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Serving the Active and Retired Members of IAM District Lodge 190

Settlement brings big checks to port members

After 11 years and 8 months of delays, labor board rulings, trials, and bankruptcies, settlement funds were distributed to 53 mechanics who work or worked at the Port of Oakland for PMMC. "I always believed we'd win, but never thought it would take this long," Area Director Don Crosatto told the group of about 35 mechanics who came together on November 5 at Local 1546's union hall to hear about the settlement and collect their checks.

In fact, this is a story that began at the Ports of Oakland and Tacoma on March 30, 2005 when the employer, PMMC, announced they were out of business and that a new company, PCMC, would take over the work. As a result, all IAM members would have to change unions and join the International Longshore Workers (ILWU).

When PMMC made the announcement on March 30, 2005, Crosatto and the members immediately smelled something fishy. They believed that PCMC was just a new name for the same old employer, and the change was all a scam to force the mechanics out of one union and into another. The IAM immediately filed charges explaining that the members would lose money in benefits, time off and pension once they were forced to change unions. The case was kicked to the labor board in Washington, D.C, to adjudicate. The trial started



the group.

in August, 2007 and went on for eight months in both Oakland and Seattle.

The decision that finally came down in February, 2009, was against the IAM, so the union appealed. But legal and political machinations delayed the appeal decision for four more years. The labor board finally ruled in favor of the IAM in 2013, but in a separate and unrelated case, the composition of the Labor Board itself was deemed

illegal and all decisions reached for a several-year period were thrown out and the cases had to be re-decided. Finally, in June, 2015, the Labor Board again ruled in favor of the IAM.

But at this point, PCMC was no longer a port employer; the shipping companies had brought in Ports America Outer Harbor to do the work and become the employer of record. PCMC, which had been hurt badly in the recession, was bought by vulture bankers and was going through bankruptcy. The company's original owner, Joe Gregorio, wanted to buy the company back, but in order to get financing, he needed to have this legal issue off of the books. That's how the settlement finally came through.

Ultimately, PCMC settled for a total of \$10.5 million, covering Oakland and Tacoma. The settlement covers a 100-month period from 2005-2013. Members who worked continuously at PCMC for the full 100 months received a check for \$46,111

\$461 for each month they worked. The smallest check distributed was for \$2,700. The settlement was meant to cover the benefits and time off that they lost when changing unions. They'll also get pension credits for the time they missed.

"If we had not agreed to a settlement and instead fought in court to the



end, the members would have gotten no money," explained Attorney David Rosenfeld. "There would have been more hearings and more appeals and all of the employers would have claimed bankruptcy."

Meantime, the IAM has taken Ports America to court as the successor employer. But, after a disjointed four-week trial that took nine months to complete, the company started whispering that they too wanted to settle and made a proposal that the IAM and the judge agreed to. However, the ILWU has objected to the settlement, and it's held up until the court decides if the ILWU has standing. "If we win, there will be more money coming your way," Rosenfeld told the mechanics.

IAM District 190 Directing Business Rep Jim Beno commended Crosatto for his tenaciousness and commitment to see this case through. "This was a case we had to pursue. A lot of unions might have walked away from it, but Don was the leading force. He convinced the legal team to stick with it and we're glad he did."



The line may be long, but collecting the check at the end of it is worth it!



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FAST FACTS...

President-elect Donald Trump's 17 ultrarich cabinet-level picks thus far have a combined wealth that surpasses that of the 43 million least wealthy American households combined. (Quartz)



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

Local Lodge websites:

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

Facebook pages:

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

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

Local 1546: https://www.facebook.com/iam1546

Local 1584: https://www.facebook.com/IAMLocal1584



Retired and active members: Please write in if something in *The Sparkplug* makes you happy or mad or inspires you to action. Letters may be submitted as follows:

e-mail: dchaplan@mindspring.com **fax:** 510-288-1346

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

Send the mailing label on this newspaper to your local union office. Please note: Even 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!

(Addresses are all on page 8.)



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Debra Chaplan, Managing Editor



UNION PEOPLE

Local 1484 Retiree Banquet

On November 9, 2016, Local 1484 held its annual retiree banquet and more than 50 retirees attended. The event was held at the China Buffet in Torrance.

The guest speaker was Amador Max Chavez, former Business Rep for Local 94 who's also known as the High Desert Coyote. Chavez reflected on the election, the state of unions today, and the need for retirees to stay involved.





Local 1546 Shop Steward of the Year Dan Luna gets his award from Area Director Steve Older.

Local 1546 Shop Steward of the Year

Local 1546 named Dan Luna as its Shop Steward of the Year for 2016 at the local's steward's dinner, held on December 6 at the union hall.

"With Dan's help, we negotiated the contract at Mercedes of Oakland," says Area Director Steve Older. "The dealership had been out of contract for about a year, mostly because they were holding out on union security. But, we got it in the end; the members ratified the agreement and we finally have a signed contract. Dan did a great job, and we'll be hearing a lot from him in the future."

Local 1173 Shop Stewards of the Year

Because Local 1173 didn't honor a steward last year, they made up for the lapse on December 7, at their holiday party, when they honored shop stewards for both 2015 and 2016.

Paul Bryan from Concord Honda was the 2015 Shop Steward of the Year. "It took former Area Director Rick Rogers five years to get a contract with Sonic Corp," says Area Director Steve Older. "We're about a year and a half into that contract now. Paul is doing a great job helping keep Sonic in line."

t The winner of the 2016 Shop Steward of the Year is Steve Hood, who works at Autocom Nisssan in Concord.

"Concord Nissan had been a union shop for 40

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From left: Steve Older with Local 1173 Shop Stewards of the Year Steve Hood (2016) and Paul Bryan (2015.)

years, but the shop was sold in 2014 to Autocom, and the new owners preferred to be unionfree," says Older. "It took two years of negotiations, but Steve persevered and we finally got a contract in August. We wanted to honor him for his excellent work in helping to get that contract done."

6 5

BENEFITS UPDATE

New administrator for Automotive Industries Trust Funds and related plans

To contact the Fund office:

800-635-3105

aitrustfunds.org

All members who participate in the Automotive Industries Health and Welfare Plans, Pension Plan, Individual Account Retirement Plan (IARP), CMTA/IAM Retiree Medical Plans and the M.J.Day

Retiree Investment Plan will experience some delays in contacting the plans administrative offices or filing claims with these plans due to replacement of the plans' current administrator.

The former administrator for the funds, Associated Third Party Administrators (ATPA), suddenly and with little notice, ceased operations and the funds are in the process of transitioning services to a new administrator.

The Trustees of the plans had contemplated replacing ATPA and had already concluded their interviews and bid procedure. However, the abrupt closure of ATPA was unexpected and it will take some time to transfer records and data files and to reestablish operations with the new administrator. All telephone calls are currently being routed to a voicemail system and will be returned as quickly as

possible.

To contact the fund offices, call 800-635-3105.

Due to this transition, call volume is expected to be heavy and patience by

all during this time period will be appreciated. This process is being expedited and all security protocols are in place to protect sensitive personal data. Additional information will be mailed regarding upcoming changes, including updated contact information for the funds.

You may also visit the funds' website at www. aitrustfunds.org for current updates as they become available.



THE 2016 ELECTION

Union responses to the 2016 national election

"We can never back down from our values..."

Richard Trumka, President, AFL-CIO, November 9, 2016

Donald Trump has been elected president. America is a democratic nation, and the voters have spoken. The AFL-CIO accepts the outcome of this election and offers our congratulations to President-elect Trump.

More than anything, this election is an indictment of politics as usual.

For too long, the political elites have embraced economic policies that hold down wages, increase inequality, diminish opportunity and ship American jobs overseas. Voters in both the primary and general election have delivered a clear message: enough.

The President-elect made promises in this campaign—on trade, on restoring manufacturing, on reviving our communities. We will work to make many of those promises a reality. If he is willing to work with us, consistent with our values, we are ready to work with him.

But make no mistake, we can never back down from our values. The presence of racism, misogyny and anti-immigrant appeals caused damage in this campaign and we must all try to repair it with inclusion, decency and honesty. As we move forward, the labor movement is committed to defending our American democracy. Ultimately, the fundamental duty of America's President, symbolized by swearing to uphold our Constitution, is to protect and preserve our democracy and the institutions that make it real. We hope to work with President-elect Trump to help him carry out this solemn responsibility. Regardless, America's labor movement will protect our democracy and safeguard the most vulnerable among us.

This election is a statement about our broken economic and political rules. Therefore, the work of the labor movement continues with fresh urgency. The change voters cried out for in this campaign can be found by standing together in unions. The election is over. But we are more committed than ever to helping working people win a voice on the job and in our democracy.

We will never stop striving to represent everyone, fighting for basic human dignity, expanding our diversity and growing our ranks to give working people a strong, united voice.

Preparing for the fight ahead

We have no crystal ball to tell us exactly what a Trump administration will do for workers and the unions that support them, but his early cabinet announcements are troubling, at best. Led by Wall Street titans and campaign donors with no government experience, the cabinet is likely to push a divisive hard-right political agenda that promotes business and shreds workers' rights. "We have to anticipate their plans so that we can launch an effective fightback," says District 190 Directing Business Rep Jim Beno. Here are just a few areas where labor will be active:

Right to organize and labor law

- Federal Right-to-work legislation could impact California's 2.5 million union members
- Repeal of Obama's federal executive orders that protect workers' rights. These include the overtime rule, requiring worker retention, and not funding anti-union activities.
- Federal preemption of state labor laws, such as the \$15 minimum wage, paid sick days, paid family leave, the 8-hour day.
- Repeal Davis-Bacon, the prevailing wage law for the construction industry.
- Repeal the mandatory agency fee for public employee unions, undercutting their bargaining and political power.

Health Care

- Repeal Medicaid expansion. California would lose \$16 billion annually and 3.5 million Californians would lose Medi-Cal Coverage.
- Repeal Affordable Care Act subsidies that help 1.2 million Californians afford health insurance.
- Cap the tax exclusion for employer-sponsored health coverage—this means you will have to pay taxes on your good health and welfare policies.
- Privatize Medicare into a premium-support voucher program.

Federal workers may be the first to feel the effects of the Trump administration's call to shrink government. Immigrant workers fear workplace raids and deportations. Workplace safety laws will likely be weakened in the effort to "streamline regulations." And, taxes for the wealthy will be lowered, further reducing available federal funds for important programs.

"Amidst the darkness...California firmly remains a beacon of light and hope..."

Art Pulaski, Exec. Secretary-Treasurer, California Labor Federation, November 9, 2016

Amidst the darkness of the national election results for progressives and working people, California firmly remains a beacon of light and hope. Hillary Clinton won by nearly 30 points in California and we elected a true fighter for working people to the U.S. Senate in Kamala Harris.

The months of on-the-ground organizing unions poured into this election continued our state's progress. We passed two important measures to fund schools and health care in Prop 55 and 56. We restored bilingual education and built on criminal justice reform. Prop 53, which threatened good jobs and much-needed infrastructure projects, was rejected.

Our Nevada program, which included 2300

volunteers traveling to the Silver State, delivered wins for Clinton and U.S. Senate candidate Catherine Cortez Masto and helped turn the Nevada state legislature blue.

We're proud to be heading toward an even more progressive legislature, despite the millions spent by corporate interests to thwart California's progress. While the national result is disheartening, we're committed to ensuring California remains a shining example of what working people can accomplish when we stand together. And we have a message for Trump this morning: California is already great. We're simply not going to allow Trump to turn back the clock on the decades of progress we've made on workers' rights and equality.

Time to apply for an IAM scholarship

The 2017 IAM Scholarship Competition is now accepting applications. The deadline for submissions is **February 24, 2017**.

Get online and go to: https://www.goiam. org/news/departments/hq/scholarships/2017-iam-scholarship-competition/ to download an application and see eligibility rules.

The IAM awards scholarships to:

- Children of IAM members (parent or guardian) applying for college
- Children of IAM members (parent or guardian) applying for vocational or technical school
- IAM members applying for college

Since its implementation in 1960, the Scholarship Competition has continued to grow. In 2015-2016, the IAM received 294 applications; the 16 scholarships awarded were valued at \$72,000.

By convention resolution, IAM delegates determined that voluntary contributions to finance the scholarship fund be set at 50 cents per member, per year. To date, 224 of the IAM's approximately 960 Locals have contributed. If your lodge has not adopted this resolution or has not contributed for this year, please give it serious consideration at your next lodge meeting.

Call the IAM Safety and Health Department, which administers the scholarship competition, at 301-967-4708 to request an application packet. You may also get one from your local or district lodge.

IAM Photo Contest

The 2017 IAM Photography Contest is now open to all IAM members in good standing. Winning entries will win a cash prize and will appear in the 2018 IAM calendar. Two dollars from each calendar sale is donated to Guide Dogs of America.

Photos may be in film or digital format. However, digital photos must be taken with a good quality camera and must be set at the "fine" setting. Photo tips: show the IAM logo, hands working, unique machinery, or an action shot, unposed, that catches IAM member(s) at work.

There is no fee to participate in the contest.

The deadline for entries is **June 3, 2017**. Winners will be announced in the fall of 2017.

You may download the contest entry package by going to http://www.goiam.org/photocontest, or request one from the IAM Communications Department by phone: 301-967-4520 or email: tcrutchfield@iamaw.org.



AROUND 7

WARNING! UNION ORGANIZERS IN THE AREA

BE ON YOUR GUARD THEY WILL TRY AND FORCE:

- HIGHER WAGES
- WORKPLACE SAFETY
- PAID HOLIDAYS
- SICK LEAVE
- PENSIONS AND MORE **DOWN YOUR THROAT!**

WE WOULDN'T WANT THAT, WOULD WE?

Organizing

Student Transportation

On October 28, the Labor Board certified that the four mechanics at Student Transportation, a First Student school bus affiliate in North Hollywood, voted unanimously to join IAM Local 1484. "This was a good campaign," says Business Rep Kevin Kucera. "We fully prepared the guys for how the company might try to fight us, so by the time the union buster came in, he couldn't convince them of anything."

Kucera says that the company fired their operations manager thinking that would turn the guys around. "But it didn't work. Two of them had worked union in the past and knew the benefits of unionization and a pension."

Kucera looks forward to starting negotiations

Mossy Nissan

It's going on two years since the employees at Mossy Nissan in Oceanside voted to become members of Local 1484," says Area Director for Organizing Jesse Juarez. "But the dealership has stood firm in fighting the union." In that time, the bargaining has all been "surface" and the union has had to file numerous unfair labor practice charges and wage and hour litigation.

"We've got a solid, strong unit. The employer tried to instigate a decertification vote, but got no support, so now that's off the table," Juarez says. "Rather than respect their employees, they're paying big bucks to their attorney to make outlandish, unreasonable proposals. We see it for the delay tactic that it is, and we'll continue to fight until we have a contract."

Local 653 - Fresno

New contracts

Commercial Manufacturing: The 20 members who work at Commercial Manufacturing in Fresno have a new three-year agreement, reports Business Rep Jeremy Celaya. "The contract includes 3% wage increases each contract year, \$0.05 cents added to the pension contribution each contract year, increased benefits on prescription safety glasses, and cleaning up some of the contract language."

Celaya wanted to thank Shop Steward Francisco Chavez for his role at the table.

URS C-26 Group: The three mechanics who work on the C-26 planes at URS in Fresno have a first contract. The four-year agreement will give them 3% wage increases, a match on their 401(k) contributions, and increases in paid time off.

Celaya says that he's currently in negotiations with Sun-Maid Growers. "A federal mediator has been called in to help push the company to get a deal done."

Local 1173 - Concord

Impact of minimum wage increase

The techs at Lehmers GMC-Buick in Concord ratified a good five-year contract that included solid wage increases in November, reports Area Director Steve Older.

The way the wage law currently works, if an employee supplies their own tools, they have to be paid twice the minimum wage. When the minimum was \$8 or even \$10, that rate was okay. But with the minimum wage heading up to \$15/hour, employers will have to pay \$30/hour for their least skilled workers, and potentially substantially more for journeymen," Older explains. "In an effort to help our employers deal with the new reality, we negotiated a special rate for installers in the event that the company supplies the tools. We designed a \$4,000 set of tools that each employer gives to the installer, listing out the specific tools that need to be included for maximum productivity."

Older says that he's included this installer plan in two contracts and hopes that it will become the model for future contracts.

"We'd like to see that the installers get to keep the tool set at some point, such as when they complete their apprenticeship and become journeymen. It would be a great incentive to stay in the program and take good care of the tools."

Talks continue with new owner

Older is in negotiations with Volvo Cars of Walnut Creek, the new owner of Lawrence Volvo. "We've had three meetings and the talks are going fairly well," he reports. "I fully expect to get a contract."

Local 1414 - San Mateo

On-time contract

Local 1414 represents about 85 mechanics at the Golden Gate Bridge District in three units—the bus, ferry and bridge divisions. For a variety of reasons, the last two contracts were 40 and 38 weeks late. "Often that doesn't matter," says Business Rep Art Gonzalez, "because the company provides the benefit increases retroactively. However, in the case of the District, there are no retro raises." That's why Gonzalez proposed a three-year roll-over contract extension. "In addition to a small copay added to the health and welfare, they'll get 3% in wage increases each year. That's an 18% increase after six years."

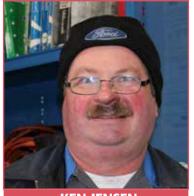
"The members were thrilled and ratified the contract nearly unanimously," says Gonzalez. "Many said that this is the first time that they'll have a new contract start the day after the old contract ends." And, he reports, the Bridge District is happy to have saved money on negotiations.

In all, 23 unions work at the Bridge District and to date, 11 have jumped on board with contract extension language.

Local 1414 members repair the Golden Gate Bridge buses and ferries as well as the equipment on the bridge.

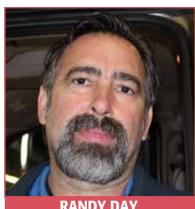
Gonzalez wanted to give special

SHOP TALK: What are your hopes for the future (particularly the new Presid



KEN JENSEN Henry Curtis Ford Local 1596 - 17 years

"I'm hoping the new administration will be more attentive to the workers' needs of this country. I'd like to see more jobs come back home and not be outsourced."



RANDY DAY Henry Curtis Ford Local 1596 - 35 years

"Everything's so out of whack; we're in turmoil. I'd hope we'll get a handle on the violence in this country and others, and alleviate the racial tension."



Henry Curtis Ford Local 1596 - 3 months

"I hope the whole idea of a union still stands in the future. The more we can come together and unify, we can stay strong together."



Henry Curtis Ford Local 1596 - 1-1/2 years

"I just hope that welfare, social security and medicare will be available for a long time."



Amac Plast Local 1596

"There is no hop Trump is just ra bly won't do a g will be sorry the him."

THE LOCALS

thanks to the stewards—Mark Jayne (bus), Todd Leitch (ferry), and Ron Willits (bridge)—who were instrumental in explaining the contract to the members and getting it ratified.

Higher health care caps

Area Director Tom Brandon reports that the seven members at **Shamrock Materials** in Petaluma ratified a new three-year contract. "They'll get \$1.25 in wage increases each year. The company will pay the full health and welfare bill in year one, and will pay up to 15% in increases in year two and 10% in year three. Plus, if the full cap is not used in year two, the remainder will roll over to year three. So if we only use 8% the second year, we have 17% available in the third year."

Local 1484-Wilmington

Money for Training

For several years, Business Rep Kevin Kucera has served as a member of the Southeast Los Angeles Workforce Investment Board. That commitment is now paying off for one of the largest employers in his Local.

"We were able to get a \$1.3 million contract for the region from California's Employment Training Panel. I worked with **SSA** to develop a proposal for incumbent re-training," Kucera says. "The \$300,000 contract that they got will enable the company to fund 12 components of training and will give our members the necessary skills to stay competitive and prepared for changes in how work at the port gets done in the future."

Local 1528 - Modesto

Fixing a mistake

Sometimes a mistake is just a mistake, but when it's compounded by bureaucracy, it can get out of hand.

For one employee at Applied Aerospace in Stockton, that's just what happened. Fortunately, he has a union to help make the situation right.

This employee put in a request for time off six weeks in advance of the days he wanted to take. "His mistake was that he checked the wrong box on the form signaling that he he didn't actually have enough time accrued to cover two of the five days he wanted to take," says Business Rep Skip Hatch. When he came back from his trip, the company gave him "attendance points," which meant he had to serve a 5-day suspension. Getting points means that he might not be eligible for a promotion, and had he had more points on his record, he could have been terminated.

"We went to a board of adjustment and got, what we think, is a good win-win resolution," says Hatch. "While we couldn't get him the back pay for the days he didn't work on suspension, we did get the points removed."

Hatch believes that the employee made an honest mistake and has some blame. But, the company had some blame too. "We're working on clarifying the forms so this doesn't happen again in the future."

Local 1546 - Oakland

Body shop raises

The four techs and two painters who work at McGills Body Shop in San Lorenzo ratified a new three-year contract. "We got a \$.50/year wage increase in each of the next three years. We also got a week's vacation back," says Business Rep Pat Woodward, who explained that they previously got a one week vacation and a \$500 bonus, and now have two weeks vacation again. "Another important benefit is that we eliminated the em

ployee healthcare co-pay, effective November 1, 2016.

Good bakery deal

The three members who work at **Svenhards Bakery**, in Hayward and Manteca/Sacramento, ratified a new three-year contract in November. "In addition to \$1 wage increases each year, the company increased the caps on their health and welfare substantially enough that they should cover all of the costs for the coming period.

Sympathetic to the difficulties of the pension plan, they will also put money into the California Machinists 401K plan—\$100/month in 2016, \$120 in 2017 and \$140 in 2018.

"They really took care of our members," says Woodard. "Admittedly, they've been a little behind on the wages and this isn't a large group, so they wanted to help them catch up."

Local 1596 - Petaluma

First contracts in the works

Area Director Tom Brandon is in negotiations with **Northbay Nissan** in Petaluma for a first agreement. Also, he and Business Rep Art Gonzalez are in talks with **SMART** train. "After four meetings, we're still on the non-economic issues."

Brandon completed a new threeyear contract with **Petaluma Poultry**, which is owned by Perdue Foods, and the four members ratified it in December. "They'll get 80 cents each year in wage increases," he says.

Ryder Truck will be taking over truck maintenance for Clover Stornetta in January, 2017 and they signed a recognition agreement. "We're in negotiations with them now to get a contract before the end of the year," Brandon says.

And the talks are continuing with Henry Curtis Ford in Petaluma.

Coming attractions

Brandon looks forward to 2017 when the local has negotiations with the following shops: **Amac Plastics** in Petaluma; **MGM Brakes** in Cloverdale; and **Fred's Body Shop** in Eureka.

Local 2182-Sacramento

Union helps even before contract is inked

Local 2182 has been working on getting a first contract for the 14 bus servicers and clerks who work at MV Transportation in Stockton for more than a year. MV subcontracts for the regional bus district in San Joaquin County. "We've bargained on everything we can, but we just haven't yet been able to finalize the deal," says Business Rep Skip Hatch, "because MV's contract with San Joaquin is up in the air."

Meantime, while the talks have been going on, an employee was suspended. "He was very enthusiastic about wanting to learn a particular task, but when his lead pulled him off that task to do another one, he objected quite colorfully," says Hatch. "He was suspended pending an investigation, although some folks wanted to terminate him immediately." Hatch says that he insisted on meeting with the company to point out that the labor code requires them to bargain with the union while contract negotiations are going on.

Hatch says that he was able to show the company the redeeming qualities of this employee. "I told him, in front of his employer, that he has a unique communications style that I haven't seen before, but he needs to use his creative genius to communicate. The company changed its mind and let him return to work contingent on him signing a last-chance agreement.

ential administration)?



oe. To me, cist and probaood job. People y voted for



Amac Plastic Products Local 1596 - 18 years

"I'm hoping for a good pension and health care and that it continues for new workers. We need to keep social security strong and strengthen pensions for the future."



Amac Plastic Products Local 1596 - 9 years

"I just hope that we'll get more money, holidays, vacation time, and keep seniority strong to make the factory an even better place."



CARMEN DIEGO
Amac Plastic Products
Local 1596 - 5 years

"I just hope things get better—we need more money and more vacation."



FERNANDO RUIZ Amac Plastic Products Local 1596 - 4 years

"I am worried. I don't think that Trump will be good for the country. This country is not a monarchy, so hopefully has to work through a lot of steps. At least in California we should have some protections."



IN THE NEWS

Trump names fast-food CEO and minimum wage critic to head Labor Dept.

President-elect Donald Trump named fast-food executive Andrew Puzder to head the Labor Department. Puzder, who runs CKE Restaurants, the parent company of Hardee's and Carl's Jr., has been a harsh critic of raising the federal minimum wage to \$15 an hour, arguing that it would increase costs for consumers and lead to fewer jobs. He also opposes the recently-delayed Labor Department rule that aimed to make millions more workers eligible for overtime pay.

Puzder is a supporter of the approach touted by Trump on the campaign trail that lowering taxes for corporations and the wealthy and loosening regulations for businesses can boost job creation. He is a strong opponent of the Affordable Care Act, which he claims has hurt the restaurant industry because higher health premiums have left consumers with less money to spend.

By bringing in Puzder, Trump is signaling that he may scale back some of regulations introduced by current Labor Secretary Tom Perez. If confirmed by the Senate, Puzder will have the potential to reverse some of the Obama administration's most notable efforts to bolster protections for workers, families and retirement savers.

Many Democrats and consumer advocates are critical of Trump's pick, saying his approach may harm low-wage workers. "The Labor Secretary should be someone who wakes up every day thinking about how they can raise American wages and fight for American workers," Sen. Charles Schumer said in a statement. "Mr. Puzder's career has shown exactly the opposite."

Puzder became the CEO of CKE Restaurants in 2000. The company,





which has more than 3,700 restaurant locations in 44 states and 39 countries, is in the process of relocating its headquarters from southern California to Nashville. Prior to joining the fast-food business, he worked as a commercial trial lawyer in St. Louis, Mo. [See more about Puzder on page 7.]

-Washington Post

Trump attacks union leader for telling truth

Donald Trump wanted to show that he was standing for workers so he struck a deal with Carrier, an air conditioning company in Indiana, to keep 730 jobs in the U.S. instead of sending them to Mexico. However, this figure is substantially less than the 1,100 jobs he crowed about saving.

When Chuck Jones, president of United Steelworkers Local 1999, finally got a chance to look at the numbers, he realized that Trump exaggerated by more than 400 jobs. That meant it was up to Jones to notify 400 of his members that the livelihoods they thought had been saved were, in fact, still being shipped to Mexico after all. Jones' response? To tell the media that

HOW DOES THIS THING WORK? RIGHTY TIGHTY, LEFTY LOOSEY



Trump had "lied his a-- off."

Trumps' response? Two tweets: "Chuck Jones, who is President of United Steelworkers 1999, has done a terrible job representing workers. No wonder companies flee country!" and "If United Steelworkers 1999 was any good, they would have kept those jobs in Indiana. Spend more time working-less time talking. Reduce dues."

Jones said that the union had proposed \$23 million in annual cuts, but the company rejected the offer. The only way the company would have kept those jobs in Indiana was if the workers had agreed to wages of \$5/hour, which would have been unacceptable to the workers and an illegal wage that was below minimum wage. Reducing union dues had nothing to do with the company's desire to increase profits.

In exchange for downsizing its move south of the border, United Technologies, Carrier's parent company, will receive \$7 million in tax credits from Indiana, to be paid in \$700,000 installments each year for a decade. Carrier, meanwhile, agreed to invest \$16 million in its Indiana operation, although they

still plan to send 700 factory jobs from Huntington, Ind, to Monterrey, Mexico.

New House labor committee chair questions need for unions

The incoming chair of the congressional panel that oversees labor issues questioned the need for unions and said she wants to repeal various Obama administration labor policies.

Organized labor has "sort of lost its reason for being" because of the many laws in place to protect workers, said Representative Virginia Foxx, a 73-year-old Republican from North Carolina who will become chair of the U.S. House of Representatives Committee on Education and the Workforce in January, in a telephone interview with Reuters

Foxx, who was first elected to the House in 2004, said one of her committee's top priorities will be to roll back a slew of Obama administration labor initiatives.

At the top of her agenda is the U.S. Labor Department rule that would extend mandatory overtime pay to more than 4 million workers. A federal judge in Texas blocked the rule in November, just before it took effect, but the Labor Department has challenged that ruling in a federal appeals court.

Among other targets that Foxx cited for repeal are the National Labor Relations Board's revised standard for "joint employment" that could make it easier for unions and regulators to hold companies accountable for the employment practices of staffing agencies, contractors and franchisees with which they partner. That issue has been most prominently in play in a case involving McDonald's Corp over whether it, as well as its franchisees,

—continued on page 7

SHOP TALK: What are your hopes for the future & the new administration?

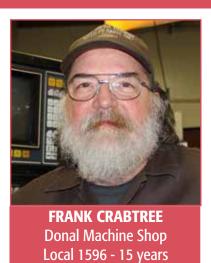


"He's the president that the people elected. I don't have high hopes—I never do!"

Local 1596 - 6 years



"I hope that things will be better for everyone. Workers are part of the community; Trump needs to support us all and that will help the country."



"My hope is that Donald Trump does for unions what Barack Obama did for gun sales."



"I hope to see an uptick in manufacturing in this country, and especially in California. Instead of jobs leaving the state, I'd like to see more retention of good paying jobs. My biggest concern is training and development."



IN THE NEWS

can be held liable in complaints about the violation of employee rights.

Foxx said she expects strong opposition from Democrats. "I think that they will bring up their tired arguments about how we are destroying the world by doing the things that we're doing, but frankly I think this last election shows that the American people aren't buying those arguments anymore," she said.

-Robert Iafalla, Reuters

Millions of workers in limbo after expanded overtime pay rule is put on hold

A Labor Department rule that would have kicked in on December 1 was supposed to make more than four million additional workers eligible for overtime pay. But, a federal judge in Texas halted its imposition in late November, ruling that the department exceeded its authority when it more than doubled the salary limit that determines which workers should be made eligible for overtime pay.

The rule would have made overtime pay an option for full-time, salaried employees earning up to \$47,476 a year — substantially more than the current threshold of \$23,660 a year. The rule hadn't been updated in 12 years. But business groups, states and other employers expressed concerns that the higher income threshold would hurt their bottom lines, disrupt their business models, or limit opportunities for employees.

The Labor Department appealed the injunction but it's not yet clear when the court will come to a final decision on the case.

—Jonelle Marte, Washington Post

Top 11 Reasons to Resist Andrew Puzder's Nomination to be Secretary of Labor

Andrew Puzder to BeHead Labor

1. Puzder has a history of labor disputes, yet has been chosen to represent workers. The Department of Labor has investigated Puzder's restaurants many times over his 16 years as CEO of CKE Restaurants. In 60% of the investigations since 2009, CKE restaurants and franchises were found to have violated wage and hour laws.

2. Puzder argued against raising the minimum wage because it would reduce companies' profits. In an op-ed, Puzder recycled tired conservative talking points that increasing the minimum wage kills jobs. Hint to the

new Labor Secretary: it doesn't. Actually raising the minimum wage reduces inequality, enables workers to earn a more livable wage, and grows the economy.

3. Puzder blames low-wage workers for poverty, despite making nearly 300 times the wages of a minimum wage worker in 2012. Though he employs many low-wage workers,

Puzder is against the social safety net, claiming that it "can lock [people] into poverty."

- 4. Puzder has said he'd be interested in replacing his workers with machines to avoid paying for worker benefits. Puzder has said "[Machines are] always polite, they always upsell, they never take a vacation, they never show up late, there's never a slip-and-fall, or an age, sex, or race discrimination case." He even said he'd "want to try" an employee-free operation in his restaurants.
- 5. Puzder has said the solution to sluggish job growth is "more work, less welfare." In an op-ed, Puzder thinks workers should just work more to help their economic squeeze, which is pretty difficult when workers, like those at CKE restaurants, make poverty wages and when CEO's like Puzder oppose the overtime rule, which would actually pay workers for working more hours.
- **6. Puzder has complained about meal and rest breaks for employees.** In a room full of prospective lawyers, Puzder railed against work standards in California. Now he'll oversee policy for workers across the U.S.
- 7. Puzder is against the overtime rule, saying treating entry level managers as "hourly" workers will

prevent them from realizing their full career potential—through "an increased sense of ownership"—and "achiev[ing] the American Dream." Puzder has also said that the overtime rule would "demote entry-level managers to glorified crew members," which is not the case. The overtime rule would enable more workers to be paid for the overtime hours they work—instead of companies like CKE restaurants profiting off of unpaid work.

8. Puzder's nomination creates a massive conflict of interest, which appears to be a major theme in Donald

Trump's Administration. Puzder's Labor Department would be in charge of investigating employers, including his franchised and company-owned stores, for labor violations—which could create massive conflicts of interest, as Bloomberg reports.

9. Puzder is against the Affordable Care Act—which, if repealed, would mean 30 million

Americans would lose their health insurance coverage. He even claimed that "Obamacare is the craziest thing in the world and does not make sense." What does make sense is that it got more than 20 million Americans health insurance coverage.

- 10. As CEO, Puzder continued to collect perks while his employees' had their retirement benefits cut. While Puzder was CEO, CKE Restaurants stopped making contributions to the 401(k) retirement plans of 130 employees at its corporate headquarters. But there was enough money to pay for Puzder's perks, including dues for recreation clubs, personal use of the company plane, and car allowance.
- 11. Puzder is against basically everything the Labor Department was created to do. The Labor Department was created "to foster, promote, and develop the welfare of the wage earners of the United States, to improve their working conditions, and to advance their opportunities for profitable employment." Yet Donald Trump nominated a billionaire who is against helping workers earn more money or get ahead in the economy.
 - -The Progress Report, Center for American Progress

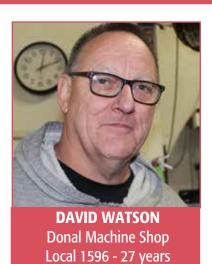
SHOP TALK: What are your hopes for the future & the new administration?



NEAL CAO

Donal Machine Shop
Local 1596 - 3 years

"I hope that there's no racism and that America pays more attention to the environment."

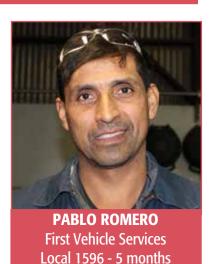


"I hope that we don't go to war because of how Trump shoots from the hip. On manufacturing, it's important that he comes through with his promises, though it'll be hard for us to compete with 'low-cost countries'."



Donal Machine Shop Local 1596 - 20 years

"I hope everybody has prosperity and that what gets done benefits all of the people. I don't want to hear lies. We all need to learn to be humble."



"We're in a country filled with and built by immigrants, and I'm one of them. I keep hope that the country will be a better place for everybody."

BUY UNION

American-Made & Union-Made Gifts

Truly American-made gifts can often be difficult to find, so Labor 411 has put together a handy list of some familiar union-made brands that are either 100-percent domestically produced or close to it. Buying these ultra-domestic products means the power of your purchase is at its strongest, which means you are helping sustain a healthy middle class in this country!

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.



Filson clothes and bags Kauai Coffee **Cutco knives** Chateau Ste. Michelle wine **Omaha Steaks Harley Davidson** Jack Daniel's whiskey **Buffalo Trace bourbon** See's Candies Ghirardelli Chocolate Stanley Tools – American Heritage collection

Turning Leaf wine



UNION MEETINGS

Lodae 190

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

Meetings are the fourth Tuesday of each

January 24 • February 28 • March 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

January 19 • February 16 • March 16 General Membership Meeting: 6:00 p.m. on the first Tuesday of the month

January 5 • February 2 • March 2 **Retirees'** Club: 1:00 p.m. on the third Wednesday of the month: January 20 • February 17 • March 17

Local 93

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

Meetings are the second Tuesday of each month

January 10 • February 14 • March 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

January 4 • February 1 • March 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

January 15 • February 19 • March 19 *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 in November

January 18 • February 15 • March 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

Meetings are the first Tuesday of the month

January 3 • February 7 • March 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 2 • March 2 Retiree Club Pot Luck Luncheon: 12 noon on the first Wednesday of each month

January 4 • February 1 • March 1 **Alcoholics Anonymous**: 9 a.m. every Saturday

Local 801

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

Local IIOI

San Jose, CA 95125

408-723-4900

2102 Almaden Rd., #105

Meetings are the third Thursday of the month

January 19 • February 16 • March 16 Membership Meeting: 4:00 p.m.

January 12 • February 9 • March 9

General Membership Meeting: 6:30 p.m.

Executive Board Meeting: 5:30 p.m.

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

Meetings are the second Thursday of the month

Local 1584

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

Meetings are the third Thursday of the month

January 19 • February 16 • March 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 month: January 5 • February 2 • March 2

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

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

January 14 • February 11 • March 11

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

January 14 • February 11 • March 11

Local 1596

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

Meetings are the third Tuesday of the month

January 17 • February 21 • March 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

January 19 • February 16 • March 16

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

January 12 • February 9 • March 9

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

January 19 • February 16 • March 16

Retirees' Club: 11:00 a.m. on the first Wednesday of March, June, Sept., Dec. All are welcome! March 1, 2017 • June 7, 2017

Local 2182

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

Meetings are the second Tuesday of the month

January 12 • February 9 • March 9 Executive Board Meeting: 6:00 p.m. General Membership Meeting: 7:00 p.m. Retirees' VISTA CLUB: 11:00 a.m. on the third Wednesday of each month: January 20 • February 17 • March 17