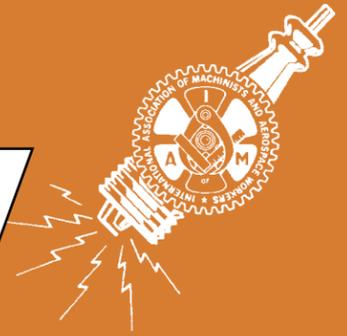


The IAM District 190

Sparkplug



VOL. 20 NO. 1



March/April/May 2018

Serving the Active and Retired Members of IAM District Lodge 190

Congress set to act on pension crisis

by Jim Beno, IAM District 190
Directing Business Representative

Since its inception in 1955, our Automotive Industries Pension plan has worked well. However, a culmination of factors since 2000, which included two market crashes, the bankruptcies of many of our companies—especially auto dealers who participated in the pension program—and the retirements of the baby boomers, has taken a drastic toll on the pension plan. The pension plan is estimated to become insolvent (not having enough money to pay benefits) by around the year 2030.

Last year, the Trustees proposed a plan, in accordance with the new pension reform law (MPRA) enacted in 2014, to keep the pension plan from going insolvent. Under the proposed plan, some of our retirees would suffer up to a 61% cut in their monthly pension checks. Ultimately the Treasury Department rejected the proposal. While this rejection has maintained the status quo on pension payments the major problem still exists—the pension will run out of money sometime around the year 2030.

Over the past many years, we have been pursuing legislation that will help solve and restore the viability of our Automotive Industries Pension Plan. We have been lobbying on Capitol Hill in favor of a solution developed by one of our largest participating employers, United Parcel Service (UPS). The UPS plan would set up a low interest loan to the pension plan backed by the U.S. Treasury that would return the plan to full funding within 15 years. Several other solutions were being proposed by similarly-situated pension funds at



the same time. Finally, all interested parties joined together to back a legislative proposal that was introduced by Senator Sherrod Brown of Ohio known as the Butch Lewis Act. Senator Brown's legislation would provide a low-interest, 30-year loan to our pension plan with no cuts in benefits to our retirees. However, with the deep political divisions in Congress, the bill can not move forward.

As part of the massive budget bill that was signed by President Trump on February 23, Congress created a select committee to deal with the pension crisis. The committee will include four Republicans and four Democrats from both the House and the Senate, 16 members in total. This committee will hold at least five public meetings, including one field hearing outside of Washington D.C. The committee will have until late November 2018 to craft a plan to resolve the pension crisis. This plan will be put to an up or down vote before the House and the Senate. Neither chamber will be permitted to amend the committee's proposal.

This will be our best chance at finally resolving our pension fund's situation. We are not alone; almost 200 other pension funds in the U.S. are facing the same situation, some of which may become insolvent in less than five years.

We thank our many member activists who have written letters to their congressional representatives and held face-to-face meetings to educate them on the impending pension crisis.

I ask all members in the AI pension plan to write a letter to the members of the committee (sample letter is at right and list is below). We will be looking for members and retirees who can testify at the hearings that will be set up by this Select Committee.

Sample Letter to the Pension Select Committee

Dear [Senator or Congress member],

I am writing to urge you to support S. 2147/H.R. 4444, the Butch Lewis Act of 2017, introduced by Sen. Sherrod Brown and the Rehabilitation for Multi-employer Pensions Act introduced by Rep. Richard Neal. These bills offer an innovative and common sense way to fix underfunded multi-employer plans and protect retirees' hard-earned pension benefits.

The Machinists Union [of which I've been a member for ## years] has worked hard to restore the fiscal health of our pension fund. A solution is needed so that retired members can continue to receive their rightful benefits and our active members—who currently pay into the plan—can be confident they will receive their earned benefits from a stable plan when they retire.

Our Pension Fund Trustees had developed a proposal under the provisions of the 2014 Multi-employer Pension Reform Act to salvage the fund by seeking approval to reduce participant's benefits by as much as 60%. Even these draconian cuts were deemed insufficient to save our plan and the U.S. Treasury Department rejected the Trustees' proposal. Our fund, as well as many other underfunded multi-employer pension plans, require federal assistance in order to recover from the damage from the 2008 Wall Street debacle.

This is not a Democratic or a Republican issue – it's an American issue. Please protect us by urging the leadership in both the Democratic and Republican parties to solve this issue this year. Every day we wait, both plans and retirees suffer.

Sincerely,

[Your name]

Contact the members of the Pension Select Committee

House Members

Vern Buchanan, Florida
Virginia Foxx, North Carolina
Phil Roe, Tennessee
Dave Schweikert, Arizona
Richard Neal, Massachusetts
Debbie Dingall, Michigan
Donald Norcross, New Jersey
Bobby Scott, Virginia

Senators

Sherrod Brown, Ohio
Joe Manchin, West Virginia
Heidi Heitkamp, North Dakota
Tina Smith, Minnesota
Rob Portman, Ohio
Orrin Hatch, Utah
Lamar Alexander, Tennessee
Mike Crapo, Idaho

Mail: The Honorable [Name]; U.S. House; Washington, D.C. 20515
or The Honorable [Name]; U.S. Senate; Washington, D.C. 20510

Email: You'll have to look each member up individually; most have on-line forms for you to complete.



From high school student to IAM apprentice



After winning a full toolbox for his entry into Local 1414's essay contest in 2016, George Washington High School student Piotr Sikorski goes on to become an apprentice mechanic at the MTA.

In 2016, Piotr Sikorski was a student at George Washington High School in San Francisco. He was also studying auto mechanics in the auto program that the school had recently refurbished, with the help of Local 1414. When the semester ended, Piotr not only got an excellent hands-on education from instructor Rich Del Rosso, but he also won the Local-sponsored essay contest, which entitled him to a toolbox filled with the tools of his chosen trade.

From high school, Piotr attended Skyline College in San Bruno. Business Rep Art Gonzales is pleased to announce that he has just been chosen to be an apprentice at the MTA in San Francisco.

"Piotr is a success story," says Gonzalez. "While the closing of school vocational programs in the 90s really hurt our industry, this program at GW High and our other work to establish internship programs with the City of San Francisco and MUNI has the opportunity to rejuvenate interest in the industry among young people. We wish Piotr the best for a good, long career as a mechanic!"

UNION PEOPLE

Cal Conference of Machinists

Sacramento meeting honors Business Rep Breckenridge



At its annual meeting and Lobby Day in California's capitol (below), the California Conference of Machinists learned about legislation impacting union members and had an opportunity to meet with Senators and Assembly members.

They also took time out of their busy meeting schedule to honor District 190 Business Rep Richard Breckenridge for excellence in representing the membership throughout the wider San Jose region. Here, GVP Gary Allen (L) presents the award to Breckenridge.



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

Local 1584

T-shirt solidarity

To better promote the union, Local 1584 bought a union t-shirt for every member. Here, those who work at the George Martin Company in Emeryville decided that they would all (mostly) wear their shirts on the same day.



The IAM District 190

Sparkplug

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The Sparkplug is the official publication of District Lodge 190 and its affiliated local lodges and notification of any meeting or election in this paper shall constitute official notice per Article B, Section 4 of the IAMAW Constitution and Articles V and VII of District Lodge 190 By-Laws.

Postmaster: Send address corrections to: The Sparkplug, 8201 Capwell Street, Oakland, CA 94621.



Debra Chaplan, Managing Editor

Local 653

Newly-elected executive board gets training

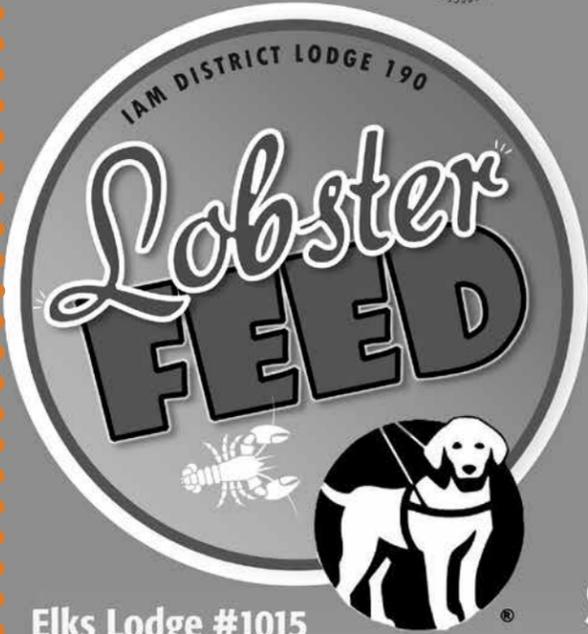


Local 653's newly-elected officers attended officers training on March 3, put on by Western Territory educator Melissa Campbell.

(From left—Front row) Business Rep Jeremy Celaya, Secretary-Treasurer Joe Artiaga Jr., Trustee Hector Gonzalez, Sergeant-at-Arms Eric Pelayo, Vice President Bryant Kennedy.

(Back row) Trustee Anastacio Rodriguez, President Dan Zack, Trustee Robert Glapenskee and Recording Secretary Brandon Sandoval.

7th Annual  District Lodge 190



Benefiting Guide Dogs of America

Saturday, June 16, 2018

5:30 p.m. Cocktails
6:30 p.m. Feed

\$100 per person
No Host Bar

Elks Lodge #1015
2255 Santa Clara Avenue
Alameda, CA 94601



Count Me In!

NAME _____ PHONE _____

I am ordering _____ tickets at \$100 each

My check for total of \$ _____ is enclosed

You can also call District Lodge 190 for tickets (510) 632-3661

Please make check payable to Guide Dogs of America and return this ticket order stub with your check to: DISTRICT LODGE 190, 8201 CAPWELL DRIVE, OAKLAND, CA 94621

BUY UNION

Clean your way to a stronger America

With the sunshine coming around, it's time to knock the cobwebs down and get to the spring cleaning. In the yard or around the house, the supplies below are produced by ethical employers. With these union-made products, you can clean your way to a stronger America!



Cleaners, Laundry, Storage and More

- | | |
|--|-----------------------------------|
| Ajax | Minwax |
| All Laundry Detergent | Mop & Glo |
| Blanco Bleach | Niagara Spray Starch |
| Borateem Laundry Detergent | Osram Sylvania Lightbulbs |
| Bowl Fresh Toilet Bowl Sanitizer, Deodorizers | Pro-Fusion Color Car Polish |
| Clorox | Pure Bright Pro Cleaning Products |
| Cuddle Soft | Purex |
| DuPont Degreasers, Stone Care | Rit Dye Laundry Treatment |
| Dynamo Laundry Detergent | Rubbermaid |
| Enoz Cedar Pine Moth Balls, Fly Catcher Strips | Snuggle |
| Fab Laundry Detergent | Soft Scrub |
| Final Touch Fabric Softener | Sun Detergent |
| HiLex Bleach | Sunlight Detergent |
| Liquid Plumr | Surf Detergent |
| Lysol | Tide |

Grow, Mow, Relax

- | | |
|--|-------------------|
| Agrium Fertilizer | John Deere Mowers |
| Algoma Net Hammocks, Pillows, Wood Benches | Kem-Tek Pool Care |
| DuPont Bird Netting | |

Vacuum Cleaners

- | | |
|-----------|-------|
| Craftsman | Rigid |
|-----------|-------|

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.

Nervous about not having enough money? Plan for your retirement now!

A special seminar for IAM members

Bring your spouse, significant other, children and adult children for an informational working session about the following topics:



- 401k fundamentals
- Roth 401k features
- Rollovers
- General retirement planning
- Beneficiary review
- Education (529) Plans
- Social Security
- IRAs
- Hardship Loans

May 12, 2018
9:30am-12:00pm
THE WESTIN SAN FRANCISCO AIRPORT
1 Old Bayshore Highway
Millbrae, CA 94030
Breakfast will be provided

Please RSVP to Nateanah Albury, by email or phone:
Nateanah.albury@morganstanley.com • 510-891-5279,
and include the category of who you're bringing: (i.e. spouse, significant other, children).

Note: Events will be planned in other locations around District 190 over the next several months. Watch this space for details.

6% Share of the savings from the GOP tax cut enacted in December that 90 major U.S. corporations will devote to **boosting worker pay** and benefits.

59% Share of the windfall tax savings these same firms will devote to share buybacks, dividend hikes and other moves that **directly enhance shareholder wealth.**

Inequality.org

Local 93

Commercial Truck

Business Rep Richard Breckenridge reports that the 10 members who work at Commercial truck in Salinas ratified a new 3-year contract that includes a \$1.00 wage increase each year.

Local 653

Fresno USD

The trades group who works at Fresno Unified School District ratified a new 3-year contract. Business Rep Jeremy Celaya would like to send special thanks to the committee: Vic Araujo, Jeff Risen, Richard Bischel and retired Business Rep Tom Rotella for all their hard work to get it done.

Open contract

Celaya notes that the contract is opening at Fresno Chrysler-Dodge-Jeep-RAM, and a proposal meeting was held on March 13.

Local 801

LB&B Associates, Inc.

Contract negotiations are coming up for the members who refuel Navy and Marine aircraft at the Naval Air Station in Fallon, Nevada. "We don't anticipate any major drama," says Area Director Mark Martin. "But, stay tuned."

Local 1101

S Roberson trucking

Business Rep Richard Breckenridge reports that the member who works at S Roberson Trucking in Soquel just ratified a 3-year contract that includes a \$0.50/hour wage increase each year of the contract and maintenance of health and welfare benefits.

Local 1173

Antioch Auto Center

On February 15, the 50 service technicians and parts department members at Antioch Auto Center ratified a new two-year deal. "They'll be getting substantial gains in wages," says Business Rep Brian Fealy.

"The top-tier guys will get a \$1.58/hour increase the first year and \$0.80 in year two, with proportional increases for the rest of the crew. He adds that the agreement also includes more money in the 401K plan and language improvements.

Toyota stores

Area Director Steve Older reports that the negotiation process with Toyota Vallejo has been slow but on-going. "I think we'll get a contract at the end of the day, but it may still take a while."

Toyota Walnut Creek has been sold to Price Simms. "The new owners re-hired a majority of our members, so we're negotiating a new first contract with them," Older explains.

Local 1414

Staff changes

Long-time Business Rep Pedro Mendez has been named Area Director for Local 1414. Business Rep Art Gonzalez is leaving the staff to get a few more years in at the City of San Francisco before retiring.

Serramonte Ford

Serramonte Ford's new owner, Berkshire Hathaway, just happens to be the third largest public company in the world. That doesn't mean they are good at timely union negotiations.

Business Rep Dave Taylor reports that it took more than a year to settle the contract, and he was fearful that it would end in the first strike of his 11-year career as a Rep.

"Shop Steward Ibrar Shah did a great job, but members were getting

frustrated that getting this contract was taking so long," Taylor says. "So, we recruited a second Shop Steward, Jose Lopez, to the main shop to increase communication among the members."

Even more frustrating, Taylor says, is that "the shop was so poorly run that the members had to endure three service managers in 18 months."

In the end, the members received a good wage increase. And in a rare move, they will change from a mediocre company health plan back into the Automotive Industries Health and Welfare, with dental, vision, a \$50,000 death benefit, and disability.

The biggest sticking point was that all new hires have to go into the flat rate pay plan. "Our young Machinists were totally against the new hires not having a choice like the current workers," Taylor says.

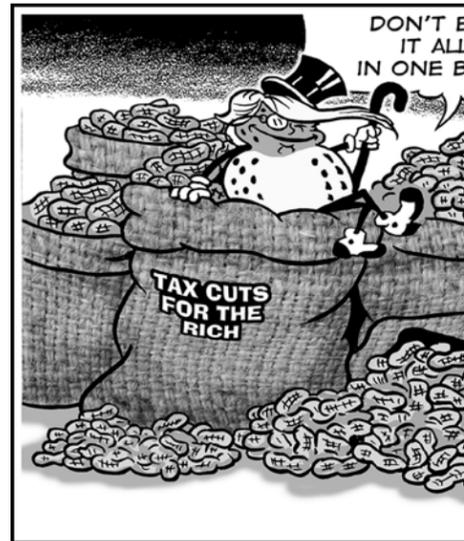
"This shop has always been a tough bunch of workers and fighters, having endured three strikes in past years. I thank the Shop Stewards and all the members for their participation," Taylor added. He also thanked General Manager Sohail, who has an open-door policy and works well with the union to resolve problems.

MV Transportation

The 10 road supervisors and dispatchers at MV Transportation have lived through many changes in the five years that they've been union members. "After getting a first contract, everyone was happy to work there again," says Taylor, "which is a good illustration of how the union protects members and how the contract provides job security."

Shop Steward and 20-year employee Carlito Deguzman says that one of the big issues is that the company is short-staffed because they underbid their contract with Samtrans/Caltrans. Members are routinely pulling double shifts.

Our members ultimately got several important changes in their new contract. These include wage increases



ranging from 3% to \$7/hour, which was "catch-up" pay; hopefully this will make the positions more attractive to new hires. In addition, Local 1414 got jurisdiction of San Francisco County, San Mateo County and Half Moon Bay all under one contract. Any new locations in these counties will have union recognition on Day One, giving them all benefits of the current contract.

That jurisdictional decision has already come to play with MV's transportation technicians who just joined the unit. Instead of having to open up a new contract, these new members will be covered by the current contract and the union just has to negotiate over the wages and retirement plan.

Special thanks to Shop Stewards Carlito from the road supervisors/dispatchers, and Randy Domingo, from the technicians group. Taylor also thanks Area Director Pedro Mendez and MV's negotiating team: Patrick Domholdt, Tim Dumandan and Manager Orellana Santos.

Republic Services

Taylor reports that the lead technicians at Republic Services in both Daly City and Half Moon Bay got wage increases, but it was a fight. The company only wanted to give an increase to the lead tech in Daly City.

"Shop Steward Dave Kuber, the Daly City lead technician, did a great

SHOP TALK: In light of the likely Supreme Court decision that will severely harm p



Brian Padilla
MV Transportation-Stockton
Local 2182 - 5 years

"A lot of things—how the union fights for you when it's not your fault. How they fight bad company policies, it wouldn't be good if there were no unions."



Jerry Hernandez
MV Transportation-Stockton
Local 2182 - 2 years

"This is my first union job. I can call the union to help if I have an issue—that would be gone."



Anthony Orosco
Sardee Industries
Local 1528 - 6 months

"The health benefits, the guaranteed pay and the job security. Really, it's about peace of mind. I worked in non-union places that were dangerous, and it was on us if something went wrong."



Joe Quintanilla
Geiger Manufacturing
Local 1528 - 18 years

"Security of vacation and holiday pay. Also, having a say. Without a union, the benefits are bad and workers don't have a say."



Kevin Bennett
Geiger Manufacturing
Local 1528 - 25 years

"My pension. This is a great shop with a great boss. I don't have anything to worry about here. I have no complaints with the union."

THE LOCALS



and 10 at the MTA,” says Business Rep Art Gonzalez. “They’ll have nine weeks of classroom training, and then nine weeks of work experience where they’ll get paid \$25/hour.”

This program is part of a \$500,000 grant that the city got to place into the trades women, foster youth and other young people who don’t traditionally go into those fields. “We’re working with non-profits, like Tradeswomen, Inc. and the Jewish Community Center to do outreach and provide soft skills training,” says Gonzalez, who’s most pleased that the Local was able to get \$22,000 out of the grant to pay the journeymen who work overtime to be mentors to the kids.

“While this doesn’t give the students automatic entry to our apprenticeship program, it certainly gives them an opportunity to apply and a leg up in the process,” Gonzalez adds.

Local 1528

Silgan Riverbank

This year, production has gotten off to a slow start, with lower than average volume anticipated for the remainder of the year, reports Area Director Mark Martin. “The closure of Seneca Foods in Modesto is impacting a number of operations in the area.”

Meantime, Martin says that he’s currently working on a discharge case and a few grievances at the facility.

Silgan Doherty

The union is currently in negotiations with Silgan Doherty. “The cost of health and welfare benefits is a huge issue at the table, as is attendance,” says Martin. “I hope to have a favorable report in the next issue.”

Local 1546

Ford Store - San Leandro

After nearly five years of hard-fought negotiations, the members at the Ford Store in San Leandro finally have a three-year contract.

“They struck once and turned down 14 different offers,” says Area Director Steve Older. “Clearly, the 15th offer was the charm.”

The members got wage increases of \$2.72 in year one, with \$1 and \$0.50 in years two and three, in part to make up for the many years of no contract. “While nobody’s thrilled with the health care plan, the employer has been limited in its ability to switch plans, as they had been doing relentlessly,” Older said. “Significantly, the shop remained hourly with a bonus.”

Con Global

The 35 members at Con Global, at the Port of Oakland, ratified a five-year contract that includes the largest wage increase they’ve had in 15 years, reports Area Director Don Crosatto.

Fabco

Three months after Fabco, a Livermore-based manufacturer, was sold to Meritor (formerly known as Rockwell), the new owner asked the union for early negotiations. “In two days, we got a very favorable settlement,” says Crosatto. “For the first time in my memory, the employer didn’t even bring up the cost of insurance.”

The 22 members ratified a new five-year contract that includes wage increases of between \$0.60 and \$0.70 each year (on top of the dollar increase they got last year). There’s also a \$25 contribution increase to the 401K plan, increases in the health and welfare cap, an extra sick day, a new severance pay provision, a lowered probation period, and the first improvement in decades in the shift premium.

Local 1584

Atlas Pacific Engineering

When Seneca Foods in Modesto announced that they’d be closing, the impact rippled far and wide. “We’re in discussions with Atlas Pacific Engineering in Modesto regarding the impact of the Seneca Foods closure,”

says Area Director Mark Martin. “Currently, we have six people from Atlas who worked at the Seneca location. We don’t want them to join the 250 full-time Seneca workers and the nearly 500 seasonal workers who will now be on the unemployment line.”

Henkel

“Things have finally settled down after the eight-week strike that ended just before Christmas,” reports Area Director Steve Older.

“We purged all of the old management, including the HR and safety guys and with fresh new management, our members are working hard to get caught up.”

Older reports that in March, the Federal Mediation and Conciliation Service held a 6-hour training for management, supervisors and union members about the new contract’s grievance policies. “It was very positive and did a lot of good. We did some role-playing and role reversal. This helps give both sides an idea of the others’ pressures. ‘I’d recommend it for everybody,’” Older says.

Local 2182

Victory Auto Group/Harrold Ford

The members at Harrold Ford overwhelmingly ratified a new three-year contract in November, 2017. “The negotiations process with the Victory Auto Group was challenging and became contentious at times,” says Area Director Mark Martin. In addition to general wage increases, the incentive/bonus plan was enhanced for the Service Techs and a Body Shop bonus plan got added to the contract.

City of Sacramento/Building Trades Group

After six months of bargaining, the union reached a two-year contract with the City of Sacramento. The increase in the employer’s health ben-
continued on page 7

Public employee unions, what would you miss if you could no longer have a union?



Mike Baptista
Geiger Manufacturing
Local 1528 – 39 years

“The pension and the benefits...and the wages, of course. Why should people who don’t pay dues benefit from the union? We get holidays and benefits because of the unions, not because the company just wanted to be nice.”



Fred Birrueta
Clutch and Brake Exchange
Local 2182 – 24 years

“The benefits, especially the pension. You’d hate to lose something you’ve had for so long. I wouldn’t like it. The union is family.”



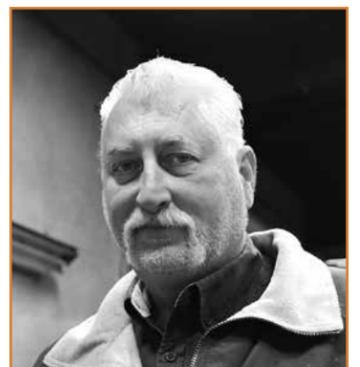
Jorge Larios (& son Adrian)
MV Transportation-Stockton
Local 2182 – 15 months

“Job security. The call for help. Someone that we can ask questions and get answers. Also, the attitude and way of seeing stuff – we get more respect from management.”



Ryan Tincup
Panella Trucking
Local 2182 – 7 years

“Really, just the health benefits.”



Dave Bond
Panella Trucking
Local 2182 – 35 years

“Our benefits is the biggest thing. And having a voice for the employees. Where we all get together and talk to the employer, everybody benefits.”



IN THE NEWS

Conflict of Interest scuttles bad decision

A Trump appointee's conflict of interest has bitten the Trump administration's anti-worker agenda in the ass. The National Labor Relations Board has vacated its Hy-Brand decision after the agency's Inspector General said that board member William Emanuel should not have voted due to his conflict of interest.

Hy-Brand reversed an Obama-era decision which expanded rights for workers directly employed by staffing agencies or franchise owners. Under that [Browning-Ferris] decision, companies couldn't escape responsibility for the workers in their factories or warehouses or restaurants just by making sure someone else signed the paychecks. If a company determined the terms and conditions of employment, it could be treated as a joint employer. That had major implications for the huge temp worker industry and for the heavily franchised fast food industry, too.

Emanuel voted on Hy-Brand despite his former law firm's having been involved in the earlier case, and that vote and that conflict of interest proved a problem: In a report issued Feb. 9, NLRB Inspector General David Berry said Emanuel should not have cast a vote overturning Browning-Ferris. While Hy-Brand involved different companies, Berry wrote that the way the NLRB handled it amounted to a "do over" in which the new case was "merely the vehicle" to reconsider the old one—which at the time was still pending in federal court. Berry said the issue revealed "a serious and flagrant problem and/or deficiency" in the NLRB's handling of conflict-of-interest issues.

The order vacating Hy-Brand was issued by a 3-0 vote in which Emanuel didn't participate, according to a statement Monday from the agency, which said the move



was made "in light of the determination by the board's designated agency ethics official that member Emanuel is, and should have been, disqualified from participating in this proceeding."

"This is, so far as I'm aware, unprecedented," said former NLRB chair William Gould IV, a professor emeritus at Stanford's law school. "There is no decision on a matter of such high import that has been vacated based upon a breach of conflict-of-interest rules."

Don't doubt the determination of Trump appointees and the Trump administration generally to find ways to hurt workers—they're likely to look for another chance at a do-over and the House has already passed a bill overturning Browning-Ferris—but it's nice to see rampant corruption and conflicts of interest get in Team Trump's way for a change.

Laura Clauson, Daily KOS Labor

Uber and Lyft drivers' median hourly wage is just \$3.37, report finds

Uber and Lyft drivers in the U.S. make a median profit of \$3.37

per hour before taxes, according to a new report that suggests a majority of ride-share workers make below minimum wage and that many actually lose money. Researchers from the Massachusetts Institute of Technology's Center for Energy and Environmental Policy Research analyzed surveys completed by more than 1,100 drivers for the ride-hailing companies and did an analysis of vehicle cost data. Their report—which factored in insurance, maintenance, repairs, fuel and other costs—found that 30% of drivers are losing money on the job and that 74% earn less than the minimum wage in their states.

Sam Levin, The Guardian

For most workers, the tax cut windfall will disappear

Millions of workers have received a small cut of corporate America's tax cut bonanza. Unfortunately, the windfall for most workers will be fleeting.

53% of the investments in workers announced by Russell 1000 companies have been one-time bonuses, according to an analysis by the nonprofit group JUST Capital.

In other words, most of the benefit to workers will be short-lived.

After examining announcements by 93 of the largest 1,000 U.S. public companies, the group found that another 6% of the worker windfall has been in the form of one-time contributions to employee 401(k) plans.

Less than one-third of the investment in workers will be permanent. JUST Capital found that 29% of the money is going toward wage hikes, while another 2% is being set aside for ramping up 401(k) programs by raising matching contributions.

"A permanent wage increase sends a stronger signal of investing in your workforce than a one-time bonus," said Martin Whittaker, CEO of JUST Capital.

"If you're struggling to make ends meet stacking shelves at Home Depot, would you rather get a one-time bonus or a permanent wage increase?" Whittaker asked.

Home Depot (HD) is among dozens of major companies that announced \$1,000 tax cut bonuses for workers after the tax cut became law in late December. Bank of America (BAC), Verizon (VZ), Comcast (CCZ) and Pfizer (PFE) did the same.

Goldman Sachs CEO Lloyd Blankfein recently told CNN the one-time bonuses won't make a lasting difference for workers.

"I think a lot of it is symbolic and making a statement," Blankfein said. "We're dealing in a world of sentiment. Symbolism matters."

During his State of the Union address, President Trump pointed to these one-time bonus payments as evidence that the tax cuts are trickling down to workers.

Companies in the Russell 1000 are distributing 61% of their tax savings to shareholders via fatter dividends and booming share buybacks, JUST Capital found.

SHOP TALK: What would you miss if you could no longer have a union?



Jonathan Demercurio
MV Transportation-Stockton
Local 2182 – 1 year

"The security of our job. I know our wages would go down. It would be like the old days where the boss demands stupid stuff. Now, we have a stronghold on benefits and wages."



Josh Duplichan
Sardee Industries
Local 1528 – 8 years

"The back-up. The union always has your back for any issue—even just the contract. They keep standards up to employees' expectations, which would definitely slip without the union."



Rich Sterner
Geiger Manufacturing
Local 1528 – 8 years

"The benefits and the security that the union brings for the employees. Non-union shops are more cut-throat. Unions provide a better working atmosphere because the screening of personnel is better so you work with a better caliber of person."



Mike Keller
Geiger Manufacturing
Local 1528 – 1 year

"The pension. I've only been in a year; it won't be big, but it'll be something."



Ben Cervantes
Geiger Manufacturing
Local 1528 – 10 years

"The security of knowing that I have union protections. There's peace of mind that comes with the backing of the union, especially at contract time!"

AROUND THE LOCALS

continued from page 5

efit contribution was worth \$1/hour all by itself,” says Martin.

“Our bargaining committee for the Machinists group was invaluable in getting the deal done,” Martin adds. “I particularly want to thank Dave and Brad Hoekstra for all their efforts.”

City of Sacramento/ Automotive Fleet Unit

The approximately 85 employees who maintain the city’s fleet and equipment just ratified a two-year contract, reports Business Rep Skip Hatch. In addition to getting a 2% wage increase each year, they’ll get a \$1,275 signing bonus, and a range of increases in the employer contribution for health care.

They’ll also see language improvements regarding out of classification pay, medical exclusion for the CDL requirement, shift bidding by location, vacation bidding, and safety boots.



Riverview International Trucks

The 51 service and utility technicians, body shop, parts, warehouse & parts drivers at Riverview International Trucks in West Sacramento ratified a new two-year contract in February. The agreement includes modest wage increases for helpers, warehouse workers and drivers, \$0.50/hour incentives for journeyman techs

to get product training, and additional wage increases. The company will also pay a \$900 retention bonus to the techs who work a minimum 2,070 hours each year, and complete a tool inventory list in 2018 and update it in 2019. Parts workers who complete the product training in 2018 will get a \$300 bonus. Also, the life insurance package was increased from \$25,000 to \$100,000.

IN THE NEWS

Disney workers are struggling

Disney’s theme parks are supposed to be the happiest places on earth, but brewing labor unrest shows that they might actually be miserable places to work. Currently, tens of thousands of unionized Disney workers are in a standoff in tense contract negotiations, and Disney is currently repaying them by withholding a long-overdue bonus.

Joining other mega-companies that sprinkled a short-term wage boost to “share” a tiny piece of Trump’s tax-cut windfall, Disney originally offered a \$1,000 one-time bonus to its workers as a benevolent gesture. But it’s currently denying that bonus to more than 40,000 workers in Orlando and Anaheim, who are holding out in negotiations to push demands for a better contract. Meanwhile, 80,000 other Disney employees are getting the bonus with “no strings attached,” according to the union, UNITE HERE. For the workers, their right to a fair

contract is worth more than the CEO’s noblesse oblige, so they’re continuing to push for more at the bargaining table, even if it means foregoing the temporary wage boost for now.

Michelle Chen, The Nation

Lasers to replace Levi Strauss workers

Levi Strauss is turning to laser-welding robots to get the worn look and strategic rips that consumers demand in their denim in a move to replace its global army of “finishers” who beat, sand and even bake its jeans into different styles. In what it is billing as the biggest change in more than a decade to a supply chain that turns out 150 million pairs of jeans each year, the apparel company has begun deploying a legion of lasers that by 2020 it hopes will replace almost all the humans doing the labor-intensive, and sometimes toxic, finishing work.

Shawn Donnan, Financial Times

ORGANIZING WINS

Santa Rosa Stainless Steel

The 30 tank builders and fabricators who make stainless steel tanks for wineries at Santa Rosa Stainless Steel voted on March 9 to be represented by IAM Local 1596. “The workers’ main concerns were about safety and broken equipment, but they also complained about low wages and broken promises,” says Area Director for Organizing Jesse Juarez. “The employer used the normal anti-union tactics including hiring consultants to dissuade the workers from organizing, and they tried to stack the unit with supervisors who they thought would vote against the union, but that tactic didn’t work.”

The union is currently waiting on the NLRB to certify the election, “We want to make this a better place to work,” Juarez adds. “We look forward to bargaining a first contract.”

Juarez wanted to give special thanks to the Local 1596 officers who assisted with the organizing: Secretary-Treasurer Donnie Wooten and President Frank Crabtree.

Peter Pan BMW service writers

Two years ago, the service writers at Peter Pan BMW Service Writers approached Local 1414 seeking to join the techs at that dealership as union members. In fact, some of the long-timers had been there when the service writers had decertified several years ago. While they didn’t pursue a union back then, they did in December, 2017. “They were mad because the company had made several cuts to their pay plans,” says Business Rep Dave Taylor. “This time they all signed cards saying that they wanted be a part of the union because enough was enough.”

Taylor worked with Juarez and determined that they were eligible for an “Armour-Globe Election,” in which they could vote to join the previously-existing bargaining unit in the company. The Penske-owned dealership put up a big fight and an anti-union campaign, “but no matter what the company did, they did not break the solidarity of these 10 service writers, who voted unanimously to join the union,” says Taylor. “We look forward to getting them a good first contract.”

SHOP TALK: What would you miss if you could no longer have a union?



Chris Nicholson
Geiger Manufacturing
Local 1528 – 7 years

“Everything – the security of the union. When my previous shop closed, which was non-union, we got nothing. Here, the benefits are much better; we didn’t have benefits at the other place.”



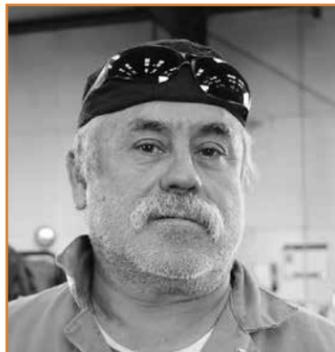
Jose Lopez
Clutch and Brake Exchange
Local 2182 – 9 months

“Health benefits and the pension, most definitely. And the peace of mind for having backup.”



Louie Perez
Panella Trucking
Local 2182 – 30 years

“My main concern would be the health insurance for me and my family. We’d lose representation for wrongly getting fired.”



Eleazar Bucio
Panella Trucking
Local 2182 – 28 years

“Insurance and benefits. That’s the most important. You’ve also got security that you have for the duration of the contract.”



Nick Stockton
MV Transportation-Stockton
Local 2182 – 10+ years

“The backing of a union rep!”



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
 Local 1414: www.iam1414.org
 Local 1584: www.iamlocal1584.com

Facebook pages:
 Local 653: https://www.facebook.com/iamaw.local?fref=nf
 Local 1101: facebook.com (search for IAM Local 1101)
 Local 1546: https://www.facebook.com/iam1546
 Local 1584: https://www.facebook.com/IAMLocal1584

Twitter:
 Union Organizer: @union1484

UNION MEETINGS

<p>District Lodge 190 8201 Capwell Drive Oakland, CA 94621 510-632-3661</p>	<p><i>Meetings are the fourth Tuesday of each month</i> Apr. 24 • May 22 • June 26 Executive Board Meeting: 6:30 p.m. General Delegates' Meeting: 7:00 p.m.</p>	<p>Local 1484 1261 Avalon Blvd. Wilmington, CA 90744 310-835-6688</p>	<p>Executive Board Meeting: 6:00 p.m. on the third Thursday of the month April 19 • May 17 • June 21 General Membership Meeting: 6:00 p.m. on the first Tuesday of the month April 3 • May 1 • June 5 Retirees' Club: 1:00 p.m. on the third Wednesday of the month: April 18 • May 16 • June 20</p>
<p>Local 93 2102 Almaden Rd., #105 San Jose, CA 95125 408-440-8716</p>	<p><i>Meetings are the second Tuesday of each month</i> April 10 • May 8 • June 12 Grievance Committee: 3:30 p.m. Executive Board Meeting: 4:30 p.m. Membership Meeting: 5:00 p.m.</p>	<p>Local 1528 713 16th Street Modesto, CA 95354 209-529-9210</p>	<p><i>Meetings are the first Wednesday of the month</i> April 4 • May 2 • June 6 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 Dec. 17 • January 21 • February 18 • March 18 Narcotics Anonymous: 5:30-6:30 p.m. every Tuesday</p>
<p>Local 653 5726 E. Shields Ave. Fresno, CA 93727 559-264-2815</p>	<p><i>Meetings are the third Wednesday of the month except in November</i> April 18 • May 16 • June 20 Executive Board Meeting: 5:00 p.m. Membership Meeting: 5:30 p.m.</p>	<p>Local 1546 10260 MacArthur Blvd., Oakland, CA 94605 510-638-6705</p>	<p><i>Meetings are the first Tuesday of the month</i> April 3 • May 1 • June 5 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 March 29 • April 26 • May 31 Retiree Club Pot Luck Luncheon: 12 noon on the first Wednesday of each month April 4 • May 2 • June 6 Alcoholics Anonymous: 9 a.m. every Saturday</p>
<p>Local 801 8201 Capwell Drive Oakland, CA 94621 800-655-2182</p>	<p><i>Meetings are the third Thursday of the month</i> April 19 • May 17 • June 21 Membership Meeting: 4:00 p.m. <i>Meetings are held at the Carpenters' Hall, in Reno.</i></p>	<p>Local 1584 436 McCormick Street San Leandro, CA 94577 510-635-2064</p>	<p><i>Meetings are the third Thursday of the month</i> April 19 • May 17 • June 21 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: April 3 • May 1 • June 5</p>
<p>Local 1101 2102 Almaden Rd., #105 San Jose, CA 95125 408-440-8716</p>	<p><i>Meetings are the second Thursday of the month</i> April 12 • May 10 • June 14 Executive Board Meeting: 5:30 p.m. General Membership Meeting: 6:30 p.m.</p>	<p>Local 1596 1900 Bates Ave., # H Concord, CA 94520 925-687-6421</p> <p><i>Note: Monthly meetings will now be held at the Plumbers Hall in Santa Rosa: 3473 Santa Rosa Ave., Santa Rosa CA 95407</i></p>	<p><i>Meetings are the third Tuesday of the month</i> April 17 • May 15 • June 19 Executive Board Meeting: 6:00 p.m. Membership Meeting: 6:30 p.m.</p>
<p>Local 1173 1900 Bates Ave., # H Concord, CA 94520 925-687-6421</p>	<p>Executive Board Meeting: 6:00 p.m. on the second Thursday of the month April 12 • May 10 • June 14 Membership/Shop Stewards' Meeting: 6:30 p.m. on the second Thursday of the month April 12 • May 10 • June 14</p>	<p>Local 2182 967 Venture Court Sacramento, CA 95825 800-458-9200</p>	<p><i>Meetings are the second Tuesday of the month</i> April 10 • May 8 • June 12 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: April 18 • May 16 • June 20</p>
<p>Local 1414 150 South Boulevard San Mateo, CA 94402 650-341-2689</p>	<p>Shop Stewards' Meeting: 5:30 p.m. on the third Thursday of the month April 19 • May 17 • June 21 Executive Board Meeting: 6:00 p.m. on the second Thursday of the month April 12 • May 10 • June 14 General Membership Meeting: 6:30 p.m. on the third Thursday of the month April 19 • May 17 • June 21 Retirees' Club: 11:00 a.m. on the first Wednesday of March, June, Sept., Dec. All are welcome! June 6 • September 5 • December 5</p>		