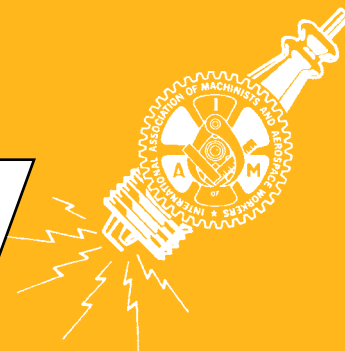


The IAM District 190

Sparkplug



VOL. 21 NO. 3



September-October-November 2019

Serving the Active and Retired Members of IAM District Lodge 190

Organizing and first contracts bring more members into the union

It shouldn't be hard to form a union. When you google the steps, it's actually pretty simple:

- 1) Get together with your co-workers who may share a common interest in organizing a union.
- 2) Talk to a union organizer in order to strategize and to learn the next steps.
- 3) Build support for the union among co-workers.
- 4) Show that support through an election or a card-check once you have a strong majority.

If it were that simple, union density would be at 50%, not at the 11% it is today.

Why is it so hard? While union strength was at its height up through World War II, the passage of the Taft-Hartley Act in 1947 was the first sign that corporate interests were gearing up to fight. Since the 1980s, unions have lost members to globalization, deindustrialization and specific political movements from anti-union politicians.

As employers pushed politicians to chip away at legal supports for unions, the road to organizing got tougher. When President Reagan broke the PATCO strike by allowing "replacement workers," he diminished union's strongest weapon. So-called right-to-work laws and the recent Janus decision make it harder for unions to collect dues and grow membership by allowing public workers to not join the union and still get its benefits. Anti-union



California Waste Solutions clerical staff and Business Rep Robbie Pintos (white shirt) show off their new contracts.

consultants and lawyers coach employers on how to skirt the law to delay or deny bargaining.

On top of this, the Trump White House has been anything but labor-friendly, gutting hard-won worker rights and protections.

And yet, the IAM persists. With a full-time Area Director and a team of business reps devoted to organizing, the IAM has persevered and succeeded in organizing new members. Here are a few recent successes.

Clericals at California Waste Solutions get great first contract

When they unanimously ratified their first contract, the five clerical workers at California Waste Solutions in Oakland finally joined their co-worker mechanics in the IAM.

Even though it should have been easy to bring a new unit into the union with an already-established group, "the company did not want them to unionize," says Business Rep Robbie Pintos. "When the entire group signed union cards, that should have been enough. Instead, we had to go through the NLRB election process back in 2017. At a hearing last year, Attorney David Rosenfeld got the company to agree to recognize the election."

The three-year contract includes significant and immediate wage increases. For Customer Service Reps, wages start at \$26/hour and will go up to \$29.85 by 2023. The CSR Lead rate starts at \$28.60/hour and will go up to \$32.84.

"The best part is that we were able to get a lot of good language that we have in our mechanics contracts," Pintos adds. This includes a generous vacation schedule, the AI Health & Welfare Plan A with maintenance of benefits for the life of contract, retiree medical, and the California Machinist 401K plan.

"They were making \$13 or \$15, paying for their own medical, no sick days," he says. "This is huge!"

Santa Clarita Honda techs vote for union

On August 15, the techs at Auto Nation Honda

in Santa Clarita voted 19-3 to join the IAM.

"The company ran a typical anti-union campaign," says Area Director Jesse Juarez. "They fired managers, asked for another chance, met with workers. They weren't overly aggressive, but they definitely tried to stop the union drive. They offered inducements during the campaign but the people weren't buying it."

Juarez adds that the dealership is on service manager #30 now. "There's just no stability, which is all the techs want."

The next steps are to get certified from the Labor Board, bargain, and address the employees' issues, which also include low wages. "The dealership changed the pay plan and gave raises during the campaign to get guys to change their mind," says Juarez. "They don't care about labor law; they just wanted to win at all costs."

Juarez recalls that when the group marched on the boss to say they wanted union representation, 20 of the 23 techs were proudly wearing union yes buttons. "They weren't hiding. These people were solid and determined; they stuck together for the election. Kudos to them for standing strong."

First contract for Acura techs in San Diego

The 14 techs at Kearny Mesa Acura unanimously ratified their first contract in August. "The average increases were over 20%, and one gal got a 46% raise," reports Area Director Jesse Juarez, who adds that the time from organizing to first contract took only six months, which may be a record.

"The employer really respected the process. I want to thank them for their cooperation," Juarez added. He also wanted to thank Acting Shop Steward Pedro Ford who served on the bargaining committee along with DBR Jim Benoit and Area Director Kevin Kucera.

"We've gone from zero to two contracts in San Diego with Penske now," Juarez says with some pride.



BUY UNION!

Celebrate Oktoberfest union-style

Get ready for the bubbly, savory and salty sensations of Oktoberfest! Here are some seasonal and ethical brews to make your celebration that much more delicious. When you buy the products made by these manufacturers who treat their workers fairly, you'll be supporting good middle class jobs.



Seasonal Beers

- Dundee Oktoberfest
- Goose Island Oktoberfest
- Gordon Biersch Märzen
- Leinenkugel's Oktoberfest
- Mad River Brewer's Secret
- Mendocino Brewing Engine 45
- Pumpkin Ale
- Sam Adams— Oktoberfest & Pumpkin Batch
- Schell's Shock Top Pumpkin Wheat
- Stegmaier Pumpkin Ale & Oktoberfest

Bratwurst

- Boar's Head
- Koegel's
- Saag's
- Wenzel's Farm Sausage

Sauerkraut

- Thumann's
- Claussen
- Vlasic

Mustard

- French's
- Gulden's
- Heinz
- Thumann's

Pretzels

- Rold Gold
- Snyders of Berlin

For information about other union-made products, go to: **Labor411.org**


The IAM District 190

Sparkplug

The *Sparkplug* (USPS 007966) is published four times per year by District Lodge 190, International Association of Machinists, Oakland, CA, a non-profit organization. Periodicals postage paid at Oakland. Subscriptions are \$3 per year.

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

Henkels treats staff to a great afternoon



Left—Chief Shop Steward Willard Morris shows off the raffle prize he won. Right—a few of the cars at the show.

The crew at Henkel Aerospace, a Bay Point-based adhesives manufacturer, have come a long way since striking for 64 days back in 2017. Now, the company is sponsoring a car show at their facility in appreciation of their employees—members of Local 1584. The 2nd

Annual Car Show took place on the afternoon of Friday, August 2. “They shut down the production line so that all the staff could enjoy the cars, the barbecue, and a raffle,” says Area Director Steve Older. “It was a great afternoon.”

Know your rights—What to do in case of an immigration raid

On July 1, 2019, President Donald Trump announced that after the Fourth of July holiday, his administration intended to carry out immigration raids targeting about 2,000 undocumented immigrant families in 10 U.S. cities including Los Angeles and San Francisco.

Though those threats have not yet become reality, union members and their families should be prepared with knowledge about the constitutional rights that, regardless of immigration status, they are entitled to. These include:

1. Right to remain silent:

When being questioned by a law enforcement officer, you have the right to remain silent, whether at your workplace, at home, driving a vehicle or on the street. This includes if you are asked questions about your immigration status, country of origin, how you entered the U.S., or related questions. Should you decide to exercise this right, you should tell the officer out loud. Anything you do or say can be used against you later in court.

2. Right to an attorney:

If you are arrested, you have the right to an attorney. When being questioned by an officer, you can ask if you are being arrested. If the officer says you are being arrested, you may remain silent and demand to speak to your attorney immediately. If the officer answers that you are not being arrested, you can ask whether you are free to leave. If the officer says you are free to leave, you should leave calmly, without arguing or obstructing the officer. You cannot be forced to sign anything you do not want to sign, and should ask to speak to your attorney first, if you have one.

3. Right to not consent to a search:

If an officer asks to search your person, car, or home, you can refuse to consent to the search. If you allow an officer to enter your home, this could be viewed as consent to search your home. An officer may “pat” you down if they suspect you have a weapon, but you do not have to give consent.

4. Right to see a search warrant:

In order to search a home, an officer must have a warrant signed

by a Judge. You have a right to see that search warrant, which is a paper that specifies the address, the areas, and the items that can be searched. You can refuse to open the door and ask for the warrant to be passed under the door or through the window. Remember you have a right not to consent to the search and to tell the officer(s) that you do not consent.

5. Right to a phone call:

When you are arrested, you have the right to make a phone call.

Here are some additional steps that you can take to be prepared for a raid:

A. Make a plan and write it down.

If you are a parent you may want to obtain written authorization for another adult to care for your child(ren) in the event you are detained.

If you are stopped, searched, and/or arrested, find out who the officers are and their identifying information.

Ask for and write down the names and badge numbers of the officers involved. Also, if there are witnesses, write down their names. If the officer goes beyond what the search warrant called for, write down where the officer searched that was not listed on the warrant.

B. Know your “A-Number.”

If you have an “Alien Registration Number” or “A-Number,” make sure you and your family members know it; it may be necessary if you are detained by immigration.

C. Keep important information with you.

Try to memorize the phone numbers of a reliable immigration attorney, your Union representative, and a family member in case you need to call them.

D. Talk to your co-workers and/or union representative.

In order to prepare for a possible workplace raid, speak with your union rep about developing a collective response. You may want to collectively pressure management not to give immigration authorities permission to enter the workplace, and/or to tell the union rep immediately when immigration has given notice that the workplace will be visited by immigration officers.

— Weinberg, Roger & Rosenfeld



FROM THE AI TRUST FUND

Plan Changes: Bright Now! (Newport) Dental terminated effective September 1, 2019

The Plan has terminated the services of Bright Now! (Newport) Dental effective September 1, 2019.

If you are currently enrolled in Bright Now! (Newport) Dental and have not already made your new dental provider election, please do so immediately. You may elect any of the remaining dental options available to members, including: Delta Dental PPO, Safeguard, United Concordia Plus, or UnitedHealthcare Dental/Pacific Union Dental.

Please be advised that if you failed to make an election or otherwise fail to return a completed enrollment change form to the Trust Fund Office by August 31, 2019, you will be automatically enrolled in the Delta Dental PPO plan option. If you have any questions or wish to update your election, please contact the Trust Fund Office at (800) 635-3105.

Save Money: Use the Blue Cross 24/7 Nurse Line — 866-670-1565

For Direct Pay participants, the Blue Cross 24/7 Nurse Line is a 24 hour, 7 day a week, 365 day a year advice line that allows you and your eligible dependents access to a registered nurse at any time of the day to answer questions regarding evaluating your symptoms and medical conditions. This service can be used even if you already have a primary care doctor.

The 24/7 Nurse Line will also help reduce the cost of your treatment by assisting you in finding the correct in-network treatment center if your condition requires additional treatment.

The 24/7 Nurse Line is a FREE service provided to you under the Welfare Plan. There is absolutely no out-of-pocket cost for you to use this service. The full cost of the service is paid for 100% by the Trust Fund.

Website Update: Medical plan explanation of benefits now available online

Effective September 1, 2019, the Trust Fund Office will be posting all Direct Pay Medical Plan and Orthodontia claims information to a Member's individual online account on the Trust Fund website at www.aitrustfunds.org. You will now be able to see all paid medical claims and orthodontia claims starting from the payment date of January 1, 2019, for you and your eligible underage dependents. As an added enhancement, you will now be able to download and print the Explanation of Benefits (EOB) for the claims paid after August 1, 2019 directly from your account page.

You can now check your claims account at your convenience 24 hours a day to see if a claim has been paid. There will no longer be a need to call into the Trust Fund Office to check and see if a medical claim has been processed by the Plan. For details on how to create an online account, please visit www.aitrustfunds.org or call the Trust Fund Office at (800) 635-3105.

Reminder: COBRA benefits and election time limits

As a participant in the Health & Welfare Plan you have the right to pay for and continue the exact same coverage you currently have for 18 months after you become ineligible for benefits.

You must make your election to continue benefits within 60 days of losing coverage. If you do not make an election for this coverage, you will not be allowed to continue your coverage.

For more information on COBRA, call the Trust Fund office at 800-635-3105 and speak to a representative.

Pension Legislation Update—Time to weigh in!

The Butch Lewis Act, Labor's and the IAM's legislative fix to our ailing pension plans, was passed out of the House of Representatives by a bipartisan vote of 264 to 169. Now, it is up to the Senate to vote so that we can get the job done to protect our pensions.

The Senate needs to act so that workers, retirees and their families can have the peace of mind that their pensions will be there when they retire. The Butch Lewis Act would create a loan program to allow failing pension plans, such as our Automotive Industries Plan, to borrow the money they need to put the plans back on solid ground. This will ensure that the plans can meet their commitments to retirees and workers for decades to come.

This bill would solve the pension crisis without cutting benefits that retirees and workers have already earned.

Write or call Senators Feinstein and Harris and urge them to support this legislation.

Senator Dianne Feinstein
United States Senate
331 Hart Senate Office Building
Washington, D.C. 20510
Phone: (202) 224-3841
www.feinstein.senate.gov/public/index.cfm/e-mail-me

Senator Kamala Harris
112 Hart Senate Office Building
Washington, D.C. 20510
Phone (202) 224-3553
www.harris.senate.gov/contact/email

FAST FACTS

Average S&P 500 CEO pay in California in 2018: \$17,299,600

Average worker pay in California in 2018: \$59,150

S&P 500 CEO-to-worker ratio: 292

AFL-CIO Executive PayWatch


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

It's Vacation Time !!!!

Let's enjoy it and remember to keep our Identity safe!




-  Don't leave computers or mobile devices in your hotel room. If you have to, make sure you have your data backed up elsewhere
-  Keep your valuable documents at home in a secure place unless you absolutely need them with you
-  Don't take all of your credit cards. Just a couple should suffice. alert your card companies so that they know you are travelling
-  If you do need to travel with documents, make copies and secure them at home
-  If you are using a hotel computer, make sure to close out the browsing session when you finish especially if you have been accessing sensitive information
-  Make sure you are accessing the internet on a secure network. Be wary of free wifi. Look for the padlock symbol
-  If traveling overseas, make sure you know where the nearest US consulate is in case you need help
-  Stop your mail or have it collected. Mail box phishing is rife at this time



We deserve a fun vacation! Protecting our identity is about common sense and good habits.

Let's enjoy our vacation, not have cause to regret it! And don't forget, we're here if you need us! Have fun!





Local 801

Dealing with volunteers

LB&B Associates in Fallon, NV had plans of altering how they assigned weekend work, which had been handled by volunteers. “We were successful in maintaining the current practice,” says Area Director Mark Martin. “The company wanted to make weekend work mandatory for employees, and now they won’t.”

Local 1173

It’s unanimous!

The two school bus mechanics who work at First Student in Concord ratified their new contract unanimously, reports Business Rep Brian Fealy.

In the works

Brian Fealy and Area Director Steve Older are currently in negotiations at Bill Brant Ford in Brentwood, Antioch Auto Center, Vallejo Toyota, and Amparts in Benicia.

Local 1414

Best contract ever

The 18 techs at Rector Motors Porsche-Audi in Burlingame ratified a new five-year contract in August, reports Area Director Pedro Mendez.

“This is the best contract they’ve ever gotten. It includes full coverage of health care, good pension and 401K increases, a flat rate bonus, and more.”

Mendez says that this family-owned shop has had a union contract a long time. “The owner is great. As business is strong, he shares the pot with the members, and treats everybody with dignity and respect.”

Mendez adds that the owner loves how the union handles business. “He sets a good example for other dealers.”

Not easy

After several months of hard bargaining, the 82 employees at Morgan Ceramics in Hayward ratified a 3-year contract in July. “They turned down the contract two times and, for the first time in their history, took a strike vote,” reports Area Director Don Crosatto.

In the end, their resolve paid off. “They will get 3% per year in wage increases each year, with retroactivity to the contract’s May 1 expiration. They will also get a fixed amount of money for health care, as opposed to a percentage. The union also secured agreements that supervisors may not do bargaining team work while anyone is on layoff, and the company may not mandate that people use vacation time when off on a disability.”

Crosatto says that the most time-consuming part of the talks was untangling a messy job classification system. “The 82 employees had 70 job classifications, 25 of which were defunct. We had to review each individual and reclassify them properly.”

Crosatto added that Chief Shop Steward Robert Diaz did an excellent job of rallying the troops and keeping them informed throughout the negotiation process.

Local 1484

Serious issues

Con Global may be one of the largest off-dock container-repair stations in the region, but they’re acting like small potatoes.

Area Director Kevin Kucera reports that he’s been in negotiations with the Wilmington-based facility for seven months, and the 76 members took a strike vote as they rejected the company’s last, best and final offer.

The company has said they’ll come back to the table. Several serious economic issues are still unsettled, from health care and wages to a non-discretionary step program and

guaranteed 40-hour work week.

“The members are standing strong,” Kucera adds.

Second contract sails through

After a long and difficult struggle to get a first contract at Mercedes Benz of San Diego, Chief Shop Steward Pedro Gomez reports that contract negotiations for the second contract were uneventful, very fast and quite successful. “The members were pleased to ratify their new contract in May.

“We didn’t need any major repairs on the first contract,” Gomez says. “We were prepared for the company to request a variety of take-aways but they only had one, which was to get rid of weekly pay. We rejected that idea unless they wanted to put big money on the table, so they quickly backed off.”

Gomez adds that the talks were cordial, “almost like kids trading baseball cards.”

Local 1528

Paid meal breaks

Earlier this year, Silgan Containers, at both their Riverbank and Doherty plants, began to mandate that members take a second meal period when working 12-hour shifts. This was due to a settlement reached between Silgan and the State of California following the loss of a class action law suit.

The union objected to the mandatory change. After extensive negotiations, the union and company reached a new agreement. “For the remaining term of our contracts in both plants, any time an employee works 10 hours or more, their second meal period will be paid, says Area Director Mark Martin. “Our goal is to revise the language only when the contracts expire.”

Local 1546

Worth the long wait

In August, the 25 members who repair the bottling machinery and forklifts at Reyes Coca Cola Bottling in San Leandro finally ratified a four-year agreement after nearly 18 months of bargaining.

“We agreed to a \$1/hour increase each year in wages, modest pension increases, and importantly, switching from the AI health plan to the Teamsters Soft Drink plan, which saves the members who are in Kaiser almost \$450/month,” reports Area Director Don Crosatto.

The contract passed overwhelmingly. Crosatto thanks the strong bargaining committee that stuck with the long process, including Chief Shop Steward Brad Long, Debra Fernandez, and Juan Magdaleno.

New contract with new contractor

On July 1, Falck Ambulance assumed the contract for Alameda County, which was previously held by Paramedics Plus.

Not only did they recognize everybody’s seniority, they’ll be putting on an apprentice, reports Crosatto. “Thanks to Pat Woodward for his work on getting the new contract,” he adds.

Trouble in Oakland

After beating back a decert election at Mercedes Benz of Oakland, the union was ready to resume bargaining for a new contract. Unfortunately, the dealership is still playing games.

“Since last November, they have not been bargaining in good faith or respecting the process,” says Business Rep Richard Breckenridge. “Their attorney actually walked out of a recent session saying that the union side was yelling at him.”

This dealership has been under union contract for more than 30 years. “We’re determined to maintain its union status,” Breckenridge added.

SHOP TALK: Is climate change an issue we should take seriously? If so, what’s the



Jose Solis
Local 1414—24 years
Rector Motors – Burlingame

“It’s very serious. The temperature is changing. San Bruno used to be foggy and rainy every day. We still get fog, but not much. It’s causing dire effects on the environment and life for animals.”



Mark Artuz
Local 1414—19 years
Rector Motors – Burlingame

“Very serious. We’re seeing extreme weather and natural disasters. It’s all tied to what’s going on. At least automobiles are changing with emissions and better gas mileage.”



Ken Rodriguez
Local 1414—30 years
Rector Motors – Burlingame

“Very serious. I don’t think there’s enough being done. It will impact everybody’s health.”



Jose Mancillas
Local 1414—15 years
Rector Motors – Burlingame

“It’s pretty serious. I try not to think about it too much!”



Patrick Wigen
Local 1414—34 years
Rector Motors – Burlingame

“Yes, it’s serious. Rising temperatures and heavy rains lead to rising sea levels. Communities will have to move away from the coasts. It will affect farming and food. The Trump administration is doing everything BUT coming up with solutions.”



Bill Muni
Local 1414—
Muni Body

“I think it’s normal for the earth. It’s not the cycle of ear

THE LOCALS

Local 1414 scholarships benefit future mechanics

To show its commitment to providing excellent automotive industry training to young people and helping to build the automotive workforce of the future, Local 1414 has worked on many fronts. They worked with George Washington High School to reinvigorate its auto shop program, now taught by Rich DelRosso, a retired Local 1414 member. They’ve opened that program up to students from other San Francisco high schools, and worked with MUNI and the SFMTA to establish internships.

Local 1414 also established a scholarship program for promising future technicians. The annual Machinists Union Local 1414 Scholarship is open to all San Francisco USD graduating automotive students from the Washington High School Automotive Program. It grants three awards: \$500, \$350, and \$250 worth of quality tools to three promising students with the potential for becoming successful mechanics.

This year, Lili Frazier and Jonathan Arias took first and second place, respectively. The awards/tools were presented at the Local’s General Membership meeting in August.



Scholarship winners Jonathan Arias (L) and Lili Frazier (R) stand near their new toolboxes.

The winning essay

My name is Lili Frazier, a senior at George Washington High School.

When I first began high school, I did not have any interests. I tried a variety of clubs, but I mainly just went home after school. I first heard about the automotive program in my sophomore year when I saw

a poster recruiting interns for SFMTA, so I located the automotive instructor to learn more. I felt many feelings that I had never felt before as I was being shown around my school’s auto shop, but mainly how impressed I was that I never knew it existed.

It was a struggle to find space in my school schedule, but I eventually decided to enroll in the after-school class. I learned a lot very quickly, and in no time, I was a pro in automotive skills and utilizing the tools and machines. Now, I am the most respected second-year student, and the only girl to reach the potential I am at now.

Through my two years of automotive study and internships, I learned that good mechanics are self-driven, solution-oriented, have excellent patience, and own the right tools—which, everyone knows, are a mechanic’s best friend. I would like to earn the tools scholarship because I do not want the expensive price of tools to affect my future and close doors that may be open to me if I had them.

Dues lawsuit moves ahead

The Labor Board has issued a 51-page client specification about the union dues that IAM members were forced to pay to the ILWU as part of the whole PMMC/PCMC saga at the port. In all, the total before interest due to Local 1546 members is about \$900,000 for dues paid between 2005-2013.

“It’s going to be hard for the ILWU to argue the validity of the calculations, since they came from PMA records and ILWU filings.”

“The IAM’s legal fees have already been covered so when this money finally comes, it will go directly to the guys; some will get close to \$40,000,” Crosatto adds.

The IAM won two other cases that the ILWU is appealing. The Everports case is in the hands of the NRLB, and the D.C. Circuit will rule on the Outer Harbor case.

Local 1584

A good deal

The 12 members at A&B Die Casting in Hercules unanimously ratified their new 4-year contract.

“They’ll get hourly increases of 2.5% in year one and 2% in years two through four. The raises may not sound like much, but they’re more than ever before,” says Area Director Steve Older.

Local 1596

More action needed

Area Director Steve Older reports that the union has filed Labor Board charges against Hansel Ford in Petaluma to get them to negotiate.

One sticking point is that five years ago, several members filed DTLA lawsuits, which have to do with how they’re paid on the flat-rate system. “Even

though most of those guys no longer work at Hansel, the lawsuits could be a big liability and the company wants them gone,” says Older. “Unfortunately, the union has no control since the suits were filed individually.”

“We’re deep into negotiations but are having trouble getting the company to respond to proposals. We may do an action on Labor Day.”

Local 2182

Not quite signed...yet

Business Rep Skip Hatch reports that he has a tentative agreement with Simms Recycling Solutions in Roseville. “I’ve scheduled a ratification meeting for the 48 members. This contract includes some of the best wage increases we’ve ever gotten as well as good health and welfare cost escalator language. We’ll see if they accept the contract.”

New generation

The union is starting negotiations with Maita Body Shop. “The bargaining has traditionally been pretty low key here, but the next generation is taking more of a hand in the talks on behalf of the company,” says Area Director Mark Martin “This is a low turnover shop that delivers high quality. It’s not a typical body shop environment. We’re hopeful they’ll see the value that our highly-skilled members bring to the equation.”

Getting the right pay

The members at National Express ratified their contract in February, but Hatch reports that the payroll department doesn’t seem to know how to make the correct changes. “We’re working with them to get it right.”

threat and what can be done about it?



rawski
–36 years
Shop – SF

mal for the
an-made, it’s
th.”



Craig Wilson
Local 1414–40 years
Rector Motors – Burlingame

“Yes and no. It’s a reality. Because of my faith, I know it won’t cause permanent damage, so I don’t concern myself with it.”



Jose Brioso
Local 1414–11 years
Rector Motors – Burlingame

“Very serious. Rising sea level, temperatures rising, increased CO2. We’re not seeing solutions right now—maybe with the next president.”



Jerlio Balisi
Local 1414–21 years
Rector Motors – Burlingame

“Pretty serious. Smog, pollution, what the cars put out. The U.S. is dealing with this but it’s a problem with other countries. The auto manufacturers seem to care but the politicians are only thinking about right now instead of the future.”



Jacob Mikkawi
Local 1414–2.5 years
Rector Motors – Burlingame

“Yes, it’s serious. In California, lots is being done. Globally, some places are up to speed but it’s important to get all on board to tackle the problem forever.”



Brian Yatsko
Local 1414–2 years
Rector Motors – Burlingame

“Definitely. The eco-system is being destroyed. Food is a huge worry. Trump cut funding for honeybee research, but we rely on them for our crops. The destruction of the environment is not good.”



IN THE NEWS

Nominee for Labor Secretary another bust

Nearly 30 House Democrats sent Donald Trump a letter “to express our strong concerns” about the nomination of Eugene Scalia as labor secretary. “We believe Mr. Scalia’s consistent record of opposing workers’ rights disqualifies him from heading the Department designed to protect American workers,” the letter, led by Michigan Rep. Andy Levin, reads. “We urge instead that you put forward a nominee who will improve working conditions across the United States, defend workers’ rights, and raise the standard of living for working people.”

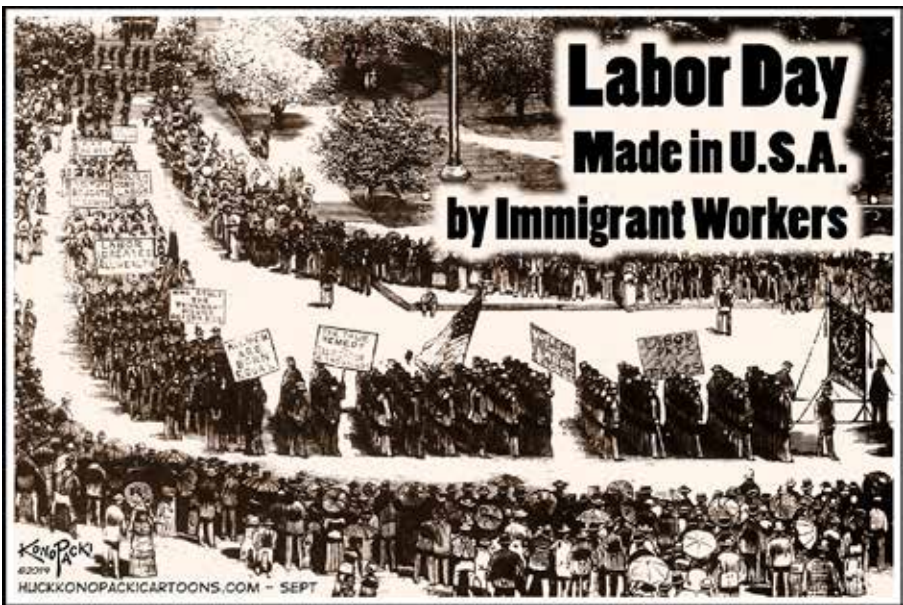
The members of Congress offer a number of examples of the work that has disqualified Scalia from ever claiming to have the welfare of workers in mind. Among them:

Mr. Scalia fiercely opposed a Clinton administration regulation to protect workers from repetitive stress injuries and issues like carpal tunnel syndrome, arguing “that ergonomic regulation will force companies to give more rest periods, slow the pace of work and then hire more workers (read: dues-paying members) to maintain current levels of production.”

Mr. Scalia represented SeaWorld after a killer whale killed trainer Dawn Brancheau in 2010. While OSHA determined “SeaWorld either knew or should have known that the whale posed a threat to humans and should have taken steps to protect trainers,” Scalia and his colleagues claimed “SeaWorld already had adequate safety measures in place, and that the trainers had accepted the risks inherent in their jobs and that it was their responsibility to manage these risks.”

Perfect Trump nominee, in other words.

—Laura Clawson, Daily KOS Labor



Not looking good for union rights around globe

The International Trade Union Confederation released the results of its 2019 annual Global Rights Index. The picture it paints is not pretty:

- Trade unionists were murdered in ten countries—Bangladesh, Brazil, Colombia, Guatemala, Honduras, Italy, Pakistan, the Philippines, Turkey and Zimbabwe.
- 85% of countries have violated the right to strike.
- 80% of countries deny some or all workers collective bargaining.
- The number of countries that exclude workers from the right to establish or join a trade union increased from 92 in 2018 to 107 in 2019.
- Workers had no or restricted access to justice in 72% of countries.
- The number of countries where workers are arrested and detained increased from 59 in 2018 to 64 in 2019.
- Out of 145 countries surveyed, 54 deny or constrain free speech and freedom of assembly.
- Authorities impeded the registration of unions in 59% of countries.
- Workers experienced violence in 52 countries.

The report ranks the ten worst countries for workers’ rights in 2019 as Algeria, Bangladesh, Brazil, Colombia, Guatemala, Kazakhstan, the Philippines, Saudi Arabia, Turkey and Zimbabwe.

For the full report, google ITUC Global Rights Index 2019.

California protects workers exposed to wildfire smoke

California’s wildfires may continue to worsen, but our ability to protect ourselves from their worst impacts doesn’t have to. That was the goal in mind behind a new regulation, adopted last week, to better protect outdoor workers from wildfire smoke-related hazards.

On July 18, the Cal/OSHA Standards Board (OSHSB) unanimously approved emergency regulatory language to require that employers provide respiratory protection to workers affected by wildfire smoke. The regulation also mandates training, as well as other administrative and engineering controls, all of which will significantly reduce the likelihood that outdoor workers suffer smoke inhalation-related illnesses and fatalities in the future.

Among the biggest challenges

associated with such an effort is overcoming the misconception that temporary wildfire smoke exposure is no big deal. Nothing could be further from the truth: even brief exposure can cause permanent lung damage or worse, especially to the very young or the elderly. Those with preexisting respiratory conditions, such as asthma, are particularly at risk, as are those with heart disease, as these conditions can be suddenly and severely aggravated by wildfire smoke. Sometimes, this aggravation can even prove fatal.

That’s why the California Labor Federation, along with Worksafe and the California Rural Legal Assistance Foundation, petitioned the OSHSB for a new regulation to more effectively address this problem. Regulations already existed, sort of, but they were by all accounts not ideal and extremely difficult to enforce or comply with, leading to little if any hazard mitigation from employers and universal confusion among workers—hence the need for immediate emergency regulatory reform.

Under this new regulation, respirators—such as N95 masks—must be provided to every affected worker when the Air Quality Index (AQI) exceeds 151, which is the level deemed unhealthy for everyone. Employers must communicate general information regarding wildfire smoke to workers as well as train them on how to wear the respirators, and should the AQI exceed 500, the provided masks are no longer optional and must be worn.

As an emergency regulation, the standard takes effect in early August but will only be in effect for up to a year. During that time, stakeholders will participate in an advisory committee process to work out further details for the permanent rule.

—Mitch Steiger
California Labor Federation

SHOP TALK: Is climate change an issue we should take seriously?



Jonathan Mejia
Local 1414—6 months
Rector Motors – Burlingame

“I think so. Really hot days, then rain the next day. Extreme weather is getting more frequent.”



Tam Tran
Local 1414—17 years
Rector Motors – Burlingame

“Yes. The government has to do something about it soon or it’ll be too late. We’re seeing flooding, heat waves, extreme snow and more. The President is not doing enough. The US needs to take the lead.”



Ray Thompson
Local 1414—1 year
Rector Motors – Burlingame

“Yes. The path that humans are on is not sustainable. Nobody’s answering the hard questions. I don’t think the U.S. is doing as much as other countries.”



Carter Deane
Local 1414—1 year
Rector Motors – Burlingame

“Absolutely. The warming and sea level rise are serious threats to us and to future generations. The government’s definitely not doing enough to deal with it.”



Chad Lujan
Local 1414—4 years
Muni Body Shop – SF

“No. I think it’s just a craze. We’re not as hot or as cold as we’ve ever been.”

LOCAL LODGE ELECTIONS

OFFICIAL NOTICE
ATTENTION MEMBERS OF LOCAL LODGE 93

We will be conducting nominations for President, Vice President, Secretary Treasurer, Recording Secretary, Conductor Sentinel, Three Trustees, Eight E-Board Members, and Three Auditors for our upcoming elections which will be held on December 10, 2019 at 2102 Almaden Road, Suite 105, San Jose, California between 8:00 am - 4:30 pm.

The Nominations will be conducted on November 12, 2019 at 2102 Almaden Road, Suite 105, San Jose, California during the regular membership meeting, starting at 5:00 pm.

Members must be present or have a letter of intent to accept a nomination on file in order to accept a nomination, be in good standing for one (1) year.

See yellow box on page 8 for info about eligibility to attain an Absentee Ballot and procedures.

To obtain a request for Absentee Ballot, contact Local Lodge 93 at 408-440-8716.

OFFICIAL NOTICE
ATTENTION MEMBERS OF LOCAL LODGE 1101

We will be conducting nominations for President, Vice President, Secretary Treasurer, Recording Secretary, Conductor Sentinel, Three Trustees, Eight E-Board Members, and Three Auditors for our upcoming elections which will be held on December 12, 2019 at 2102 Almaden Road, Suite 105, San Jose, California between 10:00 am – 6:30 pm.

The Nominations will be conducted on November 14, 2019 at 2102 Almaden Road, Suite 105, San Jose, California during the regular membership meeting, starting at 6:30 pm.

Members must be present or have a letter of intent to accept a nomination on file in order to accept a nomination, be in good standing for one (1) year and attended 50% of the general membership meetings held during the twelve (12) month period ending the date of nominations in order to qualify to hold an elected position.

A written request for an absentee ballot must be delivered by the requestor either in person or by official government mail to the recording-secretary not later than thirty (30) days prior to the election.

See yellow box on page 8 for info about eligibility to attain an Absentee Ballot and procedures. To obtain a request for Absentee Ballot, contact Local Lodge 1101 at 408-440-8716.

OFFICIAL NOTICE
ATTENTION MEMBERS OF LOCAL LODGE 1414

We will be conducting nominations for President, Vice President, Secretary Treasurer, Recording Secretary, Conductor Sentinel, Three Trustees, Eight E-Board Members, Three Audit ors, and all Delegates except for District 190, for our upcoming elections which will be held on October 17, 2019 at 150 South Blvd., San M teo, California between 8:00 am - 8:00pm.

The Nominations will be conducted September 19, 2019 at 150 South Blvd., San Mateo, CA 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 8:00am - 8:00pm.

See yellow box on page 8 for info about eligibility to attain an Absentee Ballot and procedures. To obtain an Absentee Ballot, you must submit your written request to Local Lodge 1414 at 650-341-2689 not later than September 17, 2019, which is 30 days prior to the election.

OFFICIAL NOTICE
ATTENTION MEMBERS OF LOCAL LODGE 1528

We will be conducting nominations for President, Vice President, Secretary Treasurer, Recording Secretary, Conductor Sentinel, Three Trustees, Eight E-Board Members, and Three Auditors for our upcoming elections which will be held on December 12, 2019 at 713 16th Street, Modesto, CA between 10:00 am – 6:30 pm.

The Nominations will be conducted on November 14, 2019 at 713 16th Street, Modesto, CA during the regular membership meeting, starting at 6:30 pm.

Members must be present or have a letter of intent to accept a nomination on file in order to accept a nomination, be in good standing for one (1) year and attended 50% of the general membership meetings held during the twelve (12) month period ending the date of nominations in order to qualify to hold an elected position.

A written request for an absentee ballot must be delivered by the requestor either in person or by official government mail to the recording-secretary not later than thirty (30) days prior to the election.

See yellow box on page 8 for info about eligibility to attain an Absentee Ballot and procedures. To obtain a request for Absentee Ballot, contact Local Lodge 1528 at 209-529-9210.

OFFICIAL NOTICE
ATTENTION MEMBERS OF LOCAL LODGE 1173

We will be conducting nominations for President, Vice President, Secretary Treasurer, Recording Secretary, Communicator, Three (3) Trustees, Eight (8) E-Board Members, and Three (3) Auditors for our upcoming elections which will be held on December 12, 2019 at 1900 Bates Ave., # H, Concord, California between 10:00 am – 6:30 pm.

The Nominations will be conducted on November 14, 2019 at 900 Bates Ave., # H, Concord during the regular membership meeting, starting at 6:30 pm.

Members must be present or have a letter of intent to accept a nomination on file in order to accept a nomination, be in good standing for one (1)

year and attended 50% of the general membership meetings held during the twelve (12) month period ending the date of nominations in order to qualify to hold an elected position.

A written request for an absentee ballot must be delivered by the requestor either in person or by official government mail to the recording-secretary not later than thirty (30) days prior to the election.

See yellow box on page 8 for info about Absentee Ballot eligibility and procedures. To request an Absentee Ballot, contact Local Lodge 1173 at 925-687-6421.

SHOP TALK: What’s the threat from climate change and what to do about it?



Feliciano Chavez
Local 1414—25 years off & on
Muni Body Shop – SF

“I do. Hopefully we can slow it down. We need to save what we have left for the younger generation.”



Brandon Smith
Local 1414—12 years
Muni Body Shop – SF

“Not as serious as they are trying to make it. Climate’s changed before; it’s always changing. Won’t affect it by driving an electric car.”



Randy Kinder
Local 1414—5 years
Muni Body Shop – SF

“I do. Global warming has to do with crops, sea levels, food, water and the land that we live on. Ice caps are melting. I don’t think the government is doing enough.”



Serguei Logvinenko
Local 1414—6 months
Muni Body Shop – SF

“Of course. We have to get back to the caveman era. Ice melting. We can’t do much as individuals; it has to be the government and Trump is just not involved. We need to improve public transportation, so more people use it.”



Eladio Mendoza
Local 1414—6 months
Muni Body Shop – SF

“It’s going to happen. It’s all part of the world. Cars used to burn more fuel than they do now, but we have more cars.”

ABSENTEE BALLOT RULES

Eligibility to Vote by Absentee Ballot

- 1. Members who reside in out-lying 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 confined either because of illness 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 to the election.

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](https://www.facebook.com/iam1101) (search for IAM Local 1101)
Local 1546: <https://www.facebook.com/iam1546>
Local 1584: <https://www.facebook.com/IAMLocal1584>

Twitter:

Union Organizer: @union1484



District Lodge 190

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

fourth Tuesday of each month
September 24 • October 22 • November 26
Executive Board Meeting: 6:30 p.m.
General Delegates' Meeting: 7:00 p.m.

Meet-
ings
are the

UNION MEETINGS

Local 1484

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

* Note new time of Retiree's Club

Executive Board Meeting: 6:00 p.m. on the third Thursday of the month
September 19 • October 17 • November 21
General Membership Meeting: 6:00 p.m. on the first Tuesday of the month
September 12 • October 10 • November 14
Retirees' Club: 12:30 p.m. on the third Wednesday of the month: September 18 • October 16 • November 20

Local 93

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

Meetings are the second Tuesday of each month
September 10 • October 8 • November 12
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
September 4 • October 2 • November 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
September 15 • October 20 • November 17
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
September 18 • October 16 • November 20
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
September 3 • October 1 • November 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
September 26 • October 31 • Mon., December 2*
Retiree Club Pot Luck Luncheon: 12 noon on the first Wednesday of each month
September 4 • October 2 • November 6
Alcoholics Anonymous: 9 a.m. every Saturday

* Note: Date change due to Thanksgiving holiday

Local 801

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

Meetings are the third Thursday of the month
September 19 • October 17 • November 21
Membership Meeting: 4:00 p.m.
Meetings are held at the Carpenters' Hall, in Reno.

Local 1584

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

Informational Meetings are the third Thursday of the month at 7:00 p.m.
September 19 • October 17 • November 21
Retirees' Club: 12:30 p.m. on the first Tuesday of the month: September 12 • October 10 • November 14
Note: New address for meetings and sending dues checks: 8201 Capwell, Oakland, 94621

Local 1101

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

Meetings are the second Thursday of the month
September 12 • October 10 • November 14
Executive Board Meeting: 5:30 p.m.
General Membership Meeting: 6:30 p.m.

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
September 12 • October 10 • November 14
Membership/Shop Stewards' Meeting: 6:30 p.m. on the second Thursday of the month
September 12 • October 10 • November 14

Local 1596

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

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

Meetings are the third Tuesday of the month
September 17 • October 15 • November 19
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
September 19 • October 17 • November 21
Executive Board Meeting: 6:00 p.m. on the second Thursday of the month
September 12 • October 10 • November 14
General Membership Meeting: 6:30 p.m. on the third Thursday of the month
September 19 • October 17 • November 21
Retirees' Club: 11:00 a.m. on the first Wednesday of March, June, Sept., Dec. All are welcome!
September 4 • December 4

Local 2182

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

Meetings are the second Tuesday of the month
September 10 • October 8 • November 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:
September 18 • October 16 • November 20