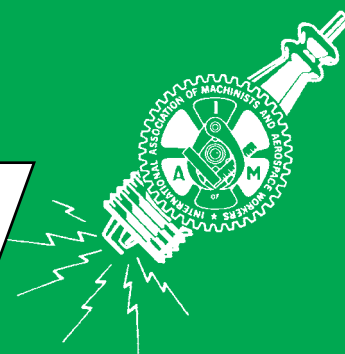


# The IAM District 190 Sparkplug



VOL. 19 NO. 4

TRADE UNION COUNCIL 18

December 2017/January-February 2018

Serving the Active and Retired Members of IAM District Lodge 190

## Two-month Henkel strike settled in time for holidays

After 64 days on strike, the 75 Local 1584 Machinists at Henkel Aerospace overwhelmingly ratified a new three-year agreement on December 19. "It's a good deal that includes wage increases, benefit improvements, a signing bonus, additional holidays, and most importantly, a strong safety committee," says Area Director Steve Older. Henkel Aerospace, located in Baypoint, manufactures specialty adhesives for the aerospace industry. The workers walked out on October 16 and had been on strike for nearly nine weeks until the settlement was reached.

As the contract negotiations had drawn near, the workers were clear that safety was their top priority; they wanted the company to take a proactive approach toward preventing workplace accidents. In addition to daily exposure to harmful fumes and chemicals, some of the machines employees use spin at a rate of 700 mph.

The impetus for seeking union representation was that a worker got his hand mangled working on an unguarded machine. During the 2013 organizing drive, another worker was killed. "Safety was the priority when they organized, and they wanted to use the leverage of negotiations to improve working conditions and establish a strong safety committee," says Older.

"The machines we work with are really, really dangerous," Chief Shop Steward Willard Morris told NBC-Bay Area. "They could kill you. We definitely have safety issues in the plant that need to be addressed, and we want the company to be held accountable." Morris, who's worked at Henkel for more than 11 years, said that it's not uncommon for workers to approach management with a safety concern, only to have their worries



dismissed. "One employee lost his life as a result of the company not making necessary fixes that OSHA had ordered. This company preaches safety but their record speaks otherwise. That's the main reason we're out here on strike." Willard says that the union and management should have a partnership. "The company should have the employees' best interest in mind. Unfortunately, our relationship here is adversarial, and that doesn't serve anybody's best interest."

"It's a shame that we have to strike to get a safe place to work. All we want is a safety committee with teeth in it," said IAM General Vice President Gary Allen, who joined the picket line in October. "These workers stood up and I'm proud of them."

Adding insult to injury, the company refused to negotiate for the first seven weeks. Instead, they hired Minnesota-based Strom Engineering, a company that prides itself on what they call strike staffing for aerospace manufacturers. "We will help you establish a detailed staffing plan to ensure consistent production in the event of a labor disruption," Strom's website crowns. They brought in about 30 strikebreakers for whom Henkel had to pay not only an exorbitant contractor's fee, but also for their hotels and daily busing to the facility.

Greg Glasper has worked at Henkel as a film lead operator for nearly six years and he serves on the Executive Board of Local 1584. "We're tired of the company treating us like we don't matter," he said at a strike action five days after the strike began. "They act like the union doesn't exist. People get hurt and they don't fix any of the issues. We want it in the contract that we can grieve problems that are brought to their attention that they don't fix." Glasper said that in his first month on the job, a pump blew up in his face. "Fortunately, they had just initiated a mandatory hardhat program, or else I'd have been in bad shape."

Monique Haywood Richie, known as the "mother of the shop," has worked at Henkel for

—continued on page 5



Top: Strikers and other trade unionists at the October 21 strike action, just five days into the Henkel strike.

2nd: Henkel bargaining team: Will Morris, Greg Glasper, Chris Fajardo and Jack Robinson.

3rd: Strikers in front of Henkel sign.

4th: IAM Vice President Gary Allen (center) and Area Director Steve Older (right).





Call the IAM's scholarship department, at 301-967-4708 to request an application packet. You may also get one from your local or district lodge.



**mail:** IAM District 190  
8201 Capwell Drive  
Oakland, CA 94621

The awards were distributed at Local 1414's July general membership meeting in San Mateo.



Happy Holidays from the entire  
IAM District 190 staff & officers!

Pedro Mendez  
Mark Martin  
Steve Older  
Robbie Pintos  
Jim Schwantz  
Dave Taylor  
Pat Woodward



BENEFITS NEWS

REMINDER: Sign up for your Preventive Care Health Evaluation or face doubled deductibles

The deadline to get a medical screening so that you can sign up for the Health Dynamics preventive care benefit has been extended to March 31, 2018.

Perhaps the most thorough health evaluation you'll ever have, this absolutely free 84-point exam provides a comprehensive health profile that identifies potential health concerns, assesses your nutritional status and fitness and helps keep you on track to maintain optimal health.

This comprehensive preventive care health evaluation will be good for your health as it helps to hold down the AI Health Fund's costs. As the Fund's Trustees say, "If the exams can root out even a few serious health conditions in their early stages—getting people preventive treatment before they end up in the ER, the program will pay for itself."

All currently eligible Direct Pay Medical

IAM backs new pension protections

In a letter to U.S. Senators, IAM General President Robert Martinez strongly urges support of the bill S. 2147, the Butch Lewis Act of 2017, as a way to help save the financially-troubled multi-employer pension system while fully protecting the earned and vested benefits of current and future retirees.

According to Martinez' letter, "the multi-employer pension system is on the brink of a real and disastrous crisis." While the majority of multi-employer pension plans are well funded, the PBGC estimates that over 100 multi-employer pension plans, covering more than a million participants, will become insolvent within the next 20 years. An additional 200 plans are in the "red zone," meaning that they have less than 65% of the assets needed to meet their promised obligations to participants. Recently the only Federal assistance offered to these troubled plans comes from the PBGC and only after the plan has already failed. Given the number of plans on the brink of failure, the PBGC's multi-employer insurance program is projected to become insolvent by 2025.

The Butch Lewis Act of 2017 offers a real,

Plan A, B and C participants and their spouses qualify for this new benefit.

While the new benefit is not mandatory, all participants and their spouses are strongly encouraged to complete an evaluation.

**IMPORTANT: Any participant and eligible spouse who do not complete the health evaluation by March 31, 2018 will have their medical plan deductibles doubled for 2018.**

As an added incentive to the obvious health benefits you will attain by doing this, the Trustees approved giving a \$260 gift card each to you and to your spouse once you have completed the requirements of the evaluation. (Note: each gift card is taxable.)

For a list of participating providers in your area, call Health Dynamics at 866-443-0164, option 1. Press Option 2 if you'd prefer to have your personal physician do the workup.

proactive solution that rehabilitates failing plans, bolsters the PBGC, and protects the earned benefits of millions of retirees, workers, and their families.

This innovative legislation creates a Pension Rehabilitation Administration within the Treasury Department, which would provide low-cost loans to qualified underfunded multi-employer pension plans. The troubled plans would have up to 30 years to prudently invest the loaned funds and would use the investment earnings to pay retiree benefits, improve the plan's financial position, and pay interest on the loan to the Treasury. At the end of the 30-year period, the plan would pay back the loan in full.

"The Butch Lewis Act is the only solution put forth to date that appropriately and adequately addresses the multi-employer pension crisis by providing a lifeline to plans in critical financial status while maintaining the integrity of healthy multi-employer plans and the PBGC without cutting the earned benefit promises made to our nation's retirees and working families," Martinez adds.

New benefit for Local 1546 members

The Equifax data breach has provoked a great deal of inquiry about whether individuals should apply a credit freeze on their credit reports. Local 1546 has voted to provide, at no cost to the active members, access to theft services through our partner ID Resolution. You can call ID Resolution directly at 877-308-9169 to learn more. There is also more detailed information on credit freezes on the website at: [www.idresolution.net/credit-freezes-2017](http://www.idresolution.net/credit-freezes-2017)

Depending on your circumstances, you may wish to have a credit freeze put in place to protect your credit file but it differs from a Fraud Alert both in the length of time it applies and the cost involved.

Here are some of the key points about what a credit freeze is and does.



A Credit Freeze restricts access to your Credit Report which makes it more difficult for identity thieves to open accounts in your name. New accounts generally need a supporting credit report. If your file is not available because you've frozen it, they may not grant credit.



A Credit Freeze can be applied indefinitely, but in some states they expire after seven years. You have to apply to the relevant credit bureau to get them to lift the freeze either temporarily or permanently and again if you want it reinstated.



Costs to apply and lift vary from state to state but are generally between \$5 and \$10.



To apply a Credit Freeze, you have to contact each of the three credit bureaus, Transunion, Experian and Equifax and provide relevant personal information.



The difference between a Fraud Alert and a Credit Freeze is that a Fraud Alert still allows creditors to obtain a copy of your credit report as long as they verify your identity, generally by contacting you directly. A Fraud Alert is placed for 90 days and can then be renewed.

BUY UNION

Union made products for New Year's Eve and the day after...

Cheers to 2018! Here's a list of union-made cocktails, champagne and more...and some after-party relief as well.



ON NEW YEAR'S EVE....

Champagne/Sparkling

Wine

Andre

JFJ

Tott's

Wycliff

Beer

Budweiser

Blue Moon

Coors

Mendocino Brewing

Michelob

Miller

Pabst

Sam Adams

Shock Top

Booze

Bacardi

Buffalo Trace

Captain Morgan

Parrot Bay

Cruzan

Eagle Rare

El Jimador

Finlandia

Gilbey's

Herradura

Jack Daniel's

Jim Beam

Knob Creek

Old Crow

Pinnacle

Rain

Seagram's

Skol

Wild Turkey

THE DAY AFTER...

The Medicine Cabinet

Afrin

Aleve

Alka-Seltzer

Bayer

Milk of Magnesia

Pepto-Bismol

Hydration

Alhambra

Crystal Springs

Hinckley Springs

Pocono Springs

Sierra Springs

Wisconsin Glacier Springs

A Strong Brew

Eight O'Clock Coffee

Folgers

Kauai Coffee

Maxwell House

Millstone Coffee

USA Coffee Company

For more great tips about union products and services, go to **Labor411.org**. This amazing resource tracks and promotes a wide range of union-made consumer products.

**GOP Tax Bill in One Stat**

62% of the tax breaks go to the richest 1%





Local 93

There is justice

Phoenix Management, Inc. holds the contract for logistics readiness at Fort Hunter Liggett in Monterey County. With job titles like production control, gunsmith, and supply technicians, the 14 employees support the army units by providing supplies or gun repair. Back in May, Phoenix gave the group voluntary recognition of their desire to be represented by Local 93.

A month into the union organizing drive, in April, the company terminated Monica Pacheco, one of the core group of union activists. She had started working there in September, 2016.

“We were able to negotiate the contract in June, taking much of the contract language from the XO Tech Group, which is on the same site,” says Business Rep Pedro Gonzalez. “They received raises, sick pay, a 401K match, and a health and welfare increase. They ratified the contract overwhelmingly that same month.”

However, Monica had been out of work the whole time. “We were able to get her returned to work on October 30,” Gonzalez says. “The company gave her a settlement payout; reinstated her to her original position and seniority with back pay; and they have to post what they did wrong on the site. She’s very happy to be back.”

Local 653

New digs for Local

Local 653 has moved into its new home at 5726 E. Shields Avenue in Fresno. “Please drop by,” says Business Rep Jeremy Celaya. The Local’s first activity in the new space is going to be a potluck dinner to accompany the December 20 membership meeting.

Local 1173

Another dealer sells

After 18 months of rumors, Toyota Walnut Creek was sold to the Price Simms Auto Group. “This dealer group is decidedly anti-union. They own 10-12 other shops that are all non-union and we’ve had run-ins with them before,” says Area Director Steve Older.

dPrice Simms met with all the employees in early December; they all had to reapply for their positions and interviews are taking place now, as this paper goes to press. “They’ve let a few go, but seem to be keeping most of the members,” says Older. “The problem is that, as of now, nobody knows how much they’re getting paid or whether they’re going to honor the contract.”

As the transition was happening, Older tried to attend the all-employee meeting with Don Garcia, the head of Teamsters Local 315, which also has members at this shop. “At first they told us we could come, and then they told us we couldn’t. For two days, they tried to keep us off the property, but I asserted our right to be there and told

Local 653

The definition of solidarity: Raising PTO for a co-work

The events of October 1, 2017 shocked the nation and the world. A gunman opened fire from a high-rise hotel on 30,000 concert goers at the Route 91 Harvest music festival. The terror that ensued not only touched the lives of those present, but impacted countless family, friends, and co-workers.

In attendance at the Las Vegas concert was IAM member Jesse Cortez and his wife, Lisa. Jesse, a member of Local 653, is employed as an aviation mechanic by AECOM/URS at the Army National Guard’s 1106th TASMG unit in Fresno.

A trip to the restroom separated the couple just minutes before the attack unfolded. Thirty minutes passed before they were reunited. But both knew that people at the event were under direct fire with no significant cover.

While neither Jesse nor Lisa sustained physical wounds, the emotional trauma was overwhelming. Jesse confided that he’d never experienced anything as bad as that, either as an active duty soldier in Afghanistan or as a contract worker there for more than two years.

As Chief Steward for our site, I appealed to our company to provide Jesse with needed time off from work for grief counseling.

AECOM/URS’ company mission statement includes: “We develop and celebrate our employees and elevate the communities we touch.” Elsewhere, they explain that their goal is “delivering safe and secure infrastructure so those who need it most have a place to call home and resources to thrive.”



The crew at AECOM/URS stands with co-workers who needed time off after the Las Vegas shooting. Daniel Zack is taking the picture.

ORGANIZING WINS

Peter Pan BMW service advisors join union

The 10 service advisors at Peter Pan BMW in Burlingame will become members of Local 1414 when the shop’s contract opens. “We represent the techs there already and have had a good relationship for years,” says Area Director Jesse Juarez. “When the dealership unilaterally decided to change their pay plan, they decided they wanted representation so they could have fair treatment and job security.”

Juarez says he was surprised that the dealership launched a mild anti-union campaign. “It was clear that they wanted to challenge the inclusion of this group, but they didn’t have any grounds,” he adds.

“We look forward to representing these workers and will do all we can to ensure that they’re respected and treated fairly,” Juarez says.

them to call their lawyers,” Older explains. “Apparently they did, because they finally let us on the property.”

Older says he met with the members who are somewhat nervous and confused because the changeover, while long rumored, is now happening so fast. “I keep reminding them that the Sonic Auto Group never had union dealerships until they bought some. It’s very different to organize a company from scratch than to get recognition of a shop that’s already unionized,” Older adds.

As for the guys, “they’re a good solid unit, and I’m confident that we’ll maintain recognition and bargaining with them soon,” Older adds.

Other contracts in the works

In the new year, Local 1173 will open negotiations with the Sonic Stores. “We organized the parts department of Concord Honda and are negotiating their wage and benefits now. These will be rolled into the Sonic service contract when the talks commence,” Older says.

At press time, the members at Antioch Auto Center are getting ready to vote on their new contract. And the Local is in continued negotiations for the techs at Toyota Vallejo and for the Service Advisors at Winters Chevrolet/Honda.

Local 1484

Bragging about Bragg

The 13 members who work at Bragg Crane have a new three-year agreement that they’re pretty pleased about.

“We did very well,” says Business Rep Kevin Kucera. “Our members will see a \$2.40/hour increase each year for the next two years and \$2.45 in 2019. Plus they’ll get an 80¢ per hour increase each year in pension contribution.”

Kucera says they also got good contract language to mitigate out-of-pocket expenses on their health and welfare, additional sick days and increases for road call work.

Henkel workers strike for safety

Continued from page 1



Striker and Local 1584 Executive Board member Greg Glasper.

11 years. “I’m a mother hen. Unfortunately, the company is no longer family-oriented. We used to be glad to come to work, but now it’s crack the whip and they don’t care about safety. We decided to stand united and walk out. We didn’t want to, but what else can you do when you’re pushed against the wall.”

Solidarity is key

Getting to a contract took more than boots on the ground. Henkel is a subsidiary of a German corporation, so the union reached out to

IndustriALL Global Union, a European-based coalition that represents 50 million workers in 140 countries in the mining, energy and manufacturing sectors. They helped organize unions in Germany to go to the company’s German headquarters to apply pressure on Henkel to negotiate in good faith. The IAM also called on their sister Locals at Boeing, Henkel’s biggest customer, to



Striker and Chief Shop Steward Willard Morris.

press the... Perhaps a source of local union workers’... tions. Un... County... the hard... ty Demo... Thanksg... members... all of the... Contra... ball,” OL



# THE LOCALS



## er in need

However, when it comes to providing paid leave and assistance with grief counseling for one of their own employees, those requests were immediately refused. They advised Jesse to contact the Veterans Administration, since he had prior military service. Fortunately, Lisa's employer stepped up and offered their support to begin the healing process.



worker Jesse Cortez (5th from right), gas shooting tragedy. Shop steward

Undeterred, IAM members continued to urge company officials to make good on their stated "commitment" to their employees and the community.

AECOM/URS replied that because there was no provision in the collective bargaining agreement for such a situation, they had no obligation to assist. They would, however, "allow" IAM members to donate paid time off (PTO) to Jesse on a voluntary basis.

We called a site union meeting and, by day's end, Jesse's co-workers had donated 80 hours of PTO. The next morning, this number swelled to 92 hours. Those donations came in less than

four hours after the request went out.

When the chips were down, IAM members stepped up with pride and integrity to support our brother. The disappointment in our company's lack of commitment to their "blueprint for a better world" only served to strengthen our members' resolve in solidarity and collective bargaining, which is the IAM's blueprint for a better world.

Daniel R. Zack  
Chief Steward at AECOM/URS

## Congrats to new officers

Local 1484 elected new officers for the 2018-2021 term. They are: Rudolph R. Morales, President; Eric Chisnall, Vice President; James W. Thomas, Secretary-Treasurer, and Peter Garcia, Jr., Recording Secretary. Congratulations one and all.

## Local 1546

### Battle of the Republic

Local 1546 is battling with Republic Services over four mechanics at the Richmond Landfill.

"We're talking about four people—three environmental service techs and one mechanic," says ADBR Don Crosatto. "We organized them three years ago and rolled them into the existing bargaining unit. But instead of negotiating a simple interim contract for this new unit that reflects the current contract, the company wants to negotiate every single item."

Crosatto says that the mechanic

who maintained the gas generator that utilizes landfill gas, has since left the company. "Instead of making a new hire, which they were having a hard time doing because the wages and benefits are so terrible, they farmed out the position. They're now paying Peterson Power \$28,000 a month to do the work but only for 40 hours/week. They won't pay someone \$40/hour plus benefits, but are willing to pay a contractor \$28,000 a month. It makes no sense."

Crosatto expects that the contract will be completed after some period of time. "These talks have already been going on way too long," he adds.

### Trouble in Alaska

Contract talks with PBA Maintenance in Anchorage are not going terribly well, reports ADBR Don Crosatto. "We're in constant talks. This company basically has one customer, which is Matson. While it's both permissible and usual for the customer to dictate cost increases to the contract, in this case, the customer is sitting at



## Local 1546 members at PBA in Alaska



Local 1546 represents 10 members who work at PBA Maintenance in Anchorage Kodiak and Dutch Harbor, Alaska. Above left, members at work at 1 a.m. in 25° weather. Above right, the negotiating team that has worked hard to finalize their contract: From left: Kodiak Foreman Ted Harris, Shop Steward Elliot LaChapelle, and Anchorage Foreman Reed Webre.

the bargaining table preparing proposals, including issues that don't have to do with cost."

Crosatto was in Alaska back in August and October, but since then, the talks have taken place over the phone.

"Recently we've seen some softening in the company's position so we're hopeful that a deal will come together soon," Crosatto said.

## Finding the labor relations guys

Back in summer, talks were moving along apace with Con Global, a container service depot near the Port of Oakland. The union had met with the labor relations guy a few times and had had two days of negotiations. "He was supposed to get us some information and we had set a date for the next negotiations. Then he quit the next day," says Crosatto.

After a month's delay, a new guy came on board. "We had four days of bargaining with him and got to the point of having a tentative agreement." Business Rep Robbie Pintos set up a meeting a few days later for the members to ratify the contract. "However, then things got weird. We called and emailed him numerous times, because we couldn't vote the contract until we had all of the language changes in writing, and that was his job to complete."

Crosatto adds that he hadn't even returned calls to the company's regional director.

After two months, the company finally sent out a local manager. "Our notes lined up, and he should be getting us the written draft any day now," says Crosatto.

Even though, in the middle of this, the company got sold, local management has stayed the same. Crosatto is confident that everything will be status quo as far as the union contract.

## Local 1596

### Fire devastation

Three members of Local 1596 who live in the Santa Rosa area lost their houses in the North Bay fires in October. The North Bay Labor Council provided some assistance and the Local union voted to give \$500 to help anybody who lost their house.

Dozens of union members lost their homes in Northern California, and the fire is still raging in Southern California. If you'd like to help support union members in need, go to:

[calaborfed.org/california-wildfires-disaster-relief](http://calaborfed.org/california-wildfires-disaster-relief)

company to settle. The most important support was the other unions that supported the strike. We got so many donations in Contra Costa that we kicked in \$20,000 for a strike fund. The countercultural Party donated food baskets to the strikers. And we arranged for the strikers to attend the Costa Black and White dinner says. "The labor

community really stepped up to help us. I give special thanks to the Mt. Diablo Education Association, the Steelworkers and the CoCo Labor Council. They cooked meals and adopted a day to join the strikers. It turned into a much bigger community event." Ultimately, the picket line held strong. "Local 1584 has a tremendous strike fund. With additional support from the International and from other



Striker Monique Haywood Richie with her niece Geneva.

unions, members had the luxury of being willing to stay out for as long as it took," Older adds. The union's final sticking point was that the strikebreakers leave before the workforce comes back. "For some reason, the company thought it would be nice if they worked together," says Older, "but for us, keeping the strikebreakers was a deal-breaker." Fortunately,

the company finally saw the light and will send the scabs packing before their loyal workforce returns on January 3. When asked why the company finally gave in and settled, Older says that it's because the workers refused to back down. "This is what real unionism is about. They learned a lot being out on the line, and I know it'll make a difference in how management treats them and when the next contract comes due." "I'm so glad we got a settlement," Older adds. "It's a much nicer way to celebrate the holidays for everyone involved."





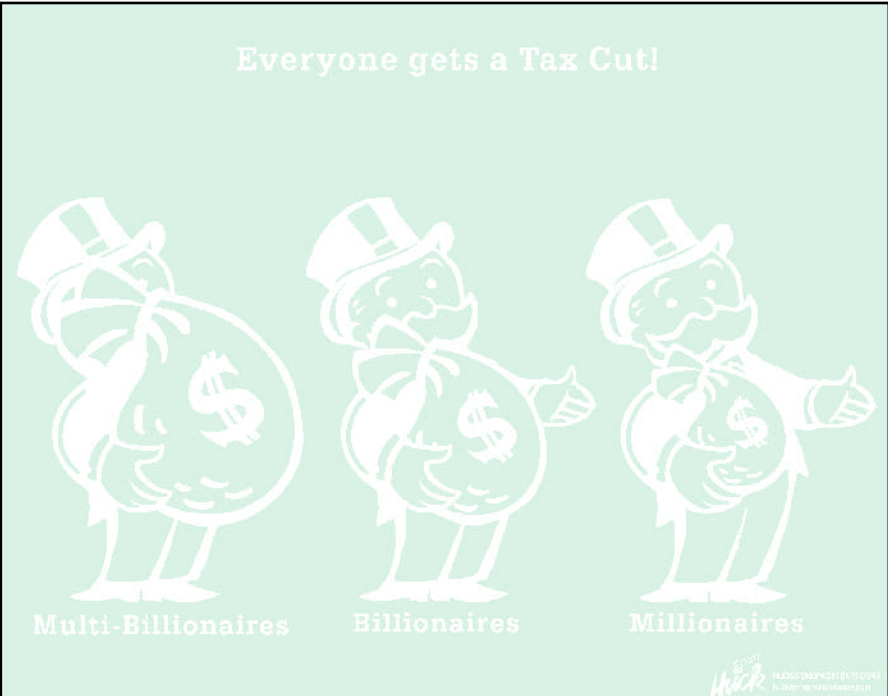
IN THE NEWS

Tax plan to throw trillions of dollars at millionaires and corporations; Congress hopes nobody will notice

Congressional Republicans, knowing how much their new tax bill stinks, seem determined to ram it through Congress before the rest of the country figures out how truly awful it is.

How shockingly awful is the “Trickle Down Tax Giveaway Act of 2017” (H.R. 1)? You may want to ask your children to leave the room because the following information could be upsetting.

- On a personal level, IAM members should know that the tax bill will do away with deductibility of both union dues and of mechanics’ tools.
- 62% of the tax breaks will ultimately go to the richest 1% of taxpayers, who will receive an average annual tax cut of \$62,300;
- \$1.5 trillion of the tax giveaways in this bill will not be paid for, and it just so happens that the Republican budget would cut \$1.5 trillion from Medicare and Medicaid;
- 24% of households would pay higher taxes under this bill—on average \$2,000 more;
- The bill will give huge tax breaks to companies that outsource jobs, eliminating U.S. taxes on profits earned from sending jobs overseas; and
- The bill will pay for a portion of these tax giveaways by epunishing states that make the kind of investments that create good jobs by double taxing state income taxes; making it harder to raise financing for infrastructure projects; increasing the health care tax burden for people



with high medical bills; ending the tax deduction for union dues; and ending the tax deduction for educators who buy essential supplies for their students.

In short, working people would pay the price for trillions of dollars in tax giveaways to people who do not need them.

Every Democrat in the House of Representatives voted against this monstrosity of a tax bill, and 13 Republicans had the common decency to vote against it. The Senate passed its version of the bill by a 51-49 margin.

Congress is trying to ram through the vote before newly-elected Senator Doug Jones (D-Alabama) takes office and can vote it down. If the bill has still not be passed by the time you get this paper, call your Representative and Senators and urge them to vote no: 844-USA-0234.

—AFL-CIO staff

GOP eyes post-tax-cut changes to welfare, Medicare, Social Security

High-ranking Republicans

are hinting that, after their tax overhaul, the party intends to look at cutting spending on welfare, entitlement programs such as Social Security and Medicare, and other parts of the social safety net.

House Speaker Paul D. Ryan (R-Wis.) said recently that he wants Republicans to focus in 2018 on reducing spending on government programs. In November, President Trump said welfare reform will “take place right after taxes, very soon, very shortly after taxes,” according to *The Washington Examiner*.

—Jeff Stein, *Washington Post*

**Labor Department Proposes Legalizing Wage Theft**

Too many restaurant owners already break the law by stealing tips from their servers. Now the Department of Labor wants to give its blessing to this kind of wage theft.

The Labor Department is moving quickly to establish a new rule that would make tips the property of restaurant owners instead of workers.

The Trump administration proposed getting rid of an existing rule that makes tips the property of servers that restaurant owners cannot take away.

Under the new proposal, restaurant owners who pay their employees as little as \$7.25 per hour (the current federal minimum wage) could do whatever they want with tips left by customers for wait-staff. Restaurant owners could even keep the tips for themselves.

The federal minimum cash wage for tipped workers—at just \$2.13 per hour—is already lower than for other workers. This low sub-minimum wage means that tipped workers depend on tips for virtually all their take-home pay after taxes, so they receive their take-home pay directly from customers. Not surprisingly, tipped workers have higher rates of poverty, discrimination and sexual harassment. Undocumented and immigrant workers in the restaurant industry are particularly vulnerable to wage theft.

The administration’s proposal would take money out of the pockets of some of the lowest-paid workers in our country and hand it over to restaurant owners, many of them big corporations.

We cannot let them get away with this. The administration is trying to sneak this change through without hearing from workers, customers or even employers who disagree at a time of year when tipped workers are the busiest. The deadline for comments on this proposal is Jan. 4, 2018.

—Kelly Ross, *AFL-CIO Blog*



Robert Allen with his wife



Herb Bryan with his family

Local 1484

Retirees come together for annual holiday luncheon

On Wednesday, November 15, Local 1484 hosted its annual Retiree’s Holiday Banquet at the China Buffet in Torrance.

Co-workers and friends from years past joined together to celebrate the holiday season. Local Lodge President Rudolph Morales thanked the crowd for their years of union service and invited them to attend the monthly general membership and retiree meetings.

Retired member Robert Allen spoke about the volunteer work he does in Big Bear for USARC (United States Adaptive Recreation Center).

Robert is dedicating his retired life to working with special needs children, veterans and amputees, helping them experience snow sports. He talked about how, as a union retiree, he has the best job on earth, because it is so rewarding!

Robert has been a major contributor to the Retiree Club in past years, even attending the Grand Lodge Retiree’s Conference on his own dime. He has taught his son the value of union membership, and his son, a union member himself, has shared this knowledge with his co-workers.

Another retiree, Herb Bryan, shared holiday greetings and gave the group updates on fellow retirees who were unable to attend the luncheon. Herb is always the one to get the group laughing.

All in all, it was a wonderful time shared by all and an incredible opportunity to gather in solidarity and shared memories.

—Lynette Singleton, *Local 1484*





## IN THE NEWS

### A year after Trump's Carrier deal, U.S. companies still off-shoring jobs

Though it seemed that Trump's populist, anti-trade campaign and his surprising election victory heralded the beginning of a new protectionist era, companies have continued to lay off workers for trade-related reasons at roughly the same pace as in the previous five years.

More than 93,000 jobs have been eliminated due to foreign competition since Trump's election, according to Labor Department data analyzed by Good Jobs Nation, a union-backed labor advocacy group. The previous five years saw an average of 87,500 jobs lost due to trade.

— Arthur Delaney, *Huffington Post*

### FEMA overtime fund runs dry

We had all better hope there are no more major natural disasters in 2017, because the Federal Emergency Management Agency's staff are "tapped out." And not just burned out on the massive amounts of work created by hurricanes and fires: as many as 500 FEMA employees are in danger of having to pay back some of the overtime they've earned this year.

Federal law caps some federal employees' premium pay and permits agencies to recover money paid in excess of the maximum from future paychecks. FEMA says the extraordinary year of hurricanes, wildfires and other disasters means it may have to take that step.

"This year's unprecedented hurricane season led to a record-setting length of national activation," the agency said in an emailed statement. "Due to the extended work hours involved in supporting disaster recovery and response efforts for multiple storms, some employees have been affected by the annual maximum earnings limitation."

The agency informed employees that those who hit the annual cap due to the number of extra hours they've worked "may still be ordered to perform work without receiving further compensation," and would "continue to receive their regular base pay regardless of whether they exceed the annual premium pay cap or not."

Anyone who goes over the cap will have the choice of paying back the additional money all at once or having it deducted from their pay next year. And everyone at FEMA who knows someone that happened to will doubtless think twice



in future about putting in extra hours when an emergency hits.

— Laura Clawson, *Daily KOS Labor*

### New law protects family bonding leave

SB 63, the New Parent Leave Act, ensures that more Californians can take leave to care for a newborn without fear of losing their jobs.

Under the old law, employees could only take job-protected leave to spend time with newborns or recently-adopted children if they worked for an employer that employed 50 or more eligible employees. Because over 40% of California workers work for smaller employers with less than 50 employees, many workers were unable to take this critical time off to bond with their new children.

Now, under the new law, all California parents who work for employers with at least 20 employees are entitled to take 12 weeks of unpaid, job-protected maternity or paternity leave.

As a reminder, California prohibits an employer from refusing to maintain and pay for coverage under a group health plan for an employee who takes this leave. In addition, employers cannot retaliate against employees who exercise their rights to this leave.

This change gives 2.7 million more California workers access to job-protected maternity or paternity leave to spend time with their new children.

— Caitlin Gray  
Weinberg, Roger & Rosenfeld

### Check your paycheck

California has the best paycheck law in the country, Labor Code §226. The law requires that every worker be provided a written pay statement or an electronically available pay statement containing many important items. You should check your paystub regularly to make sure you are being

paid the correct rate and that your hours are correct.

Each paystub must contain the following information:

1. The gross wages earned;
2. Total hours worked;
3. The number of piece rate units earned and any applicable piece rate;
4. All deductions, although deductions may be aggregated;
5. Net wages earned;
6. The inclusive dates of the payroll period;
7. The correct name of the employee and only the last four digits of the employee's Social Security or employee ID number;
8. The name and address of the legal entity that is the employer;
9. All applicable hourly rates.

Under union contracts, claims for unpaid wages generally must be filed as a grievance and must be filed timely.

If employees are not provided a written paystub but one is available electronically, the employer must make a computer terminal available where the employee can review her paystub and print a copy.

The law allows an employee to examine her payroll records for three years. The employer has 21 days to allow an employee to inspect and copy payroll records.

If you believe there is a discrepancy, you should report this to your Union representative if you are represented, or the California Labor Commissioner or your legal counsel immediately. Remind your friends who don't have the benefit of a union of this law and that they should check their payroll stubs to avoid being cheated.

Finally, there is an up to 30-day penalty of the daily wage if an employer fails to pay all wages upon termination.

California law matters.

— David Rosenfeld  
Weinberg, Roger & Rosenfeld

## Attn: Members of Local 1584

### Proposed ByLaw Changes:

#### Article XIV - Section 1

Any increase in the amount of initiation and reinstatement fees, emergency funds, and Local Lodge dues must be handled in accordance with the procedures specified in the IAM Constitution.

#### Article XIV - Section 2

All amendments to these Bylaws must be handled on the basis of the following procedures:

- (A) All proposals must be in writing, signed by no fewer than five (5) members and must be submitted by the February meeting and referred to the Bylaws Committee.
- (B) Must be read as proposed at two (2) consecutive meetings (February and March). Immediately following the second reading, the Bylaws Committee shall submit their recommendations and submit the Bylaws for voting.
- (C) Reasonable advance notice must be given to the membership of the time, date and place of the second reading and vote to be taken on the Bylaws Committee's recommendations.
- (D) Each proposal must be considered and voted upon separately. A majority affirmative vote by those present and voting is needed for adoption.
- (E) Triplicate copies of approved proposals, together with the Master Copy of Bylaws shall be referred to the International President for approval and designation of an effective date.

First Reading: February 15, 2018

Second Reading: March 15, 2018

Time: 7:00 p.m.

Location: 436 McCormick Street, San Leandro, CA

Fraternally,

Thomas Swanger, Recording-Secretary





### 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 listed in the calendar below.)



### Get your IAM news on the web!

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

**Local Lodge websites:**  
Local 1101: [www.iamlocal1101.org](http://www.iamlocal1101.org)  
Local 1414: [www.iam1414.org](http://www.iam1414.org)  
Local 1584: [www.iamlocal1584.com](http://www.iamlocal1584.com)

**Facebook pages:**  
Local 653: <https://www.facebook.com/iamaw.local?fref=nf>  
Local 1101: [facebook.com \(search for IAM Local 1101\)](https://www.facebook.com/iam1101)  
Local 1546: <https://www.facebook.com/iam1546>  
Local 1584: <https://www.facebook.com/IAMLocal1584>

**Twitter:**  
Union Organizer: @union1484

UNION MEETINGS			
<div><h3>District Lodge 190</h3><p>8201 Capwell Drive Oakland, CA 94621 510-632-3661</p></div>	<p><i>Meetings are the fourth Tuesday of each month</i> Weds., Dec. 20 ** • January 23 • February 27 <b>Executive Board Meeting:</b> 6:30 p.m. <b>General Delegates' Meeting:</b> 7:00 p.m.</p> <p><b>** Note:</b> Meeting date changed due to holidays.</p>	<div><h3>Local 1484</h3><p>1261 Avalon Blvd. Wilmington, CA 90744 310-835-6688</p></div>	<p><b>Executive Board Meeting:</b> 6:00 p.m. on the third Thursday of the month Dec. 21 • January 18 • February 15 • March 15 <b>General Membership Meeting:</b> 6:00 p.m. on the first Tuesday of the month Dec. 5 • January 2 • February 6 • March 6 <b>Retirees' Club:</b> 1:00 p.m. on the third Wednesday of the month: Dec. 20 • January 17 • February 21 • March 21</p>
<div><h3>Local 93</h3><p>2102 Almaden Rd., #105 San Jose, CA 95125 408-440-8716</p></div>	<p><i>Meetings are the second Tuesday of each month</i> Dec. 12 • January 9 • February 13 • March 13 <b>Grievance Committee:</b> 3:30 p.m. <b>Executive Board Meeting:</b> 4:30 p.m. <b>Membership Meeting:</b> 5:00 p.m.</p>	<div><h3>Local 1528</h3><p>713 16th Street Modesto, CA 95354 209-529-9210</p></div>	<p><i>Meetings are the first Wednesday of the month</i> Dec. 6 • January 2 • February 7 • March 7 <b>Executive Board Meeting:</b> 6:00 p.m. <b>General Membership Meeting:</b> 7:00 p.m. <b>Shop Steward Meeting:</b> 10 a.m. on the third Saturday of each month Dec. 17 • January 21 • February 18 • March 18 <b>Narcotics Anonymous:</b> 5:30-6:30 p.m. every Tuesday</p>
<div><h3>Local 653</h3><p>5726 E. Shields Ave. Fresno, CA 93727 559-264-2815</p></div>	<p><i>Meetings are the third Wednesday of the month except in November</i> Dec. 20 • January 17 • February 21 • March 21 <b>Executive Board Meeting:</b> 5:00 p.m. <b>Membership Meeting:</b> 5:30 p.m.</p>	<div><h3>Local 1546</h3><p>10260 MacArthur Blvd., Oakland, CA 94605 510-638-6705</p></div>	<p><i>Meetings are the first Tuesday of the month</i> Dec. 5 • January 2 • February 6 • March 6 <b>General Membership Meeting:</b> 7:00 p.m. <b>Member Education Meeting:</b> 5:30 p.m. <b>Executive Board Meeting:</b> 6:30 p.m. on the Thursday preceding membership meeting December 28 • February 1 • March 1 <b>Retiree Club Pot Luck Luncheon:</b> 12 noon on the first Wednesday of each month Dec. 6 • January 3 • February 7 • March 7 <b>Alcoholics Anonymous:</b> 9 a.m. every Saturday</p>
<div><h3>Local 801</h3><p>8201 Capwell Drive Oakland, CA 94621 800-655-2182</p></div>	<p><i>Meetings are the third Thursday of the month</i> Dec. 21 • January 18 • February 15 • March 15 <b>Membership Meeting:</b> 4:00 p.m. <i>Meetings are held at the Carpenters' Hall, in Reno.</i></p>	<div><h3>Local 1584</h3><p>436 McCormick Street San Leandro, CA 94577 510-635-2064</p></div>	<p><i>Meetings are the third Thursday of the month</i> Dec. 21 • January 18 • February 15 • March 15 <b>Membership Meeting:</b> 7:00 p.m. <b>Executive Board Meeting:</b> 6:00 p.m. <b>Retirees' Club:</b> 12:30 p.m. on the first Tuesday of the month: Dec. 5 • January 2 • February 6 • March 6</p>
<div><h3>Local 1101</h3><p>2102 Almaden Rd., #105 San Jose, CA 95125 408-440-8716</p></div>	<p><i>Meetings are the second Thursday of the month</i> Dec. 14 • January 11 • February 8 • March 8 <b>Executive Board Meeting:</b> 5:30 p.m. <b>General Membership Meeting:</b> 6:30 p.m.</p>	<div><h3>Local 1596</h3><p>1900 Bates Ave., # H Concord, CA 94520 925-687-6421</p></div>	<p><i>Meetings are the third Tuesday of the month</i> Dec. 19 • January 16 • February 13 • March 13 <b>Executive Board Meeting:</b> 6:00 p.m. <b>Membership Meeting:</b> 6:30 p.m.</p> <p><b>Note:</b> Monthly meetings will now be held at the Plumbers Hall in Santa Rosa: 3473 Santa Rosa Ave., Santa Rosa CA 95407</p>
<div><h3>Local 1173</h3><p>1900 Bates Ave., # H Concord, CA 94520 925-687-6421</p></div>	<p><b>Executive Board Meeting:</b> 6:00 p.m. on the second Thursday of the month Dec. 14 • January 11 • February 8 • March 8 <b>Membership/Shop Stewards' Meeting:</b> 6:30 p.m. on the second Thursday of the month Dec. 14 • January 11 • February 8 • March 8</p>	<div><h3>Local 2182</h3><p>967 Venture Court Sacramento, CA 95825 800-458-9200</p></div>	<p><i>Meetings are the second Tuesday of the month</i> Dec. 12 • January 9 • February 13 • March 13 <b>Executive Board Meeting:</b> 6:00 p.m. <b>General Membership Meeting:</b> 7:00 p.m. <b>Retirees' VISTA CLUB:</b> 11:00 a.m. on the third Wednesday of each month: Dec. 20 • January 17 • February 21 • March 21</p>
<div><h3>Local 1414</h3><p>150 South Boulevard San Mateo, CA 94402 650-341-2689</p></div>	<p><b>Shop Stewards' Meeting:</b> 5:30 p.m. on the third Thursday of the month Dec. 21 • January 18 • February 15 • March 15 <b>Executive Board Meeting:</b> 6:00 p.m. on the second Thursday of the month Dec. 14 • January 11 • February 8 • March 8 <b>General Membership Meeting:</b> 6:30 p.m. on the third Thursday of the month Dec. 21 • January 18 • February 15 • March 15 <b>Retirees' Club:</b> 11:00 a.m. on the first Wednesday of March, June, Sept., Dec. All are welcome! Dec. 6 • March 7 • June 6 • September 5 • Dec. 5</p>		