VOL. 2I NO. 2 June-July-August 2019

Serving the Active and Retired Members of IAM District Lodge 190

Best contract ever for members at City/County of SF

About 450 members of Local 1414 work for the city/county of San Francisco fixing all of the equipment that moves across the city. This very busy group who works on buses, street cars, cable cars, fire engines, the hydro-electric pump at the Hetch Hetchy dam, police cars, and heavy-duty equipment like backhoes, dumpers, and loaders just got the best contract ever that covers the next three years.

"The members started meeting about setting proposals in July, 2018," says former Local 1414 Business Rep and current city employee Art Gonzalez who served as lead negotiator. The talks got underway in earnest in December. "We were negotiating pretty hard almost every night for several weeks. During the last week, we went into mediation – going from 8 a.m. until 10 p.m. each day to get this contract."

Gonzalez says that the union forced the city to settle rather than arbitrate, saving a lot of time and money.

"We did a lot of things with this contract," Gonzalez reports. "In addition to cleaning up a lot of language, we got tremendous wage increases, comp time for the first time, and life insurance."

But clearly, the wage increases are the item to crow about. All workers will see an 11% wage increase over three years, with 3% increases each July, and 1% or .5% each January. "And everyone in the unit got a \$.25 wage increase on top of that," Gonzalez adds.

But that's not all. Several of the classifications got wage adjustments on top of the 11% wage increase.

The mechanics at the MTA got a premium of up to \$1.25 for heavy duty work. The Body Shop and Painters will see an increase of 1.15% on top of the other increases. General utility mechanics get a wage adjustment of 5%. Mechanical Superintendents will get an 11% wage adjustment. Acting assignment pay, when a member fills in for a supervisor, was raised from 5% to 7.5%. The City contract includes an additional \$12.50/day for Lead pay, which hasn't been in the contract in about at least 20 years.

If the wages weren't enough, the reimbursement rate for footwear was raised from \$50 to \$250/year, eyewear got raised from \$150 to \$200, and jackets got added to the uniforms, which is important in the chilly San Francisco summers and winters.

Gonzalez wanted to acknowledge the great team of stewards who joined him at the talks and gave great advice. They include Rob Bergesen, Mailei Maloa, Vern Tiing, Scott Thompson, Mike Shelly and Don Adonis.

Gonzalez was also highly appreciative of Area Director Pedro Mendez, who oversaw the process, and Caren Sencer from the law office of Weinberg, Roger and Rosenfeld, who offered numerous creative ideas throughout the talks.



Above: Mailei and Vern getting ready for negotiations
Below: Rob role-plays with "management" that he needs



Congrats to pre-apprentices for completing the first step to a new career



Former Local 1414
Business Rep Art
Gonzalez (left)
launched the
pre-apprenticeship
program. Here,
he's proud to be at
the program's first
graduation with
students, teachers
and Local 1414
members.

On Friday, June 7, the first group of 19 pre-apprentices celebrated the completion of their 18-week training program. After nine weeks at the City College of San Francisco, they rotated work shifts between the Golden Gate Bridge Highway and Transportation Division, Automotive Division and Ferry Division, as well as at the City and County of San Francisco and the MTA.

"Our goal is to train automotive mechanics, automotive machinists, maintenance machinists, auto body fender workers and auto painters. Importantly, we were charged with placing heavy emphasis on recruiting women to become mechanics," says Area Director Pedro Mendez. "Local

1414 members oversaw the students' work in the field and gave each of the grads a set of tools."

Mendez thanked former Business Rep Art Gonzalez who originally shepherded this program through. He also thanked Jewish Vocational Services and Tradeswomen, Inc. for their work to recruit and support the participants, particularly the women. On the city level, he particularly thanked Margaret Reed, Project Manager of Apprenticeship San Francsico, and each of the agencies for making it happen. "Several agencies have already developed apprenticeship programs so these grads will have an opportunity to get to work soon," Mendez added.

Periodicals postage paid at Oakland. USPS 007966

BUY UNION!

Summer cook-outs



Whether it's Memorial Day, July 4th, or just a great weekend evening, when you're ready to fire up the grill and spend time with friends and family, think about the products below. Not only are they essential for any barbecue, they're all made by ethical companies who give their workers a voice on the job. Enjoy your summer and let's all grill our way to a happier America.

Hot Dogs

Ball Park Butterball Farmer John Hebrew National Hormel Oscar Meyer

Ice Cream

Ben & Jerry's Breyers Good Humor Oberweis Perry's

Snacks

Cheez-It
Doritos
Fig Newtons
Frito Lay
Rold Gold Pretzels
Sun Chips
Wheat Thins

Coolers

Rubbermaid

Beverages

In addition to Coke, Pepsi, and 7-Up, there are more than 250 varieties of union made beer. Check out the list at *Labor411.org* and pick your favorite!

The IAM District 190 Spark plug

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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

UNION PEOPLE

IAM supports another member whose home burned in Camp Fire



Business Rep Pat Woodward presents a \$500 check from the IAM disaster relief fund to long-time member Dennis Youngblood, who lost his home in Paradise.

On November 8, 2018, Dennis and Sandy Youngblood were awakened at 8:30 a.m. when their neighbor came to warn them to evacuate because of the approaching fire. They lived in the city of Paradise, and the fire, which later became known as the Camp Fire, quickly became the deadliest and most destructive wildfire in California history.

The night before, their son Brian had come over from his home about 20 miles away to spend the night. The plan had been for father and son to work together on Dennis's classic Ford Ranchero the next morning. Instead, they got the truck out of the garage and drove it away to save it. By 12:30 that afternoon, all 15 homes on the court where they lived was completely demolished; only their chimney remained.

Dennis' union career started in 1972 when he served his apprenticeship at an independent shop called Holland Service in Berkeley. He retired from McKevitt Volvo/Nissan in Berkeley in 2005 after being a Local 1546 member for 33 years. (Fun fact: although McKevitt no longer sells Volvos at that location, when Dennis retired, the Berkeley location was the oldest Volvo dealership in the U.S.)

The Youngbloods looked for two months before finding a place to rent in Williams, where they've been since January. They're still looking for a permanent spot to land and are contemplating a move to Idaho.

Dennis and Sandy are thankful for receiving a check for \$500 from the International IAM's disaster relief fund.



Seniors and Identity Theft



The 60+ Age Demographic were responsible for nearly 20% of Identity Theft Complaints to the FTC in 2018



Use of Social Media amongst those 65 and older has doubled in the last 5 years increasing the risk to their identities for fraud



Seniors own more than half of all financial assets in America making them a prime target for Identity Theft Fraud



Medical Identity Theft is naturally a major concern as seniors tend to use medical services more and medical records are very detailed and highly prized to identity thieves.



Seniors are generally more trusting with strangers and scams from email "phishing" and telemarketing put them at increased risk



Seniors are proud and can put themselves at risk, particularly with technology issues, by simply being too embarrassed at not being "up to date" to seek proper advice

So How Can We Reduce The Chance of Being a Victim?



Medicare and Medicaid information needs to be protected. Don't share your SSN and medical insurance info unless absolutely necessary. Check your records regularly



Don't give personal information over the phone, through the mail or on the Internet unless you have initiated the contact or you are sure you know who you are dealing with.



PASSWORDS PASSWORDS
PASSWORDS.......
Seniors can be very trusting and share passwords and PIN codes...
we need to be vigilant and DON'T use the same password for everything!



Seniors need to understand that social media is a fertile ground for identity thieves. Be careful of what and with whom we share info. Friend requests are not always from "friends"

More Information? Call Us... 877 308 9167

www.idresolution.net



S FROM THE TRUST FUND

Change in enrollment rules for newly acquired dependents

Effective April 1, 2019, a member who wishes to add a new dependent to their medical coverage must submit an Enrollment Change Form within 31 days of acquiring the new dependent.

Dependents include (for a full list, please refer to the Summary Plan Description):

- Natural children
- Stepchildren
- Legally-adopted children
- Children for whom a member has been legally appointed as guardian
- Children of an eligible domestic partner Once the enrollment form is received by the

Trust Fund, members will have an additional 60 days to provide the required backup documentation (birth certificate, marriage license, adoption paperwork, etc.) to the Fund Office. During this 60-day extension, the dependent will be covered for all benefits.

If you do not enroll your dependent(s) when they first become eligible for coverage, you may do so at a later time. In this case, coverage will begin the first of the following month, upon receipt of enrollment and required documentation.

Enrollment change forms can be found on the Trust Fund website **www.aitrustfunds.org** or by calling the Trust Fund Office at 800-635-3105.

Checking HRA balances: Now there is an App for that

If your medical plan has an HRA compo-

nent attached to it, you have been able to track your account balances and transaction history through the online portal through the Automotive Industries Participant Website at **www. aitrustfunds.org** by clicking on the "HRA Login" at the top of the home page.

Now, you can download the free HS&BA portal app from the Apple App Store. Type in "Automotive Industries HRA" in the App Store search bar to find the app. This is currently only available for iPhone users.

Glasses and contacts now available online

The Plan's vision provider, Vision Service Plan (VSP), is now providing an online service to purchase glasses and contact lenses. The website is called Eyeconic and offers virtual try-on tools, all inclusive pricing on glasses and lenses, as well as free shipping and returns. Eyeconic also provides a lowest price match guarantee and additional savings on additional pairs of glasses. Visit www.eyeconic.com to see if this service is right for you.

Reminder: Looking for Former Pension Plan Participants

The Automotive Industries Pension Plan has approximately 2,000 participants over the age of 65 who are entitled to begin their benefits with the Plan but have not started the process to apply for benefits.

If you are one of these individuals, or if you know someone who may be, you should contact the Trust Fund Office at 800-635-3105 and ask to speak with the Pension Department.

Hearing care program for Al Trust Fund participants

Automotive Industries Trust Funds participants and their dependants are eligible for hearing care discounts through HearUSA. Through the use of qualified, licensed providers, you will receive a comprehensive program that includes hearing assessment, evaluation for hearing aids, and a full range of quality products and services, including annual cleaning and maintenance of hearing aids at no charge for one year, 3-year warranty including one-time loss and damage (deductible varies), 2-year supply of hearing aid batteries, and savings of up to 50% off the cost of brand-name hearing aids, and more.

Here are the steps to get started:

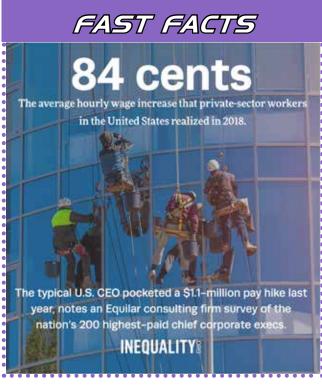
- Call 1-800-442-8231 and HearUSA will schedule an appointment. (Be sure to identify yourself as an Al Trust Fund member.)
- 2. HearUSA will verify eligibility and send you an appointment confirmation.

Discover how today's NEW technology can provide you with better hearing solutions.



Call today to take the first step to better hearing: 1-800-442-8231 (8:00 a.m. to 8:00 p.m. Eastern Time).





LETTERS 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 PAGE 4 June-July-August 2019

AROUND 7

Local 653

New members at Fresno Chrysler-Fiat

The three lube techs on the Fiat side of Fresno Chrysler-Fiat are now members of Local 653. "The employer gave us voluntary recognition for the lube techs," says Business Rep Jeremy Celaya. "The guys will be included in the current collective-bargaining agreement."

Celaya wants to welcome the new members and thank Shop Steward Oscar Gonzales, "who was instrumental in talking with the guys about what it means to be in the union."



Three Lube Techs at Fresno Chrysler are now proud union members. From left: Ezequiel Delafuenta, Shop Steward Oscar Gonzalez, and Noah Arcia. (Not pictured: David Nakad.)

New contract at Fresno BMW

After two years of negotiations, the 18 technicians at BMW Fresno finally got a contract they could ratify, and they did so overwhelmingly on May 20.

Prior to this agreement getting put in place, "wages had been all over the board," says Celaya. Wages were brought up close to the industry standard, and the employer agreed to kick in \$3.25/hour to the IAM national pension fund. "This was a first contract so we had to bargain over everything, including the grievance policy and union security."

"We faced a decertification due

to one anti-union technician. But ultimately the group stuck together and fought that off, knowing they would be better off with the union," Celaya adds.

Coca Cola

The three mechanics at Coca Cola in Fresno ratified a new five-year agreement. "They'll be getting 3% wage increases each year over the term of the agreement, an increase of \$.10/hour into the pension plan, and will maintain their current health and welfare premiums for the term of the contract."

Ongoing talks

The Local is currently in negotiations at Rutter Armey. "The employer is trying to strip away the employee health and welfare plan," Celaya says. More to come

Upcoming contracts include the Fresno Truck Center and Hendricks Collision Center.

Local 1101

Frontier Ford

The 51 members at Frontier Ford in San Jose are pleased to have a new three-year contract.

"This contract includes significant wage increases," reports Business Rep Richard Breckenridge. "Some techs got as much as \$6-7 more per hour to bring them up to area standards." The parts, parts assistants, and shop assistants got about \$1/hour more each year of the contract and the parts department members also got a new and improved commission bonus.

Local 1484

Talks, talks, talks

Business Rep Kevin Kucera reports that he's in negotiations with Acura–Penske in San Diego, and with Con-Global and Marine Dockside, both at the Port of LA/Long Beach.

Locals 1484 & 1546

Updates on the waterfront

District Lodges 190 and 160 held a West Coast Waterfront Strategy Meeting hosted by Machinists Local Lodge 1484 in Wilmington. The purpose of the meeting was to bring together the IAM's West Coast leadership to set organizational goals and strategies to expand the union's membership. Western Territory General Vice President Gary Allen and his Chief of Staff Robert Martinez spearheaded the meeting. District 190 and Locals 1546 and 1484 were well represented.

The union's legal counsel, David Rosenfeld, provided an update of the continued litigation regarding jurisdictional issues between the IAM and the ILWU and on-going lawsuits with various employers and the ILWU at the ports of Oakland, Tacoma and LA/Long Beach.

The IAM has ultimately prevailed in each of the lawsuits—starting with the PCMC/PMMC suit in 2005 and then the Ports America Outer Harbor suit in 2013. Both were settled with the employers; the IAM is currently working to get back dues out of ILWU.

Another lawsuit alleges that Everport Terminals and the ILWU conspired to turn over work to the ILWU that was being performed by IAM mechanics in Oakland. An Administrative Law Judge ruled this unlawful and directed Everport Terminal Services to rehire all the mechanics who were not hired, pay them back pay and recognize the IAM. That case is pending before the NLRB for further review. Back pay and other benefits may amount to many millions of dollars, payable to IAM mechanics by the employer and the ILWU.

Further, the Administrative Law Judge recommended that an order be issued prohibiting the ILWU from ever

accepting recognition for any group of employees who were represented by the IAM or any other union without an NLRB-supervised election to give the workers a chance to decide which union they want. This will stop the pattern of abuse in which the ILWU forces employers to recognize it, even though the employees have been historically represented by the IAM.

Finally a Portland terminal operator (ICTSI) has a damage suit against the ILWU that is scheduled for trial this year in the federal court in Portland. Because the court has already determined that the ILWU engaged in illegal secondary boycotting, the only issue to be decided is how much the ILWU owes in damages. The claim by ICTSI is in excess of \$50,000,000.

Local 1546

Rail Terminal Service

The two mechanics who maintain the power equipment and tractors for Rail Terminal Service at the Union Pacific yard in Lathrop have a new three-year contract.

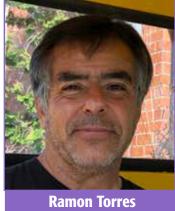
"They'll be getting \$1.25/hour wage increase each year and a \$500 tool allowance," says Area Director Don Crosatto. "It's a delicate balancing act. We tried to get more in their health and welfare, but the railroads are particularly cutthroat, and we didn't want this company to lose their contract."

Workers grow with company

The 20 employees who work at Preferred Truck and Equipment (previously called Pleasanton Truck & Equipment), have a new contract that includes 7.1% in wage increases in the first two years and lower health and welfare co-pays. Crosatto says that the employer is adding money each year to the health and welfare plan with the goal of eliminating the co-pay by the end of year four.

In addition to servicing the garbage

SHOP TALK: Should Congress impeach President Trump? (Yes, no, or maybe...)



Ramon Torres
George Martin Co.
2nd day on the job

"YES. Impeach him. Absolutely. I saw a post about this on Facebook and never saw as many likes for anything as there were for impeachment."



"I'm not huge into politics, but I'm not a fan of Trump. I'd say YES to impeach."



George Martin Co. 2 years – Local 1584

"I'm a NO on impeachment. He's driving my stocks way up."



Armand Trammell George Martin Co. Almost 2 years – Local 1584

"YES. Emphatically yes. If you're a lawbreaker, you shouldn't have this position. Everybody has to follow the rules—all the money in the world shouldn't make him above the law."



"There are definitely some things that are questionable and that he needs to answer to. But I'm a 'MAYBE' on the question."

10 years - Local 1584

THE LOCALS

trucks for Pleasanton & Livermore, the shop is now also the Northern California dealer for Heil, a company that builds truck bodies for garbage trucks. "This company developed a considerable business for supporting sanitation companies around the state," says Crosatto, enabling them to bring on many employees who install equipment, in addition to performing day-to-day repairs.

"This is a great story of when a company does well, its workers do well," Crosatto adds. The new journeyman rate is \$45.15/hour, and the 401K plan will go from \$128/month up to \$628/month by the end of four years.

Alameda County Industries

ACI is responsible for picking up garbage in San Leandro, Alameda, Castro Valley and will soon start the contract for San Ramon; eight IAM members are responsible for keeping all those trucks road-worthy.

The members recently ratified a new three-year agreement that included wage increases of 3.5% and 3.6% (about \$1.50/hour). They will also see increases in the individual account plan and a substantial amount of employer money (going from \$86/month up to \$404/month) in their 401(K) plan.

"Ultimately, no many should have to pay any increases for their health costs, unless there's an extraordinary, unusual circumstance," says Area Director Don Crosatto.

Falck takes over

When Paramedics Plus lost the Alameda County contract, the Danish company Falck took over. (Falck is owned by the same people who own Lego, for what that's worth!)

"The union is meeting with them," reports Crosatto. "They hired back all six of our members, guaranteed their wages and agreed to pretty much everything in the contract," he adds. "The only thing still up in the air is the benefit plans."

Congratulations Walter!



Walter Anderson (L) received his 60year pin at Local 1546's June general membership meeting. Walter retired from Lloyd Wise Olds/Honda in 1992 and remains a strong union supporter.

He reminded Area Director Don Crosatto (R) that he was featured in The Sparkplug 10 years ago marking his first half-century as a union member. Walter, we hope to see you in these pages in 2029!

Finally in real talks

In the last issue of the *Sparkplug*, Crosatto reported that the Pacific Power Group, a Washington State company that had become the Alison Transmission distributor for Northern California and will soon also take on MTU, was interested in having its workers be member of the IAM. Talks started in earnest in April.

The company is located in San Leandro and currently has three techs, with plans to hire more. "We got everything hammered out except for the health care piece. Because the parent company is Washington-based, they don't offer a Kaiser option. We expect to figure this out very soon."

No second-guessing

Business Rep Robbie Pintos negoti-

ated a contract with California Waste Solutions for both the mechanics and clerical workers. He was planning to bring it to them for a ratification vote when, out of the blue, he got a phone call from a woman in Human Resources saying that she had to review it.

"We had worked out a really favorable agreement," Pintos says. "It included \$7/hour raises for the clericals, and got them out of their terrible health plan and into Plan A with maintenance of benefits for the life of the contract.)

"Employers have to realize that if they empower people to make a deal, they can't get a second bite at the apple," says Crosatto. "We're waiting to file unfair labor practice charges, but not for long."

OFFICIAL NOTICE ATTENTION MEMBERS OF LOCAL LODGE 1414

We will be conducting nominations for our upcoming elections which will be held on October 17, 2019 at 150 South Blvd., San Mateo, California between 8:00 a.m. - 8:00 p.m.

The Nominations will be conducted September 19, 2019 at 150 South Blvd., San Mateo, California during the regular membership meeting, starting at 6:30 p.m.

Members must be present or have a letter of intent to accept a nomination on file in order to accept a nomination.

If necessary, a run-off election will be held November 21, 2019 at 150 South Blvd., San Mateo between 8:00 a.m. - 8:00 p.m.

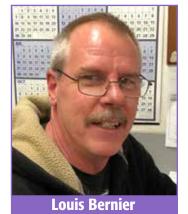
Eligibility to Vote by Absentee Ballot

- 1. Members who reside in outlying areas more than 25 miles from the designated balloting place.
- 2. Members who are at work during times of the local lodge balloting.
- 3. Members who are either confined because of illne ss or injury.
- 4. Members who are on leave qualifying under U.S. and/or Canadian family leave laws.
- 5. Members who are on vacation and retired members more than 25 miles from their residence on election day.
- 6. Members who are on official IAM business approved by the local, district, or Grand Lodge.
- 7. Members who are on an employer travel assignment.
- 8. Members who are on reserve military leave.

Absentee Ballot Procedures

- 1. Pre-printed applications for absentee ballots, listing the aforementioned qualifications, shall be mailed by the local. Candidates running for office also may make forms available.
- 2. A written request for an absentee ballot must be delivered by the requestee either in person or by official government mail to the recording secretary not later than thirty (30) days prior, which is September 17, 2019, to the election.

To obtain a request for Absentee Ballot, contact Local Lodge 1414 at 650-341-2689.



George Martin Co.

13 years - Local 1584

"I want to say yes, but it may be stronger just to wait to vote him out. He's a moron, but impeaching a president isn't good for our international clout. I voted for him the first time, but I

wouldn't again."



David Shipman George Martin Co. 1-1/2 years – Local 1584

"NO. I haven't seen enough yet to think there's justification to impeach."



Adrian Jones George Martin Co. 2-1/2 years – Local 1584

"Absolutely YES. Because of the hate that he brings to the table...the racial hatred and financial disparities. Maybe those aren't legal charges, but one in a position of power and stature should conduct themselves with class."



George Martin Co. 6 months – Local 1584

"He definitely has big business and big oil in mind before the interests of the country. He's going around Congress, repealing rights and letting other countries undercut us. I wouldn't say no to impeachment."



Micheal Cook George Martin Co. 1 year – Local 1584

"I prefer they finish the investigations first. There's a lot *not* being said. We need an open investigation without hindrances. If he's guilty, then of course he should be impeached."

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IN THE NEWS

How Trump's new immigration plan could hurt the economy

The US economy needs lowskilled immigrants much more than high-skilled immigrants. The country is experiencing a massive labor shortage across all industries, and businesses are having a much harder time finding construction workers, restaurant cooks, and hotel housekeepers than computer engineers and doctors.

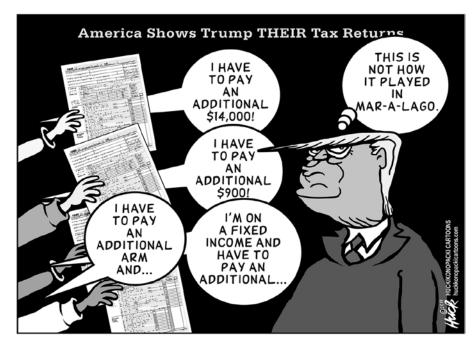
The most in-demand jobs are exactly the kinds of jobs that undocumented workers are doing, but Trump's immigration proposal ignores them completely. In fact, his plan could make the shortage even

The numbers say everything. In March, there were only 811,000 unemployed workers with bachelor's degrees looking for work, and 1.4 million open positions for professionals like them. The U.S. needs more high-skilled workers to fill all those positions, sure — but the gap is even bigger in low-wage industries that don't require a college education. There were more than 2.1 million open positions for lowskilled workers in March, but only 1.2 million people without college degrees looking for work. That's nearly two jobs available for every unemployed person with nothing more than a high school diploma. In that sense, low-skilled immigrants are the ones who could contribute the most to the US economy. An immigration system that puts them at the back of the line would make a difficult situation even worse.

-Alexia Fernandez Campbell, Vox

Homelessness surges in San Francisco while tech's richest grow richer

San Francisco saw a 17% increase in its homeless population



since its last homeless count, with numbers rising to levels that haven't been recorded on these streets in 17 years. The increase comes amid an IPO boom in a tech industry that has the city's rich growing richer, the wealth disparities starker and the cost of living more unaffordable than ever.

"The cost of housing hasn't gone down, so why does anyone expect that the number of people experiencing homelessness would go down?" asked Kelley Cutler, the human rights organizer for the Coalition on Homelessness. The City released a preliminary summary of its one-night street count on Thursday, tallying the number of homeless people at 8,011. The uptick, according to the mayor's office, came primarily from people living in their cars, who totaled 68% of those counted.

San Francisco conducts its homeless count every two years, as is required by the U.S. Department of Housing and Urban Development. The number is believed to be a low estimate, as federal guidelines for homelessness are broader than the City's definitions, and the City

will release a more accurate count in July.

—Vivian Ho, The Guardian

Abigail Disney just gave a searing indictment of **American capitalism**

Disney heiress Abigail Disney isn't done calling out American CEOs for hoarding corporate profits. The 59-year-old philanthropist and filmmaker, who is the granddaughter of Walt Disney Company co-founder Roy Disney, blasted corporate executives in May for their "addiction" to money and the "extreme unfairness" of paying their workers less than a living wage.

"We have begun to cannibalize the very people that make this economy thrive. After all, no middle class, no Disney," she said during a hearing before the House Financial Services Committee. In April, she caused an uproar when she called out Disney for paying CEO Bob Iger an "insane" amount of money. Her tweets went viral, and since then, she has continued to make the case that lavish CEO salaries are hurting American families and contributing to income inequality.

When she slammed Iger's \$65.6 million payout in 2018, she also pointed out that housekeepers and janitors are struggling to pay their bills on \$15 an hour. "It is time to pull back the curtain on this garish life and ask ourselves how high a handful should soar as the rest of us watch the American Dream collapse for a large majority of working people?" Disney said to members of Congress.

She then proposed changes the Disney company could make to better reflect her family's values, including renovating empty housing near Disney parks so employees don't have to drive hours to work; restoring stock options for all employees; letting workers take leftover food home instead of throwing it away; and letting them take their families to the parks for free, like they used to.

—Alexia Fernandez Campbell, Vox

Labor law safeguards for worker lawsuits imperiled at NLRB

Workers could lose federal labor law's protections against employer retaliation for filing lawsuits or administrative claims if the National Labor Relations Board agrees with its general counsel in a pending case involving a California construction firm.

The NLRB general counsel's office argued that the National Labor Relations Act's safeguards for workers' group actions for "mutual aid or protection" don't cover litigating any non-NLRA claims. The GC's office based its position on the U.S. Supreme Court's "implicit holding" that group litigation isn't protected in Epic Systems v. Lewis, a 2018 ruling that approved class-action waivers in employment arbitration agreements. Workers wouldn't be totally vulnerable to employer retaliation without the protection of

Continued on page 7

SHOP TALK: Should Congress impeach President Trump?



George Martin Co. 7 years – Local 1584

"SURE. There's enough evidence to support impeachment."



"MAYBE. Given how late it is in the term, it would make more of a mess for the next person. At the end of the day, I don't think Donald Trump really cares."



"I'm a MAYBE. He has brought down unemployment. But everything else he's done is totally wrong."



George Martin Co. 6 months - Local 1584

"MAYBE. I haven't thought much about it."



George Martin Co. 5 years – Local 1584

"YES. He isn't leading our country the way the president should be. His professionalism is not up to par."

IN THE NEWS

Continued from page 6

the NLRA, the GC's office said. For example, the federal Fair Labor Standards Act and California's wage law prohibit punishing workers for filing claims under those statutes, the office said. Despite anti-retaliation provisions in most employment laws, workers still would lose an important layer of legal protection if the board were to rule that litigation isn't a protected concerted activity—a core safeguard at the heart of federal labor law, according to lawyers and law professors. Current board law protects both jointly filed claims as well as those brought by individuals that benefit other workers.

-Robert Iafolla, Bloomberg BNA

Democrats have an ambitious plan to save American labor unions

House Democrats have a plan to make unions great again. They're trying to get support for a sweeping labor reform bill that would reverse decades of Republican-backed policies meant to crush labor unions.

The Protecting the Right to Organize Act (PRO Act), introduced earlier this month by Rep. Bobby Scott (D-VA), would push back on a series of Republican-backed laws that have cropped up in more than two dozen states in the past decade. These so-called right-to-work laws let unionized workers skip out on paying union dues if they don't want to.

Normally, every worker chips in for the cost of negotiating a labor contract, because everyone in the bargaining unit benefits from it. Giving workers the option not to pay means many won't, which then lowers a union's membership and political influence. Unions have lost millions of dollars in states that have passed these laws. The Democrats' new bill would also allow workers to sue employers who illegally interfere with unionizing efforts, instead of forcing

them to take all their complaints to the National Labor Relations Board, a "so-called" independent federal agency that enforces collective bargaining laws.

The new bill would also let the board hit employers with fines if they break the law. Right now, there's no financial penalty for employers who illegally fire workers who are trying to unionize, for example. These are just two key provisions in the bill, but they're enough to shift significant power from businesses to employees. If passed, it would mark the biggest change to U.S. labor laws since Congress gave American workers the right to unionize back in 1935.

—Alexia Fernandez Campbell, Vox

Trump's Labor Board has unions shelving complaints

Two-plus years into the Trump administration, labor unions are more often choosing to forego one of the primary tools they use to push back against companies they feel are mistreating workers or failing to bargain in good faith. Union filings of unfair labor practice (ULP) charges to the National Labor Relations Board have fallen by nearly 11 percent since President Donald Trump took office, according to NLRB data obtained via a Freedom of Information Act request. Some unions have withdrawn unionization petitions as well as cases pending before the board, including some cases where an agency judge initially ruled in their favor. The pullback comes at least in part because unions are worried the GOP-majority board will rule against them or that their case could even become a vehicle for the NLRB to establish new legal precedents that would disadvantage workers with a similar case down the road. "We don't want to go into a legal battle and set a precedent that would ultimately jeopardize the union rights of folks across the country," Megan Piccirillo, a spokesperson for the Service Employees International Union Local 509, told Bloomberg Law. The SEIU local had been pushing an organizing petition for non-tenured faculty at Northeastern University, but dropped the effort because organizers feared the NLRB could use their petition to rule that non-tenured faculty are "managerial workers," a category exempted from the NLRA's rights and protections. Filing ULP charges is "actually dangerous," Communication Workers of America President Chris Shelton said at a labor event earlier in the year. The CWA represents over 600,000 workers in telecommunications, news media, and other businesses. Bloomberg Law reporters are represented by a CWA-affiliated union.

> Andrew Wallender and Hassan A. Kanu, Bloomberg Law

Dear Delta Air Lines: video games and beer cannot compete with joining a union

"Union dues cost around \$700 a year," one anti-union flyer distributed by Delta Air Lines reads. "A new video game system with the latest hits sounds like fun. Put your money towards that instead of paying dues to the union." Other posters tell employees that they could buy "tickets & food to a baseball game for a family" or spend "a night out watching football with their buddies" instead of paying union dues.

Economic studies have found that union members earn 13.6% more than comparable non-union workers, after adjusting for education, age and other factors. That means a Delta flight attendant who earns \$60,000 a year might see her compensation rise by over \$7,000 a year (far more than \$700 in union dues that the company has been touting) if her pay rose 13.6% as a result of Delta's flight attendants unionizing. Only Delta's pilots and dispatchers are unionized although many of its flight attendants, baggage handlers and ramp workers are eager to unionize with the IAM.

Delta boasts that it provides the best pay and profit-sharing in the airline industry, although its employees often complain they have to pay more for health coverage than workers at other airlines.

There's no denying that unions provide workers far more sustenance than do video games or a few rounds of beer. Unionized workers are far more likely to have employer-sponsored health coverage – 75% of unionized workers participate in employer-sponsored health plans, compared with just 49% of nonunion workers. And 83% of union members have an employer-sponsored retirement plan, but just 49% of non-union workers do.

Delta ignores - or is ignorant of - all that unions have done for American workers. After the Second World War, the United Auto Workers, the United Steelworkers and other unions played a pivotal role in building the world's largest middle class. Unions also brought the 40-hour week, pensions, employer-backed healthcare, far safer workplaces and curbs on arbitrary firings.

At times, Delta's anti-union campaign has been disingenuous. It warns its workers that if they vote to unionize, it could take years – it cites one case that took seven years - for their union to negotiate a first contract (during which the company might not provide any raises). Delta also cautions that if the workers unionize, their pay and vacation time "could be negatively affected."

There's just one reason why contract talks could drag on for years and pay "could be negatively affected" and that's because some companies play vindictive hardball to make life tough for the union and convince workers they made a mistake in

—Steven Greenhouse, The Guardian

SHOP TALK: Should Congress impeach President Trump?



"NO. We should just vote somebody else in. It's too much of a waste of time and resources. The better solution: Democrats need to get their act together."



"I don't do politics. I just want to hear good news. I respect everyone."

22 years - Local 1584



Nick Duke George Martin Co. 5 years – Local 1584

"MAYBE. Business is booming. I don't agree with where he stands on the issues, but the country is doing well."



Travis Simpson George Martin Co. 14 years - Local 1584

"NO. It's all BS politics."



1 year - Local 1584

"YES. I don't feel he's done anything for our country. He's only concerned about building walls and making himself richer."

Attn: Members of Local 1596

The first reading of proposed changes in Local 1596's by-laws will be at the August 20 general membership meeting. The second reading, amendments and vote will be at the September 17 meeting.

Both meetings start at 6:30 p.m. and are held at the Plumbers Hall in Santa Rosa: 3473 Santa Rosa Ave., Santa Rosa CA 95407

2020 Grand Lodge Convention GOLD RAFFLE



San Diego • 2020

1st Prize: 14-1/2 Gold American Eagle Coins (current value: \$20,000) 2nd Prize: 50 Silver American Eagle Coins (current value \$1,000) 3rd Prize: \$500 Visa Gift Card

Buy raffle tickets to support the convention: \$5/ea or 5 for \$20 Drawing will be held on September 12, 2019 For tickets, go to: **www.iamglc2020.com** or talk to your business 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.)



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

District Lodge 190

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

Meetings are the fourth Tuesday of each month

June 25 • July 23 • August 27 Executive Board Meeting: 6:30 p.m. General Delegates' Meeting: 7:00 p.m.

Local I484

1261 Avalon Blvd. Wilmington, CA 90744 310-835-6688

* Note new time of Retiree's

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

June 20 • July 18 • August 15

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

June 4 • July 2 • August 6

Retirees' Club: 12:30 p.m. on the third Wednesday of the month: June 15 • July 20 • August 17

Local 93

2102 Almaden Rd., #105 San Jose, CA 95125 408-440-8716

Meetings are the second Tuesday of each month

June 11 • July 9 • August 13 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 5 • July 3 • August 7

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 19 • July 17 • August 21

Narcotics Anonymous: 5:30-6:30 p.m. every Tuesday

Local 653

5726 E. Shields Ave. Fresno, CA 93727 559-264-2815

Meetings are the third Wednesday of the month except in November

June 19 • July 17 • August 21 Executive Board Meeting: 5:00 p.m. Membership Meeting: 5:30 p.m.

June 20 • July 18 • August 15

Membership Meeting: 4:00 p.m.

Local **1546**

10260 MacArthur Blvd., Oakland, CA 94605 510-638-6705

Meetings are the first Tuesday of the month

June 4 • July 2 • August 6

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 27 • August 1 • August 29

Retiree Club Pot Luck Luncheon: 12 noon on the

first Wednesday of each month June 5 • July 3 • August 7

Alcoholics Anonymous: 9 a.m. every Saturday

Local IIOI

Local 801

8201 Capwell Drive

Oakland, CA 94621

800-655-2182

2102 Almaden Rd., #105 San Jose, CA 95125 408-440-8716

$Meetings\ are\ the\ second\ Thursday\ of\ the\ month$

Meetings are the third Thursday of the month

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

June 13 • July 11 • August 8 Executive Board Meeting: 5:30 p.m. General Membership Meeting: 6:30 p.m.

Local I584

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

Informational Meetings are the third Thursday of the month at 7:00 p.m.

June 20 • July 18 • August 15

Retirees' Club: 12:30 p.m. on the first Tuesday of the

month: June 4 • July 2 • August 6

Note: New address for meetings and sending dues checks: 8201 Capwell, Oakland, 94621

Local II73

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

Executive Board Meeting: 6:00 p.m. on the second Thursday of the month June 13 • July 11 • August 8

Membership/Shop Stewards' Meeting: 6:30 p.m. on

the second Thursday of the month

June 13 • July 11 • August 8

Local 1596

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

Meetings are the third Tuesday of the month

June 18 • July 16 • August 20 Executive Board Meeting: 6:00 p.m. Membership Meeting: 6:30 p.m.

Note: Monthly meetings are held at the Plumbers Hall in Santa Rosa: 3473 Santa Rosa Ave., Santa Rosa CA 95407

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 20 • July 18 • August 15

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

June 13 • July 11 • August 8

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

June 20 • July 18 • August 15

Retirees' Club: 11:00 a.m. on the first Wednesday of March, June, Sept., Dec. All are welcome!
June 5 • September 4 • December 4

Local 2182

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

Meetings are the second Tuesday of the month

June 11 • July 9 • August 13

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 19 • July 17 • August 21