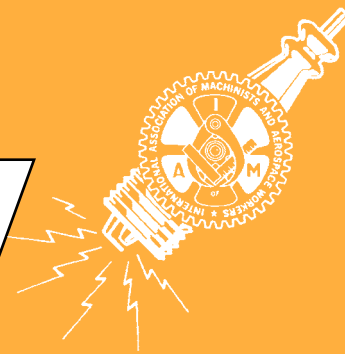


The IAM District 190 *Sparkplug*



VOL. 19 NO. 2



June/July/August 2017

Serving the Active and Retired Members of IAM District Lodge 190

Locked out for 100 days and counting, Mossy Nissan techs just want a contract

Mechanics at Mossy Nissan in Oceanside voted overwhelmingly to join the IAM in February, 2015 but due to numerous unfair labor practices leveled by the employer, they are not only still far from getting a first contract, but have been locked out since February 11, 2017.

With the lock-out timeline rapidly approaching 100 days, the workers have maintained their resolve and continue to hold a daily picket line outside the company's dealerships throughout the San Diego area. Their goal is to make potential patrons aware of the unscrupulous tactics used by management to avoid treating their employees with dignity and respect.

The company refuses to negotiate in good faith with the union. Besides no longer having health care coverage, the mechanics have been denied unemployment benefits; an appeal of this decision is set for the end of June.

"Those men are some of the bravest I've ever met," says Local 1484 Business Rep Kevin Kucera. "They show up on the picket line every day in the hot sun. They're not backing down."

"This company is conducting themselves shamefully," said District 190 Directing Business Representative Jim Beno. "I commend the techs for sticking together and never forgetting their goal of a fair contract. We'll be there for them."

The campaign has been filled with creative actions. Pedro Gomez, Shop Steward at Mercedes Benz of San Diego, a company that only got a contract after a similar long battle, got a light to beam up on the dealership's wall that says Boycott Mossy

Nissan. There's also been a freeway overpass light brigade with the same message. The Twitter and Facebook social media campaigns have overwhelmed the dealership's own promotions and have gotten under the skin of management. District 190's signature inflatable rats have made numerous appearances, including on the roof of the dealership.

The union has made every effort to bargain in good faith. To date, 37 negotiating sessions have been held. "Management is only conducting surface bargaining," says Kucera. "At this point, they're not even agreeing to a 'just cause' clause, and that's the soul of a union contract. We couldn't sign one without that."

"We need to bring justice to this industry. The only way that's going to happen is when we organize through a union contract," says Chad Renzy, the elected shop steward and chief negotiator for the rank-and-file at Mossy. "The machinists, District Lodge 190 and Local 1484 have been really great. We couldn't have done this or stayed out so long without their support."

"We had a hard struggle at the Mercedes Benz shop, and we had a much bigger crew. This is a small group of men and it's inspiring to see what



Day and night at Mossy Nissan in Oceanside.

they're doing. I have to be part of it," said Pedro Gomez. "We've got to help the next one and the next one, because having a strong union is so much better than the alternative. It's about the respect that comes with your working environment; they treat you as a partner as opposed to an underling. That means they'll talk to you before making a change rather than shoving it down your throat. That makes all the difference."

Members and activists are encouraged to call Mossy Nissan and ask for Executive General Manager Sean Hogan at 760-702-3991. Tell him that you and your friends will not be shopping at Mossy Nissan until these workers are put back to work and the company bargains in good faith.

For ongoing information about the lockout, go to @union1484 on twitter.

Revised AI Pension Plan denied by US Treasury

On May 10, the Department of the Treasury rejected the application made by the Automotive Industries Pension Plan that was intended to remove the plan from insolvency. A copy of the denial letter can be found on the Treasury website at: <https://www.treasury.gov/services/Pages/Plan-Applications.aspx>

Since the plan was rejected there will be no cuts to pensions that were to take place on July 1 had the plan been approved. There will also be no vote, since the vote was only to take place had the plan been approved. However, the future status of the Pension Fund remains unchanged; it is still heading toward insolvency somewhere around the year 2030—just a mere 13 years from now.

"The Trustees of the Pension Fund are reviewing our options and the issues raised by the Treasury Department in their rejection letter," explains District 190 Directing Business Rep Jim Beno, who also chairs the Trust. "In our initial review of the points made by the Treasury Department, if the Pension Fund were to implement the areas of our proposal that the rejection was based

upon, the cuts in benefits to our members would be even greater than those in the initial proposal. The Trustees feel this is not acceptable."

"This is not the end; it is only the beginning of our efforts to save our plan," Beno adds. More and more pension plans that are in similar situations as ours are starting to make their proposals to the Treasury Department. As these proposals begin to stack up in Washington D.C., the seriousness of the situation and the need for a permanent legislative fix should become more clear to Congress.

At the meetings we held with our pension participants, we discussed several shortcomings of the current law and some ideas for future legislation to remedy the situation. United Parcel Service (UPS) is circulating such a plan in Congress, which will, in essence, create a government-backed low-interest loan program that the pension funds can borrow from to cover the shortfalls and be able to pay back over time. The plan would also limit the amount

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The International IAM website is at:
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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 \(search for IAM Local 1101\)](https://www.facebook.com/search/iam1101)
Local 1546: <https://www.facebook.com/iam1546>
Local 1584: <https://www.facebook.com/IAMLocal1584>



LETTER TO THE EDITOR

Retired and active members: Please write in if something in *The Sparkplug* makes you happy or mad or inspires you to action. 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.)

The IAM District 190

Sparkplug

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Debra Chaplan, Managing Editor

UNION PEOPLE

Local 1584 honors lifetime retirees, including 105 and 104-year-old members

This year, Local 1584's annual retiree luncheon was more than an opportunity to gather for good food and laughter. It included recognition of a number of lifetime IAM members, among them 105-year-old Mary Ramos and 104-year-old Hugh William.

While neither of these members were able to attend the annual luncheon, held on March 18 at the Papillon Restaurant in Fremont, they were both reported to be proud to receive it. William was presented with his 70-year certificate at his home.

Ramos recalled what it was like when she started working in the nearby fields and cannery of the Del Monte Company in San Leandro. "I started making 15 cents an hour picking peas and string beans," she said. "And when I went to the cannery, I remember, it was 33 cents an hour. I was glad to get my union job because then I was protected."

"It's due to the late and beloved Marge Kolb who began this event in 1987 to honor our retirees," said fellow retiree and current Local 1584



Centenarians Mary Ramos and Hugh Williams couldn't attend the luncheon, but each got their 70-year certificates.

Secretary-Treasurer Andrea Gorman. "That same year, she began having our club collect and donate Christmas presents to patients at San Leandro Hospital. We've never stopped since then."

Also recognized for their membership and pictured here were 95-year-old Leonila Alvarez (70 years), Ariel Flores (65 years), Charles Doolin (60 years), Chris Rasmussen (40 years), Gene McIlwee (35 years), Joe Krauss (20 years) and Robert Battle (20 years). The appreciative children of recently passed 65-year members Leon Motte and Shaun Beattie accepted certificates on behalf of their fathers. Beattie's daughter and grandson traveled from Idaho to attend the event.

"It's heartening to know these members, who have served for so many years, still remain involved with their union," said IAM Western Territory General Vice President Gary Allen. "With such a large number living into their ninth and tenth decades, the older members of Local 1584 are proving that when you work union, you not only live better but longer."



Local 1584 members received their anniversary pins, ranging from 20-70 years, at the luncheon.

Local 653 recognizes its long-time members

On May 6, Local Lodge 653 celebrated its long-term members with a lunch at the union hall. Everyone reaching a 5-year anniversary, ranging from 25-60 years as IAM members, received a union pin.

Retiree Wayne Horn was presented a HAWK award for his service and dedication to the brothers and sisters of Local Lodge 653.

Below are the members who received their pins.



(L) Local 653 members who received 45-60 year pins; (R top): 35-40 year members; (R bottom) 25-30 year members.



60 years

Harold Bartosch
Florentino Pantoya
Pete Huerta
C.M Pineda

55 years

Nick Horanian
David Pineda

50 years

Joe Francissen
Richard Jensen
Rodney Petersen
Jim Sitton

45 Years

Warren Bowens
Peter Sedlan

40 Years

Don Cole
Marvin Flores Jr.
Fred Isenhower
Al Sierra
Gilbert Straw
Danny Suderman

35 Years

Erwin Barton
Hector Gonzales
Wayne Horn
Craig Hunt
George Robles
Orville Sheets
Freddie Simental
Roger Wade
Andrew Wong

30 Years

Debbie Bird
Craig Hamby
Don Heflin
Don Johnston
Harley Walker
Lee Clark

25 Years

Joe Artiaga, Jr
Randy Costa
David Donnelly
Ramiro Luna

UNION PEOPLE

Lobster Feed raises record support for Guide Dogs of America

On March 18, the Elks Hall in Alameda was filled to the rafters with Machinist members, employers, friends and family for District 190’s 5th Annual Lobster Feed.

The food was prepared by District 190 staff and a crew of volunteers set up the room. The event is a benefit for Guide Dogs of America—the IAM’s pet charity that trains guide dogs and links them with



people who are sight-impaired. “We believe the event will have raised more than \$17,000 for the Guide Dogs, which is a record for this event,” said Directing Business Rep Jim Beno, whose wife Kathy is raising a puppy-in-training. Not only was the food plentiful and delicious, participants got the opportunity to meet a few guide dogs, and hear from some of the recipients.

Local 1484 member attends IAM Young Worker training

David Martinez, who works at CGI Industries and is an activist member of Local 1484, attended the Young Workers educational program at William W. Winpisinger Education and Technology Center in Maryland.

“It was an educational experience I will never forget,” David said. The program is designed to engage and educate the next generation of Machinists’ leaders.

“I want to make a difference and look for-



David Martinez takes on the White House during his IAM training

ward to using what I learned at the WWW center and apply it in my union and our communities,” David added. “I thank my local for sending me.”

Congratulations to new Local 653 journeymen!



Congratulations to David Aguilar and Michael Shane Ward. Each successfully completed their classwork and work hours in the IAM apprenticeship program and are now full-fledged journeymen technicians. Aguilar works at G&H Diesel in Fresno; Ward works at the Fresno Truck Center.

Belated welcome to new business rep

Pedro Gonzalez has been working as a business representative for Locals 93 and 1101 since September, 2015, but for some unknown reason, we never welcomed him in *The Sparkplug*. We remedy that situation now.

Gonzalez worked at Fort Hunter Liggett for eight years before joining the District 190 staff. “I wanted to help the community and the workplace in a higher capacity,” he said. “And I wanted to be more involved in the union.”



So far, he’s enjoying the work and getting into the nitty gritty of negotiations. “You have to be able to start and keep workable relationships with the employers. We share a mutual interest; we want the companies to be productive so that they’ll keep our members gainfully employed.” Gonzalez represents the members at Burke Industries, Glencore Recycling, Sam Linder Honda, Coast Counties Truck, and other automotive shops.

Scenes from the Lobster Feed



Master chef Robbie Pintos leads the filling of the 16 pots with one item at a time, determined by cooking time.



The lobster, shrimp, corn, potatoes, and other veggies are all cooked to the right temperature and ready to be brought in.



From left: Russell Gittlen, President of Guide Dogs of America; Directing Business Rep Jim Beno; and Scott Lavery from UPS.



Volunteers set out the food on the tables for this eat-with-your-hands meal.



The Volunteer Crew for the event.



Kim Pomatto, the recipient of a Guide Dog, reminds participants of what the event is all about. She’s seen here with GDA President Russell Gittlen.



IAM members, friends and family enjoy a delicious meal.





Local 1101-San Jose

Looking for hidden valuables

The cost savings achieved by switching from the AI medical plan to the Bay Area Automotive plan enabled the 19 members at **Glencore Recycling LLC**, in San Jose to get a solid raise. “The new contract they ratified gives them \$1.27/hour in year one, and \$.60/hour each of the next two years,” says Business Rep Pedro Gonzalez. “In addition, the health care cap has been increased from \$600/month to \$1000.” If the cost exceeds that amount, the members will pay 20% of the excess. These members recycle computer and other tech hardware to extract a wide range of valuable minerals.

New pay structure

The members at **Hopkins Honda** in Sunnyvale ratified a 2-year contract that changed the pay structure at the dealership. “This shop had been hourly but the employer wanted to move to a flat-rate system,” says Business Rep Richard Breckenridge. “We were able to create a hybrid system. The techs get a base hourly wage, but this will increase each week based on their work efficiency of the previous week.” Depending on where a tech falls in the efficiency factor, they’ll get a raise of \$.25 to \$1.00. If this test doesn’t work for everybody, hey, there’s a new contract to negotiate in two years.

New contract at Pearson GMC

In May, the 20 techs, service writers and body and paint techs at **Pearson GMC** in Sunnyvale ratified their new four-year contract. The agreement

includes a year-one wage increase of \$4.97 for Level 6 journeymen, and a \$3.97 increase for Level 5 journeymen. After that, each level will get a \$.60 increase every year. The company will increase their monthly contribution toward the health and welfare costs by \$15 the first year, and \$20 each year thereafter and will also pay \$300/month to anybody who opts out of the health and welfare plan. They’ll also increase their contribution to the apprenticeship program.

Local 1414-San Mateo

SF MTA launches first apprenticeship program

The MTA and the City & County of San Francisco are launching their first-ever apprenticeship program that they’ve dubbed Apprenticeship SF: Where Talent and Training Meet Opportunity. There will be eight openings in each of two classifications: maintenance machinists and automotive machinists. “This is an amazing opportunity for people who want to be machinists and want to develop their skills,” says Business Rep Art Gonzalez, who’s been working to get this done for more than 15 years. “The work is highly skilled and is much needed, not only for MTA but for San Francisco as a whole.

The program is on a fast track to get started. Applications are being accepted from June 1-5. Then, the candidates will need to get tested and interviewed within a month so that they can be chosen and ready to start in the new school year in September.

“This has been a huge effort over the years,” said Gonzalez. “There are so many members of Local 1414, particularly city and MTA employees, who did the work to get this program together. I thank them all.”

Local 1484-Wilmington

New Toyota Logistics contract

When Toyota brings its thousands of cars to the U.S. in container ships, some will inevitably arrive with nicks and dings. The 15 members who do

Local 1584 - San Leandro

Training to bargain effectively



On April 22, Local Lodge 1173 hosted a training unit committees—Henkel Corporation in Baypo. Education Representative Melissa Campbell fa very well-received. The two bargaining commi negotiations with their respective employers. Mo two groups and sharing of their history and pa

body and fender repair at **Toyota Logistics** in Long Beach work hard to ensure that each car looks pristine before heading out to the dealership. These Local 1484 members have just ratified their new 3-year contract. “They will get respectable wage, pension and health and welfare benefits,” says Business Rep Kevin Kucera, who wanted to thank Shop Steward and 37-year activists Joe Baca and Ned Salcedo who did a great job at the bargaining table.

Still in talks

Five bus mechanics at **Student Transportation of America** voted for union representation earlier in the year and the union is still in negotiations for a first contract. “We’ve given them our proposal and are looking forward to meeting to finalize the agreement,” says Kucera.

Local 1528-Modesto

Slow industry makes for tough contract

Silgan is primarily a producer of cans for the food industry, however

Locals 1173 and 1546

Members meet their congressman



Members met with their Congressperson Mark DeSaulnier in April. From left: Brian Fealy, Steve Older, DeSaulnier, Linda Stanley, Ken Stoner, Bill Perreiva, Bob Gonsalves and Ed Linscheid.

On April 11, a delegation of rank and file activists from Local Lodges 1173 and 1546, along with Business Representative Brian Fealy and Area Director Steve Older, met with Congressman Mark DeSaulnier who represents California’s 11th Congressional District. The delegation was there to educate the Congressman about the threats facing the Automotive Industries Pension Plan; they also wanted to express their concerns about the general retirement crisis facing the nation. Congressman DeSaulnier said he would support legislation that protected retirement security. Similar delegations also met with Congressman Jerry McNerney (CA-9) and Congressman John Garamendi (CA-3) who were both also very supportive.

SHOP TALK: Share with the Mossy Nissan techs why it’s worth it to fight for a



James Kendrick
Concord Honda
Local 1173 - 2 years

“I like having a contract because it means job security. I’ve seen friends at other shops get fired at will, with no warning. It’s good to have someone there who can help you voice your opinions.”



Steve Hood
Autocom Nissan
Local 1173 - 17 years

“The best part about it is having someone to follow-up when management comes up with bad policies. In the end, you’ll prevail if you just hang in there.”



Osvaldo Peña
Concord Honda
Local 1173 - 2 years

“It feels more secure. You have someone there for you. The shop feels more united, and we have better wages and benefits. I wish the Mossy guys good luck.”



Roger Sargent
Autocom Nissan
Local 1173 - 13 years

“The main thing is, instead of having to fight with my boss directly, I can call the union for help. The wages and benefits tend to be better, as well. Just hang tough.”



Gilbert Sanchez
Concord Honda
Local 1173 - 1 month

“Somebody’s there to fight for you. The wages are higher than in a non-union shop. You have a voice in the shop. My opinions matter, even as a new guy. I hope the Mossy guys get their contract; I’m enjoying it.”

THE LOCALS



as tastes change, can volume is down throughout the industry. Not only are can companies merging and closing, but a new can plant opened in Reno with wage scales that severely undercut Teamster and Machinist unionized facilities. Those facts made the negotiations at **Silgan Riverbank** extremely challenging and the deal wasn't reached until three weeks after the contract expired.

"We were able to get a three-year contract for the 178 members at Silgan," says Area Director Mark Martin. The agreement includes some economic improvements in wages; modifications to seniority that enhance seniority rights; and improved bereavement leave. A change in the health and welfare plan should help to contain costs. "The members were resigned that this was the best agreement possible given the circumstances," Martin adds "We were able to achieve it thanks to our stellar bargaining committee—John Bates, Dave Parker, Matt Dunn, and Jason Peeples."

Getting a job back

A member at **Applied Aerospace** was terminated over attendance issues. "We were able to work with the company and change the termination to a relatively short-term suspension after we discovered some flaws in the attendance policy," says Hatch. "We're working with the company now to address those, so this doesn't happen again."

Local 1546-Oakland

Coast Counties contract

The 35 members at **Coast Counties Truck and Equipment** in San Leandro overwhelmingly ratified their new 3-year contract in May. "The last contract took several years to negotiate; this one was done in about four meetings," says Area Director Don Crosatto. The deal includes 3% wage increases each year, new classifications of Master Journeyman and Master Engine Journeyman that come with wage premiums of \$.70 and \$1.40, and additional premium pay for employees

with a commercial drivers' license. "We also moved the health and welfare plan back into Automotive Industries Plan K, which cut the employee's contribution in half, saving them about \$100/month." This is a solid contract.

Trouble brews at Mercedes

Crosatto reports that the unfair labor practices continue to pile up at **Mercedes of Pleasanton**. "Over 50% of the crew has turned over in the last three years and many of the experienced techs who voted in the union have left. More than half the mechanics are entry level or lube men." Action continues at the shop in the effort to get a contract.

Local 2182-Sacramento

Wage opener goes well

Business Rep Skip Hatch reports that he completed a wage opener with **Riverview International**, the 50 mechanics and parts specialists at this International Diesel Truck dealership in West Sacramento will get increases

tied to their completing on-line training with International and Cummins Engine. "Once they get that, there are three phases of wage increases available," says Hatch. The base pay is \$33.25/hour, but as they reach certain goals, they can go up to \$36.50/hour." Since the parts department employees are already the highest paid parts folks in the Sacramento area, they created a bonus program based on reaching certain sales goals.

Tough talks coming

The local is heading into negotiations with the **City of Sacramento**. "We know these talks will be challenging for many reasons," says Martin. These include an underfunded pension program, and possible outsourcing at the Convention Center, which will impact members in the building trades agreement. "And, the City's labor relations team is no longer as labor-friendly as in bygone times. These factors add contention to the bargaining process before we've even started."

ORGANIZING WINS

BMW Techs vote for Local 653

In April, the 20 techs who work at BMW of Fresno voted to be represented by **Local 653**. "The Techs really stuck together through the process," says Business Rep Jeremy Celaya, who worked on the organizing drive and racked up his first victory as an organizer. The dealership is owned by former Los Angeles Angels pitcher CJ Wilson, who has union contracts and a good relationship with IAM Local 701 at his Chicago dealerships.

"The company didn't put up much resistance. But we took no chances and asked that Wilson throw us no curveballs," said Area Director for Organizing Jesse Juarez. "We ended up getting a solid hit."

"The employees are ready to have a union," Celaya adds. "Bargaining will begin soon and we look forward to a good partnership."

More employees at Fort Hunter Liggett choose Local 93

Sixteen workers, who provide logistical support and light maintenance at Fort Hunter Liggett in Monterey County, joined Local 93 in April through voluntary card-check. They are employees of Texas-based Phoenix Management.

"The organizing drive started in February," reports Business Rep Pedro Gonzalez, who says that the employees found him through the social media site Linked-In. "A lot of people were quitting or getting fired," Gonzalez says. "The workers felt they needed protection. They also wanted better wages, and routine rules for vacation and sick leave."

Negotiations are set for early June.

Service writers follow techs into union at Audi of Stevens Creek

On April 13, 15 service writers at Audi of Stevens Creek voted to join **Local 1101** in an "Armour Globe" election. This is a National Labor Relations Board election that enables an existing group of non-union workers to opt in to the union contract of an appropriately-related group of union members at a shop. "Because the contract was opening up for the techs, they were able to fold right into that contract," says Business Rep Richard Breckenridge. "They'll get what the techs get: about \$500/month contribution into the 401K plan and the same medical plan as the techs. They'll also gain holidays they didn't have before." Breckenridge says that he's still working on negotiating their pay plan.

a union contract...



Christian Salazar
Autocom Nissan
Local 1173 - 4 years

"We fought to get the contract and the union was there for us, supporting what we wanted to do. Now, we have security; the union makes sure that you're treated fairly. It's a long road, but if you keep at it, you'll definitely get it."



Rasiel Echeverria
Concord Honda
Local 1173 - 3 months

"They fight for you all the time. If you have a problem, you can call and they respond to you. The union's good, so keep fighting!"



Aaron Brady
Autocom Nissan
Local 1173 - 7 months

"My job is protected. We're given certain privileges like days off that you don't necessarily get at a non-union shop. If you want your job protected, the union is the way to go. It's nice to have that safety net."



Nick Olson
Concord Honda
Local 1173 - 2 years

"If corporate tries to change our pay or do something else, they can't just do it; they have to check in with the union and we have to vote. Having a union really helps."



Bob Black
Autocom Nissan
Local 1173 - 32 years

"Hang in there. It's better for your whole family and life. Don't give in. The pay, vacation time, and holidays are great. It's important to have time off and a stable job."



IN THE NEWS

False choice: flexibility or overtime pay

House Republicans—including the entire California Republican delegation—want to give workers the gift of time ... at the cost of money. A House bill would “allow” workers to “agree” with their bosses to take comp time instead of overtime pay.

Republicans say the bill has plenty of worker protections, like a ban on coercing employees into choosing comp time; a guarantee that they be paid for any unused comp time within 13 months after accruing it; and a requirement that workers who asked to utilize their comp time get to do so “within a reasonable period after making the request if the use of the compensatory time does not unduly disrupt the operations of the employer.”

How exactly would this ban on coercing workers into choosing comp time be enforced? In the same way that minimum wage and overtime protections are enforced, which is to say, in Republican-world, hardly at all.

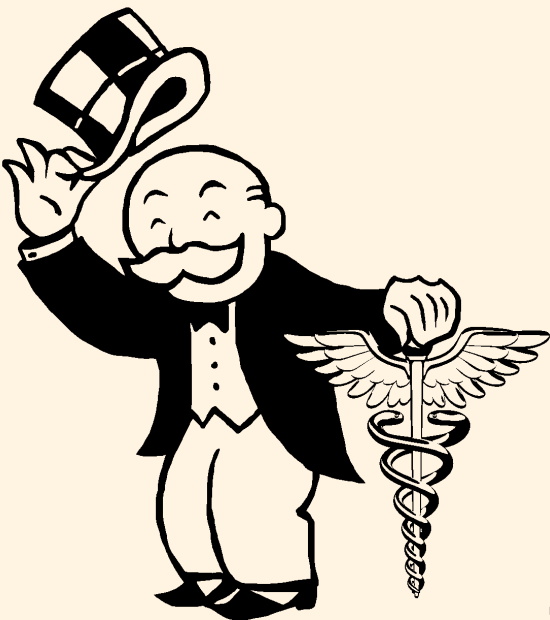
“It forces the employee to give the employer a loan—unsecured, interest-free—of the overtime pay, in order to have the hope—not a guarantee, but the hope—of having some time off later on,” said the Economic Policy Institute’s Ross Eisenbrey. Either way, he said, employers still get to decide whether to actually grant their workers’ requests for time off.

The difference, Democrats say, is that if Republicans get their way, companies will get away with not paying overtime by pressuring workers to choose comp time or by only giving excess hours to those staff who’ve done so.

Nope, no potential for abuse there at all! Just Republicans trying to give workers the gift of time, for sure.

—Laura Clawson
Daily KOS Labor

Trumpcare Will Make the Rich Richer



California Republicans tip the balance on O’care repeal vote

First and foremost, **nothing has happened yet.** There are no changes to the Affordable Care Act. Yet. There is no new law yet. Not until the Senate passes their own bill, and the president signs something.

But something will happen. The House has adopted a new bill, by two votes, including the votes of every California Republican. The Senate will adopt its own version. The only thing we know for sure is that the Senate version will be different from the House version because the Senate and the House always differ on major legislation.

Here is the big picture on what the House just passed:

- 1. It abolishes the “individual mandate” by killing the fees/fines/taxes that had to be paid for not having health-care insurance. No one is required to have health-care insurance.
- 2. It abolishes the “employer mandate” the same way. No employer has to pay for health-care insurance for any employee.

3. The Exchanges/Marketplaces are still in place for individual purchasers, but premiums in them will go up, probably quite substantially, because tax credits and subsidies to help reduce premiums are to be substantially reduced.

4. Medicaid will be slowly slaughtered. For the 11 million or so individuals who were added to its rolls by the ACA, coverage will be harder to maintain and will disappear over time. New rules will drop them from Medicaid if they are not qualified for any two-month period. By 2020, no new individual enrollees will be allowed, and states will get flat amount “block grants” so that Medicaid will no longer pay for all care necessary but just for a fixed amount.

5. Finally, states will easily be able to get waivers so they can change and/or reduce the 10 essential health benefits (EHBs) which must be part of any health insurance policy/program right now.

6. Sorry, but people with “pre-existing conditions” (nearly all of us sooner or later) will find it harder to get insurance, to maintain insurance, and to pay for insurance.

Overall, what does this mean for Union Health Care Trust Funds, and for large public health plans?

1. The cost of health care will go up for all of us. Less Medicaid money, lower tax credits and subsidies in the Exchanges, millions losing their insurance—someone has to pay for health care for the uninsured when they show up at emergency rooms, sicker than ever. Who? Those of us with insurance will see our premiums go up more rapidly than for the last five years. Just like before the ACA.

2. The benefits we can afford will probably be cut as premiums go up, to keep it all somewhat affordable.

3. The deductibles will go up as benefits go down.

4. The so-called “Cadillac tax” is still there – just delayed a few more years. They talked a good line about cutting taxes, but that was just for the rich. They kept the biggest tax of all on working people; someone has to pay for this disaster.

5. I believe that union members and our benefits will survive, and we will continue to battle for better, less expensive health care for all.

Yes, the House version of Trumpcare is bad news for all workers, including the millions who voted for him and are now being sold out. Even though there will be lots of noise about how great this is, we all know this is just more of The Big Lie. It’s no mistake that everyone associated with health care—doctors, hospital chains, insurers—says the House bill is awful, a real blow to good health care for all.

The Senate has to come up with something as soon as possible – health care systems only have until June 21st to decide whether to participate in the Exchanges in 2018 – and they won’t decide until they know how many potholes there are in the playing field.

—continued on page 7

SHOP TALK: Why is it worth it to fight for a union contract?



Dat Hoang
Autocom Nissan
Local 1173 - 2 years

“If you have a union, you have protection. If the manager wants to fire me, the union will try to protect me. You get raises coming to you if the contract is good. Good luck! Keep fighting!”



Leticia Cordero
Autocom Nissan
Local 1173 - 1 year

“I like the fact that I feel protected from anything and everything. If I have issues, I can call Steve at the union and he’ll take care of it.”



Brian Beatie
Autocom Nissan
Local 1173 - 18 years

“Job security. Getting treated fairly. Not having our rights violated. Where do I stop! If employers looked out for the employees, unions wouldn’t have a job. But they don’t. There’s security in numbers; if one person complains, he gets fired. If the whole shop complains, they have to take the issue seriously. Stick with it; it’ll be worth it in the end.”



Paul Bryan
Concord Honda
12 years 1546/2 years 1173

“Before the union, it was a takeaway system here. Every year, we paid more into our healthcare and our wages were stagnant. It was a five-year battle to get a contract here. We were fighting Sonic, a giant corporation that was breaking state and federal laws. You fight for it because you know it’s right and you know it’s just. Hang in there.”



IN THE NEWS

After all is said and done, the House bill can be reduced to this: a huge tax cut—perhaps 500 billion dollars over ten years—for the super-rich, paid for by all of us. If taxes on the super-rich don't pay for health care, and they do not under this new bill, then we do, with higher health-care costs.

This bill passed the house in a party-line vote. It all came down to California. Right up until the final hours before the vote, a number of California Republicans remained publicly undecided. Yet by the time the gavel came down, they all fell in line and voted with the majority of their party to nudge the bill over the finish line. Not one California Democrat supported the bill.

—Bill Sokol

Roger, Weinberg & Rosenfeld

Trump moves to reshape Labor Board—and not in a good way

William Emanuel and Marvin Kaplan are moving through the FBI background-check process—a last hurdle before President Donald Trump nominates them to fill the two empty Republican seats on the National Labor Relations Board. Their confirmation would tilt the NLRB away from favoring unions and toward favoring management, as tends to occur when a Republican is in the White House. News of Emanuel and Kaplan's imminent nominations was first reported by *Bloomberg BNA*.

Emanuel is a lawyer at the anti-union firm of Littler Mendelson, based out of Los Angeles. He's authored many amicus briefs for trade associations and manufacturing companies, including a recent filing that defended as "common and valuable" class-action waivers in employment contracts. The Obama NLRB ruled such waivers illegal; Emanuel disputes that the NLRB even has jurisdiction over the issue. The case is now before the Supreme Court.

Kaplan spent the last 20 months as a counsel at the Occupational Safety and Health Review Commission. Before that, Kaplan spent five years as a

18th Annual IAM Car Show

September 23, 2017
River Walk Park
West Sacramento

★ Open to all cars & trucks
★ Silent Auction
★ Raffle Prizes
★ Food for sale
★ Money & Prizes to be awarded

Show hours: 9-3
(registration closes at 10:30)

For info & registration form:
jhardwick@iamaw.org

Republican counsel for the House Education and the Workforce Committee. According to his Linked-In bio, Kaplan helped draft the Tribal Labor Sovereignty Act of 2015, which denied NLRB jurisdiction on Indian reservations, and he investigated allegations of fraud and abuse within Obama's DOL and NLRB. Kaplan also did a stint at the Bush DOL Office of Labor-Management Standards.

"They both bring advantageous but different perspectives," says Ron Meisburg, who sat on the NLRB under President Bush and is now an attorney at Hunton & Williams. "Emanuel has been a management-side lawyer for many years. Kaplan is familiar with labor law from the Hill angle and also has agency experience.... This will present an opportunity to revisit some of the cases from the Obama NLRB. There's an expectation that we'll get some of those troublesome precedents addressed."

The third person on Trump's NLRB shortlist, and apparent odd man out, is Minnesota attorney Doug Seaton. As *Politico*'s Mel Leonor reported in April, Seaton has worked as an honest-to-god union-buster—that is, he's been hired on multiple occasions to persuade workers at one place of business or other not to join a union. It's an unusual resume line for an NLRB appointee; no one

Leonor spoke with could remember such a person ever being placed on the NLRB before. Perhaps that's what disqualified him in the end.

Politico Morning Shift

Automation takes jobs

A lot of companies are working on self-driving cars, hoping they'll reshape a range of industries. That could provide benefits on some fronts, including the environment and road safety. But a lot of people work as drivers, so self-driving cars could have a massive impact on the jobs landscape. "More than four million jobs will likely be lost with a rapid transition to autonomous vehicles," according to a report by the Center for Global Policy Solutions.

Robots have already cost millions of factory jobs across the nation. Next up could be jobs at your local stores.

Between 6 million to 7.5 million existing jobs are at risk of being replaced over the course of the next 10 years by some form of automation, according to a new study from by financial services firm Cornerstone Capital Group. That represents at least 38% of the current retail work force, which consists of 16 million workers. Retail could actually lose a greater proportion of jobs to automation than manufacturing has.

That doesn't mean that robots

will be roving the aisles of your local department store chatting with customers. Instead, expect to see more automated checkout lines instead of cashiers. This shift alone will likely eliminate millions of jobs.

Politico Morning Shift
Chris Isidore, CNN Money

Trump budget hurts workers

The Trump budget proposed for 2017-18 would make significant cuts in a variety of programs that benefit millions of workers every day.

The budget would eliminate a tiny \$10 million worker health and safety training program that's been proven effective in protecting the country's most vulnerable workers. The budget calls the program "unproven," (and says the same about the popular and successful Meals on Wheels program, which is also marked for massive cuts).

The budget also cuts the National Institute for Occupational Safety and Health (NIOSH) budget an astounding 40%, from \$339.1 million to \$200 million. NIOSH was created by the 1970 Occupational Safety and Health Act to be the research arm of OSHA.

And then there's the Chemical Safety Board. The budget provides about \$8 million for funeral expenses—funding for the Board to shut down its operations. The President's budget claims that the CSB is "duplicative" and that it "overlaps with other agency investigative authorities." As with most justifications in the budget, this is wrong.

Other devastating cuts would be leveled at job training funds and Job Corps, the Office of Federal Contract Compliance Programs (OFCCP), which enforces non-discrimination laws and regulations for federal contractors; international labor efforts to fight child labor and other labor abuses; the Office of Disability Employment Policy, the DOL Women's Bureau, and last, but not least, the National Labor Relations Board would be cut by \$16 million (6% of its total budget).

Jordan Barab, Confined Space

FAST FACTS...

24 million

The number of people President Trump's failed American Health Care Act would have left without health coverage.

160

The number of additional worker deaths because of a Trump administration delay in implementing OSHA's silica standard.

\$2.4 trillion

The amount of revenue the United States will lose in the first decade under President Trump's proposed corporate tax cut.

AFL-CIO Executive Paywatch

Treasury denies pension plan revisions

Continued from page 1

a pension could be cut to a maximum of 20%. (Had the AI Plan been implemented some of our members would have been cut 61%).

An important reason the AI Pension plan is in such dire straits is that when General Motors and Chrysler went into bankruptcy, they closed many of the dealerships that were contributing to our plan. The government set up a loan program that rescued GM and Chrysler; all that we are asking for is the same consideration.

Should this plan move forward, we will need all the help we can get to lobby Congress and get their support. Several of our retirees have been meeting with their Congressional representatives who have shown a willingness to help sponsor such legislation. "The UPS proposal seems to be the best solution at the present time. We will do everything in our power to help draft a permanent fix to this problem," Beno adds.

BUY UNION

Celebrate 4th of July the union way



Beer
Budweiser
Coors
Miller
Pabst
Sam Adams

Coolers
Rubbermaid

Flags
Artflag

Games
Battleship
Candyland
Clue
Connect Four
Monopoly
Twister
Yahtzee

Grills
Weber (Genesis, Summit, Q Series)

Hot Dogs
Ball Park
Butterball
Hebrew National
Hormel
Oscar Meyer

Ice Cream
Breyers
Good Humor
Prairie Farms
Tillamook

Sunscreen
Bain de Soleil
Coppertone

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.



UNION MEETINGS

District Lodge 190

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

Meetings are the fourth Tuesday of each month
June 27 • July 25 • August 22
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
June 15 • July 20 • August 17
General Membership Meeting: 6:00 p.m. on the first Tuesday of the month
June 6 • July 11 • August 1
Retirees' Club: 1:00 p.m. on the third Wednesday of the month: June 21 • July 19 • August 16

Local 93

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

Meetings are the second Tuesday of each month
June 13 • July 11 • August 8
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
June 7 • July 5 • August 2
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
June 17 • July 15 • August 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
June 21 • July 19 • August 16
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
June 6 • July 11 • August 1
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
June 1 • July 6 • July 27
Retiree Club Pot Luck Luncheon: 12 noon on the first Wednesday of each month
June 7 • July 5 • August 2
Alcoholics Anonymous: 9 a.m. every Saturday

Local 801

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

Meetings are the third Thursday of the month
June 15 • July 20 • August 17
Membership Meeting: 4:00 p.m.
Meetings are held at the Carpenters' Hall, in Reno.

Local 1101

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

Meetings are the second Thursday of the month
June 8 • July 13 • August 10
Executive Board Meeting: 5:30 p.m.
General Membership Meeting: 6:30 p.m.

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

Local 1584

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

Meetings are the third Thursday of the month
June 15 • (Note: no meeting in July or August)
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: June 6 • July 4 • August 1

Local 1173

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

Executive Board Meeting: 6:00 p.m. on the second Thursday of the month
June 8 • July 13 • August 10
Membership/Shop Stewards' Meeting: 6:30 p.m. on the second Thursday of the month
June 8 • July 13 • August 10

Local 1596

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

Meetings are the third Tuesday of the month
June 20 • July 18 • August 15
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
June 15 • July 20 • August 17
Executive Board Meeting: 6:00 p.m. on the second Thursday of the month
June 8 • July 13 • August 10
General Membership Meeting: 6:30 p.m. on the third Thursday of the month
June 15 • July 20 • August 17
Retirees' Club: 11:00 a.m. on the first Wednesday of March, June, Sept., Dec. All are welcome!
June 7 • September 6 • December 6

Local 2182

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

Meetings are the second Tuesday of the month
June 13 • July 11 • August 8
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:
June 21 • July 19 • August 16