But in northern and central parts of the state, communities without diverse water sources have faced sharp cutbacks in water use. If the drought continues, many more cities will begin to experience significant shortages.

The drought has been particularly hard on the agricultural sector.

Most farming in California depends on irrigation, which usually accounts for about 80% of the state's human water use. In 2014 growers lost about 6.6 million acre-feet of surface water because of the drought. Increasing ground-water pumping made up for 75% of that loss, and farm-to-farm water sales also helped keep valuable orchards and vineyards alive. But large cuts in crop acreage were unavoidable, leading to the loss of \$2.2 billion in revenues and 17,100 seasonal, part-time, and full-time jobs. Water cutbacks cause hardship in many farm communities—and in sectors that support farming, such as fertilizer sales and industries that process farm products.

Wildlife and fish are also hit hard.

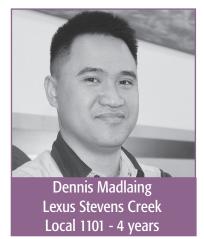
Some coastal streams are so depleted that scientists are worried about the disappearance of coho salmon and steelhead trout. Wildlife refuges that provide vital habitat for migratory birds and other species have also faced shortfalls.

Droughts generate opportunities to improve water policies.

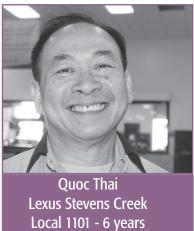
Droughts encourage better water management, including increased conservation and investments in new supplies—such as recycled wastewater, groundwater storage, and stormwater collection. In 2014, significant reforms were signed into law, laying the basis for more sustainable management of groundwater. This drought may also be a useful warning about future conditions—climate change simulations indicate that droughts are likely to increase in frequency and severity.

-Public Policy Institute of California

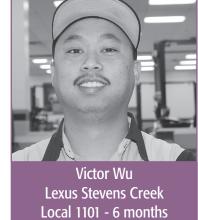
SHOP TALK: Has the drought impacted your life?



"It impacts everybody. You can't water your yard or wash your car. It's not a big deal. It makes you think though and do more to save water."



"Not at all. Nothing to worry about. Let's take it one day at a time."



"It's had an impact. I haven't washed my car since last year. I take short showers and don't leave the water running when I wash dishes."

PAG∈ 8 February/March 2015

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.**



BUY UNION

Union-made candy for Valentine's Day and beyond



Almond Roca Cadbury **Ghirardelli Chocolates** Jelly Belly Hershey's Kisses **Russell Stover** See's Candies

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 unionmade consumer products.

UNION MEETINGS



District Lodge 190

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

Meetings are the fourth Tuesday of each month February 24 • March 24 • April 28 Executive Board Meeting: 6:30 p.m. General Delegates' Meeting: 7:00 p.m.

Local 1484 1261 Avalon Blvd.

Wilmington, CA 90744 310-835-6688

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

February 19 • March 19 • April 16

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

February 3 • March 3 • April 7

Retirees' Club: 1:00 p.m. on the third Wednesday of the month: February 18 • March 18 • April 15

Local 93 2102 Almaden Rd., #105

San Jose, CA 95125 408-723-4900

Meetings are the second Tuesday of each month

February 10 • March 10 • April 14 Grievance Committee: 3:30 p.m. Executive Board Meeting: 4:30 p.m. Membership Meeting: 5:00 p.m.

Local 1528

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

Meetings are the first Wednesday of the month

February 4 • March 4 • April 1 Executive Board Meeting: 6:00 p.m. **General Membership Meeting:** 7:00 p.m. **Shop Steward Meeting:** 10 a.m. on the third Saturday

of each month 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

February 18 • March 18 • April 15 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

February 3 • March 3 • April 7

General Membership Meeting: 7:00 p.m. Member Education Meeting: 5:30 p.m.

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

February 26 • April 2 • April 30

Retiree Club Pot Luck Luncheon: 12 noon on the first Wednesday of each month February 4 • March 4 • April 1

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

February 19 • March 19 • April 16

Membership Meeting: 4:00 p.m.

February 12 • March 12 • April 10 Executive Board Meeting: 5:30 p.m. General Membership Meeting: 6:30 p.m.

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

Local 1584

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

Meetings are the third Thursday of the month

February 19 • March 19 • April 16 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

February 3 • March 3 • April 7

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*

February 12 • March 12 • April 10

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

February 12 • March 12 • April 10

Local 1596

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

Meetings are the third Tuesday of the month February 17 • March 17 • April 21

Executive Board Meeting: 6:00 p.m. Membership Meeting: 6:30 p.m.

Local 1414

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

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

February 19 • March 19 • April 16

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

February 12 • March 12 • April 10

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

February 19 • March 19 • April 16

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

March 4 • June 3 • September 2 • December 2

Fresno, CA 93728

English 559-264-2815

Spanish 510-632-3661

Meetings are held the third Sunday of each month **Local 2005** at the Veterans Memorial Hall: 1605 7th Street, 544 West Olive

Livingston, CA 95334. February 15 • March 15 • April 19

Executive Board Meetings: 11 a.m. at Union Hall General Membership Meetings: 1:00 p.m. (all

Local 2182

In plant office: 209-394-6941

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

Meetings are the second Tuesday of the month

February 10 • March 10 • April 14 Executive Board Meeting: 6:00 p.m. **General Membership Meeting:** 7:00 p.m. Retirees' VISTA CLUB: 11:00 a.m. on the third Wednesday of each month: February 18 • March 18 • April 15