**VOL. 21 NO. 4** 



December 2019/January/February 2020

Serving the Active and Retired Members of IAM District Lodge 190

# Three-month Vallejo Toyota strike heads into holidays

On September 20, the 23 techs at Vallejo Toyota stepped outside the shop and, as this paper goes to press, they haven't been back. These proud members of Local 1173 are fighting not for wages and benefits, but for union security.

"We didn't have an option," says Shop Steward and member of the negotiating team Miguel Barrera, who's been in the union for about 30 years. "The dealer negotiated with the intent of getting rid of the union. They didn't want to compromise at all. We're fighting for our union life."

According to Area Director Steve Older, the union and management came to agreement on the economics. The only issue left outstanding was union security. "They have to agree to our return to work document and put union security back into the contract, or we won't accept a contract."



Members wore masks on the picket lines in October when nearby fires were raging.

The word on the street is that this dealership doesn't want to be the last union shop in Solano County. But members and staff agree, the economics of this strike don't make any sense for the dealership. "They've lost probably 10 years of the contract improvements we were demanding with us not working," said 18-year member Chris Heckenbach. "If they do dump the union, they'll need to come up with \$1-2 million to cover the pension liabil-

ity. It's just economically dumb."

Heckenbach adds that the shop couldn't get qualified techs to replace the union members who are on the picket line. "We know the guys replacing us are making mistakes. We've seen a lot of come-backs and a lot of vehicles being towed out," he says. Some of the techs reported that customers on social media say they won't come back until experienced techs are back.

"This place has been union for at least 60 years," said Jim Thompson, who joined the dealership as a tech back in the 1970s. "It's grown and thrived over the years with the union here. They can say they want to get rid of the "union" but we are the union, so why do they want to get rid of us?"

Thompson adds that it's been a pleasure seeing how newly hired techs come to embrace the dealership. "We pretty much run the shop. Most of us are Master Techs and have our ASEs and we're motivated to upgrade our skills. We pass this down to the new hires. Our goal has been to work in the best interest of the dealership and the customers." Thompson has been part of the negotiating team with Barrera. "This company will get what they deserve if this doesn't work out. They don't take loyalty into account."

#### Solidarity matters

"It's amazing the support you get from people you don't know, but who support the rights of workers," said Barrera. In addition to the IAM strike benefit and the union paying critical bills,





From left: Vallejo Toyota techs Chris Heckenbach, Miguel Barrera, Jim Thompson have been on strike for nearly three months.



prepare. there's been tremendous support from other IAM

Locals, other unions, and the community.

Just a few that have pitched in, with money, time on the picket line, gift cards, and other goodies are: United Food and Commercial Workers, Kaiser Health Care workers, Operating Engineers, Iron Workers, Teachers, and Insulators and Hakeem Brown from the Vallejo City Council delivered turkeys before Thanksgiving.

"We've had support from the Napa-Solano Labor Council and its affiliates every weekend," says Older. "And, as of mid-November donations were \$18,000 from other unions and \$7,000 from Go-Fund-Me."

"It is stressful," says Barrera. "There's uncertainty about your future. For the first time in many years, I don't have a steady income. How will I pay for my son's tuition at school? But," he adds, "we know we're doing the right thing. We're protecting our rights and those of future union members."

Four-year member Abner Alberto says he's experienced job loss before, so he had a rainy day account. "I tried to be psychologically and financially prepared for this, but I've had better days. Mostly, I believe in what we're fighting for and why we have to be out here."

Across the board, everyone agrees with Older who said "We just hope it will end soon."

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## HIGHER ED

# Time to apply for an IAM scholarship

The 2020 IAM Scholarship Competition is now accepting applications. The deadline for submissions is February 21, 2020.

Get online and go to:

https://www.goiam.org/news departments/hq/scholarships/2020-iam-scholarship-Competition to download an application and see eligibility rules.

The IAM awards scholarships to:

- IAM members applying for college
- Children of IAM members (parent or guardian) applying for college, vocational or technical school

Awards to members are \$2,000 per academic year. They are granted for a specific period from one to four years to enable the member to earn a Bachelor's degree or a two-year vocational/technical certification.

Awards to children of members are:

College — \$1,000 per academic year, renewed each year until a Bachelor's degree is obtained up to a maximum of four years.

Vocational/Technical School — \$2,000 per year until certification is reached up to a maximum of two years.

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

# Sparkplug

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Debra Chaplan, Managing Editor

## UNION PEOPLE

## Meet District 190's New Business Rep: Mark Jayne

After 22 years working as a mechanic in the bus division of the Golden Gate Bridge District, Mark Jayne took the leap and was hired to be a District 190 Business Rep. He started his new career in August.

Jayne will primarily be working with the public sector shops in Local 1414. These include the City & County of San Francisco, Muni, the San Francisco Airport, Public Works and Public Utilities, as well as the Golden Gate Bridge District—ferry,

bus and bridge, and the SMART Train in Sonoma and Marin Counties.

"After serving as a shop steward for 16 years, this job felt like the next step in the evolutionary process," Jayne says. "I enjoyed working for the Golden Gate Bridge District; it was a great job. But it's time for new challenges."

Jayne says he's following in big footsteps. His



predecessor, Art Gonzalez, "had a legacy—he was part of a team that negotiated exellent contracts." Jayne says that his challenge is to make sure that everybody abides by those contracts.

"This job is not without its challenges," he adds. "There's a lot to learn about the contracts and the people who administer them. It'll take some time for me to feel comfortable and to know who to call on for what," Jayne says. "I'm trying

to be as efficient as possible to get the results we need."

Jayne's two year goal is to have the understanding necessary to be successful in contract negotiations, while not creating too many enemies. "I'll just keep plowing forward to achieve understanding of how things work and who to deal with so that I, too, can be successful at negotiations."

## **In Memoriam**

# **Joe Coy** 1939-2019

Joe Coy, President of District Lodge 190 and of Local 1546, a dedicated union activist and organizer for six decades, died in October. He was 79 years old.

Joe joined the IAM in 1959 after a short stint in the National Guard. His first job at Frank's Truck in San Leandro was followed by a move to Kaiser Sand and Gravel, where he worked on cement mixers and became a journeyman in 1963. He was the first person to be named Shop Steward of the Year by Local 1546 in 1989.

His union activism started in in the 1970s when he became

shop steward. In 1982, he joined Local 1546's Executive Board and rose to the positions of Vice President in 1989 and President in 1992. That same year, he was voted into the position of President of District Lodge 190.

The following year, Kaiser shut down and he finished his career as a mechanic at Continental Baking, retiring in 1997.

"When he retired, instead of a party, he dragged in his BBQ and cooked for everybody in the shop," Area Director Don Crosatto recalled.

Almost immediately after retiring, he started his next career as a union organizer for the District. He worked diligently at this until 2004.

Joe was very active in his local Central Labor

Councils, first in Contra Costa County and then in San Joaquin/ Calaveras.

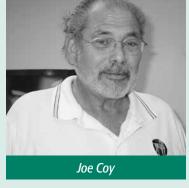
"Regardless of titles, Joe showed up," Crosatto said. "You could always count on Joe for door knocking, picket lines, phone banking, meeting with politicians, dinners, services. He'd always be there."

"Most of what Joe did was voluntary; he wasn't paid," said

Directing Business Rep Jim Beno at Joe's memorial. "He did the work out of the love of his union brothers and sisters. He's a guiding light to how to run our organization to benefit workers."

"Joe didn't do anything that wasn't union," added his union brother and long-time colleague Ken Stoner.

Joe was an avid outdoorsman and instilled that love to his three children, to the foster kids he and his wife took in, and to his grandson, who he was helping to raise.



## Dave Massetti: Local 1546 Shop Steward of the Year

Local 1546 was proud to present its 30th Annual Shop Steward of the Year award to Dave Massetti at its annual stewards dinner in Oakland, held

on December 3. Sadly, Massetti died on December 16.

"In many ways, it was a lifetime achievement award," says Area Director Don Crosatto. "Dave was active on our Executive Board since 1998, and was always there to walk a picket line, phone bank at election time, and generally show up where needed."

Massetti's career in the IAM started in 1968. While he stepped out of the union for a few years, he came back for good in 1978. He worked for many years as a

painter at Bridges Pontiac in Hayward and was one of the leaders in the year-long strike in 1989 when the dealership tried to bust the union.

Dave's next job was at the Broadway Ford body shop—until the dealership closed, and then he moved to Hanzel Auto Body in Oakland. At one point, he persuaded his fellow members at Hanzel to put four consecutive years of raises into their pension, which ultimately tripled everybody's pension contributions.

While Dave had been dealing with ALS over the past year, Crosatto reports that he was pleased and proud to get the award.



Crosatto.



# S FROM THE AI TRUST FUND

## Know your Benefits – Employee Assistance Program through Managed Health Network (MHN)

The Welfare Trust Fund has contracted with Managed Health Network (MHN) to coordinate the Employee Assistance Program (EAP) for the members of the Plan. The purpose of the EAP is to provide members with access to short term solution- focused counseling for a variety of issues that we encounter throughout life. Services that are provided through MHN are:

#### Short-term counseling

The EAP provides up to 3 sessions per individual per issue per plan period and you can choose face-to-face or telephonic or Web-Video Sessions. If your EAP counselor determines you need additional counseling services, he or she may refer you to counseling in your community. You would be responsible to pay for those services, but they might be covered or partially covered by your other medical insurance under the Plan.

#### Assistance with taking charge of your finances

Certified financial counselors help members overcome financial distress and meet their goals with telephonic assistance and referrals to professional services. Members are eligible for up to a 60-minute initial telephonic consult per issue with unlimited follow-up telephonic consultations. No limit to number of presenting financial issues. Access to online financial tools, calculators, worksheets and information are also available through MHN.

#### Tackling legal issues

A 30-minute telephonic or face-to-face consultation with an attorney on topics that include: personal and family issues, civil and consumer issues, real estate and estate planning. Also provided is access to comprehensive online resources including a full library of legal and financial articles, downloadable legal forms, and a variety of financial calculators.

#### • Recovery from identity theft

Identity theft requires diligence, know-how and lots of time to recover from and your EAP can relieve much of that burden by providing participants a 30-minute free consultation with a trained fraud specialist. The EAP provides an Identity Theft Response Kit when the potential

of identity theft has been determined.

If you are plan member, you have access to all the services. If you have a spouse or domestic partner, they also have full access to the services. If you have a child under the age of 26 or a legal dependent, they also have full access to the service. Also, any person who resides in your household has full access to the service. You and your dependents do not share benefits; you each have your own set of benefits.

#### How to access this benefit

MHN can be contacted toll-free at 800-748-2559 or online at **www.members.mhn.com** (Choose Option: MHN EAP and enter Company Code: aiwfmap).

When you call in, you simply provide some basic demographic information (name, DOB, address, etc.), and advise the representative that you are a plan member with IAM District Lodge 190. One of MHN's representatives will then ensure that they quote the correct benefit information to you.

#### **2019 Retiree Tax Information**

The Trust Fund Office will be mailing the Pension Plan 2019 1099-R Tax Forms no later than January 31, 2020, to all retirees receiving monthly pension payments. If you have moved in the last year, please make sure your address is updated with the Trust Fund Office before December 31, 2019.

After January 31, 2020, the 1099-R Tax Forms will also be available on the Trust Fund website at **www.aitrustfunds.org** and can be downloaded or printed directly from the website. If you don't already have access to the website, creating an online account is simple and takes minutes to complete.

Visit www.aitrustfunds.org for details on how to create an account so that you can review your benefit information.

# Reminder: Notify the Trust Fund Office of Life Events

Members are responsible for notifying the Trust Fund when they experience a life event. Life events include: marriage, divorce, birth of a child, adoption and change of address. Enrollment change forms can be downloaded and printed directly from the Trust Fund website at www.aitrustfunds.org

## LETTERS TO THE EDITOR

In the last issue of *The Sparkplug*, two members took issue with an article entitled "Know your rights—What to do in case of an immigration raid."

One stated, "It is my opinion that a union paper should represent the interest of all its members in regards to union business. Politics cannot be fairly represented due to the wide array of viewpoints on the many political issues."

The other stated, "This union has no business advising illegals what to do in case of an ICE raid. You are helping illegals and that makes this union guilty of aiding criminals!"

I talked to several members who liked the article, but as I rarely get letters from people who are fine with what they see, there's nothing to print.

As neither member would give their union local or where they work, I cannot print their full letters. I will, however, take their criticisms into consideration.

Debra Chaplan, Editor

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Retired and active members: Please write in if something in *The Sparkplug* makes you happy or mad or inspires you to action. Be sure to give your full name, where you work, and Local number.Letters may be submitted as follows:

**e-mail:** dchaplan@mindspring.com

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

# IAM seeks member input for U.S. Presidential endorsement

The IAM is doing an open endorsement process with our membership this year.

Don't miss the opportunity to help choose who the IAM should endorse for the U.S. president. Register today and be a part of the decision. As you may have heard, there's a new process that gives the IAM members the opportunity to vote online for a candidate of their choice. To do so, you must register The post Make Your Voice Heard by Registering for the IAM's 2020 Presidential Endorsement Election appeared first on IAMAW.

https://www.goiam.org/news/imail/make-your-voice-heard-by-registering-for-the-iams-2020-presidential-endorsement-election/#noredirect



## AROUND 7

## **New contract for Cal Waste Solutions mechanics**

After nearly a year of negotiating, two strike votes, and full picket line preparations, in October, the five mechanics at California Waste Solutions in Oakland who are members of Local 1546 ratified their new three-year contract.

"We had actually completed the negotiations and the company had technically approved all of the proposals,"

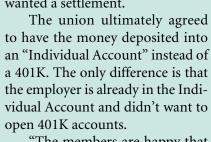
explains Busines Rep Robbie Pintos. "Then, before we could take it to the members for ratification, the company says that their finance department didn't approve the 401K contribution."

First, the union filed NLRB charges against the company. "We were trying to work with their attorney and HR department to resolve it, because this was important enough for the guys to be prepared to go on strike," says Pintos, who

was moving ahead with that option. The union got strike sanction from the Labor Council, the International and the Teamsters, and were prepared to walk out on a Friday. Oakland's mayor got involved and asked the company to resolve the issue before a labor action disrupted city services. "Two days before the scheduled strike, the company said they

wanted a settlement.

"The members are happy that we finally got it done," Pintos adds. "Now we're just waiting for the company to make good on contri-



butions that had been delayed."



Cal Waste Solutions mechanics display their hard-won contract, hot off the presses!

## **Local 653**

#### **New contract at Commercial**

The 22 members at Commercial Manufacturing, a food processing machine manufacturer in Fresno, ratified their new three-year agreement in September.

In addition to a 3% wage increase each year, they picked up a \$100 boot allowance. They'll get an hour's pay at time and a half if the employer requires them to do overtime but cancels without giving 24 hours notice. And, employees working farther out than 100 miles will get an additional 25¢ per hour.

Business Rep Jeremy Celaya wanted to thank Ricky Tolentino for serving on the negotiating committee.

#### A new salary schedule

The IAM represents a disparate group of auto and bus mechanics, carpenters, locksmiths, and concrete guys at the Fresno Unified School District. The contract used to be negotiated by the building trades, but that all changed five years ago.

Until now, the salary schedule was tied to outside trades. The automotive group was tied to UPS and would get the same raises that UPS mechanics got.

As the contract is set to expire, the union agreed that in the future, they will go on the District's salary schedule. "Basically, this means that whatever the teachers get, our guys will get too, so there's parity," explains Celaya. "If the historical patterns hold, this should be better for all of the members."

Celaya will start negotiating a new contract in January with his committee members Jeff Reisen, Victor Araujo and Richard Bischel.

#### **New contract at Ruan**

The six truck mechanics who work at Ruan Transport in Tulare ratified their new three-year agreement on October 9.

"The key provisions are that they'll get a general wage increase of about \$1.56/year; they'll have an annual shift-bid, and will maintain the

90/10 split on health and welfare," Celaya said.

#### Four-year contract at Fresno **Truck Center**

The 51 truck mechanics and body/fender mechanics who work at the Fresno Truck Center ratified their now four-year contract in September.

"They'll get wage increases of \$.75 in year one, and \$.50 in years two through four," says Celaya. "They'll also have the opportunity to make an additional \$5/hour if they complete their OEM (Freightliner) certificates."

The company increased the differential for 4/10 shifts by \$.45. There will be no cost increase for health and welfare in the first year, though it may go up in future years.

Celaya thanks the committee: Juan Gonzalez, Anastacio Rodriguez Jr., and Mike Wade.

#### Playing catch-up at Hedrick's

The eight body and paint mechanics at Hedrick's Collision Center in Fresno ratified their new five-year contract in July.

"They'll get a \$1/hour wage increase each year, except year four, when it's \$2, And the employer picked up 5% more of the health and welfare costs," Celaya explains. "Basically, they're playing catch-up for the double minimum wage thing.

Many thanks to Garroll White for his work on negotiations.

#### **Sun-Maid contract is done**

The 47 members who do plant maintenance, forklift mechanics, and sheet metal work at Sun-Maid in Kingsburg ratified their new threeyear contract on December 7. Bargaining was coordinated with the Stationary Engineers and Electricians.

"They'll get a total wage increase of \$3.58 over the three years," says Celaya, with an additional contribution to the pension plan of \$.05 each year and to the IAM machinist apprenticeship fund. Life insurance will go from \$25,000 to \$50,000.

"We also did a lot of cleanup lan-

guage, adding criteria for certain job titles. And we now have assurance that a union member will sit on the evaluation committee," Celaya adds.

"I would like to personally thank my committee for their hard work to get the best contract for the members. This has been one of the toughest and most nerve-racking rounds of negotiations we've ever had," says Celaya. "Thanks to Shop Steward James Wootten, Shop Steward Jeff Clarkson and committee member Tim Dies."

## **Local 801**

#### Safety award

Congratulations to Michael "Jeff" Whalen, who works at United Parcel Service in Reno and serves on Local 801's Executive Board. He has received an award for 30 years of safe work.

"Congratulations Brother Whalen. You make all of us proud," says Area Director Mark Martin.

## **Local 1101**

#### Solid three-year contracts

Ryder Truck: The 22 members at Ryder Truck in San Jose ratified their new three-year contract. The agreement includes 3% wage increases each year and additional mobile truck pay of \$1/hour, and CATT pay of \$1.50/

hour. The company also increased the boot allowance by \$25/year.

Hertz Rent-a-Car: The 15 members at Hertz in San Jose ratified their new three-year contract. They'll be seeing \$.95/hour wage increase each year. They'll also move out of the pension plan and into the Machinists 401K plan at a rate of \$295/month.

Five Rivers: The 18 members in Santa Maria California at the Vandenberg tracking station ratified their new three-year contract. Their wage increases will be 3.25% in year one, 2.4% in year two and 2% in year three. They'll also get an SCR pay increase of \$.50/ hour, a CRO premium of \$1.50/hour, and an increased contribution into the pension plan of \$.40/hour each year.

## **Local 1414**

#### **New SMART Train contract**

In September, the 40 mechanics, laborers and facility maintenance crew at SMART Train in Marin and Sonoma Counties ratified their new three-year agreement. Area Director Steve Older started the negotiations, and was joined by Business Rep Mark Jayne once he got hired.

The laborers and facility maintenance folks felt they were being underpaid compared to others in the area doing similar work. "We worked to get them parity and got close," says Jayne. "They got raises and cost of living increases, and we hope to get them more in the next contract."

In the first contract, all employees had a one-year probation period. "That's a long time to have a target on your back," Jayne said. "We got it lowered to 9 months, which is a step in the right direction. We just want to make sure they're treated fairly."

## **Local 1484**

### **Protracted negotiations end** with decent contract

After nine long months of negotiations, the 76 members at Con Global finally had a four-year contract to ratify.

"After we took a strike vote, the employer came back to the table and

## **Winpisinger Center: Building community**

#### **By LYNETTE SINGLETON**

On October 13-18, Dan McEntire, Local 1484's Secretary-Treasurer, traveled from Southern California to Hollywood, Maryland to attend the Financial Officers seminar at the William W. Winpisinger Education and Technology Center.

Dan, a shop foreman at SSA and 30 year member, was proud to represent Local 1484 as he met people from all over the U.S. and Canada. The group was extremely friendly, warm and both proud and thankful to be there. The tranquil atmosphere and serene view was free from distraction, making it a perfect learning environment. The professional staff consisted of drivers, cafeteria and hospitality workers, housekeepers, educators. They were all top notch in every way.

The Financial Officers class was jam-packed with critical information, procedures and computer training. The shared experiences of those struggling through the course material, including the laughing-until-you-cry a the Feedback Inn, made for tremendous camaraderie and friendships that will last a lifetime.

Dan was able to return home to impart the knowledge he acquired and

## HE LOCALS

we were able to achieve a number of our economic objectives," says Area Director Kevin Kucera. "We ended up with no take-aways, respectable wage increases, holding down health and welfare increases, and for the first time, bringing this group into the California Machinist 401K plan.

The members ratified the deal by a healthy margin. Kucera wanted to thank negotiating committee members Jose Curiel and Frank Chavez, who did a great job at the table and at keeping the members informed.

#### First contract talks moving

The local is in negotiations for a first contract with Valencia Honda. "We just had our second meeting with the employer," says Kucera. "They are bargaining in good faith and we are optimistic about achieving a good and fair contract."

## **Local 1528**

#### Two-year deal at Sardee

The 11 members who work at Sardee Industries in Stockton ratified a new two-year agreement, reports Business Rep Paul Abarca.

While the company was pushing hard for a 50% cost share on the health and welfare, it will remain at the same level of 25% employee/75% employer. Life insurance coverage will increase from \$25,000 to \$50,000. There were increases in the tool and safety shoe reimbursement programs and now, the company will supply work shirts.

The top labor grade journeyman will see a wage increase of 11%, with the lower labor grades seeing an increase of 5.5%-8.5% over the two years.

#### Bargaining to start at Silgan Riverbank

The contract at Silgan Riverbank will be opening soon. "Look for bargaining surveys shortly after returning to work in January with a proposal meeting soon to follow," says Area Director Mark Martin.

## **Local 1546**

#### It took a while

Although it took two years, the 23

## Local 1414 retirees meet a new generation of techs

On November 19, a group of 14 Local 1414 retirees and guests paid a visit to the Auto Shop at George Washington High School, in San Francisco. The seniors had an opportunity to tour the facility—led by Local 1414 member and teacher Rich Del Rosso, and then chat with the students while they all enjoyed hot dogs, chips and drinks supplied by the Local Union.

Irwin Wiprut, Secretary Treasurer of the Local 1414 Retiree Club, put this visit together. "It was a great mixture of young and old. The students got a kick of some of the stories that the retirees had about fixing up muscle cars," said Del Rosso.

"We went into the classroom to see what the students were learning. Then we got to mingle with the students, which was a pleasure," said Wiprut. "I was impressed with the number of young women in the class and with all of the students' desire to get into the trade. They're there because they truly want to learn," he added.

Many students asked when the seniors would come back. Wiprut hopes they'll do it again in about a year.



techs at McKevitt Volvo in San Leandro and McKevitt Chrysler in Berkeley finally got a contract they could ratify.

"The agreement includes solid wage increases of \$1-2/hour each year. We eliminated the two-tier wage system and by moving to Kaiser Plan K, we reduced the amount people pay for family health care. We also added an opt-out which saves those with other coverage hundreds of dollars each month," says Area Director Don Crosatto.

#### **Talks continue at Cummins**

Negotiations will continue at Cummins Engine after the new year. "We've made good headway, but there are still some big issues pending," says Crosatto. "After three rounds of negotiations, we have a good proposal on improving the pay for stand-by on-call work. But we're still very far away on the benefits. They want to take away Kaiser and put everyone into the Cummins benefit program with a high deductible, and they want to change out the IAM 401K program for their own," he adds. "Watch this space."

### **Coast Counties contract**

As this paper goes to press, the 28 members at Coast Counties Truck and Equipment in San Leandro are voting to ratify a new three-year contract. "It includes 3% wage increases each year and more money into the health and welfare plan," says Area Director Don Crosatto.

#### **Solid wage increase**

Crosatto reports that the six mechanics at St. Francis Electric in San Leandro will get a 4% wage increase each of the next three years.

## **Local 1584**

#### **Another contract at A&B**

The 14 members at A&B Die Cast in Hercules ratified their new three-year contract.

"Among other things, we got bigger wage increases than ever before and three extra days of sick pay," reports Area Director Steve Older. "The guys were all satisfied with the agreement."

### **Local 1596**

#### More disaster relief

Area Director Steve Older and Business Rep Brian Fealy distributed disaster relief checks for people who were victims of the Camp Fire this past October. "One member lost his house and four others had been evacuated," says Older. These are members who work at Santa Rosa Stainless and MGM Brake.

"Fortunately, it wasn't as bad as the last fires in 2017 for our members. Hopefully, this cycle will come to an end soon," Older added.

## **Local 2182**

#### Big payout

When a utility worker got hired on at National Express in Stockton, she was offered a lower wage rate than she believed was appropriate. She brought it to the union and we backed her up," says Business Rep Paul Abarca. "We filed a grievance and took it to mediation. After much back and forth, the mediator ruled that the member should have been hired in with her previous union seniority and was owed 11 months of higher class pay." As always, it pays to be union!

#### **Good new benefits in Sacto**

The 54 members at the City of Sacramento Automotive and Equipment Mechanics Unit ratified a 19-month agreement that gives them an increase of 5.5% over the term.

Abarca reports that the bargaining committee was able to secure better language regarding the safety shoe program, an on-the-job Training Pilot Program, and shop location bidding will be allowed for the first time. Other improvements include: increase in standby pay, increased health and welfare cost share giving members an average hourly increase of \$0.73/hour, and increased ASE incentive pay from \$100 to \$150 with a new step program.

#### One more Sacto unit to go

The City of Sacramento/Building Trades is the last unit to finalize their city contract. "We're in direct communications with the City Manager and are attempting to get an agreement on par with other settlements reached with the City," said Area Director Mark Martin. "It's time they step up and deliver for our group."

#### **Doing well at Sims Recycling**

A three-year contract was ratified by the 76 members at Sims Recycling Solutions in Roseville.

The members will see an average wage increase of 4.75% each year. "In addition, we were able to achieve better language regarding safety shoe allowance, bereavement leave, and jury duty pay. We were also able to add disability insurance to the K20 health and welfare package," says Abarca.

#### **Nice additions**

The 10 members at Clutch & Brake Xchange in Stockton ratified their new three-year agreement. The members will get 3% wage increases each year with the Plan B health and welfare costs remaining the same—100% covered by the employer. In addition to their current pension, the employer agreed to match up to 3% of an employee's 401k contribution.

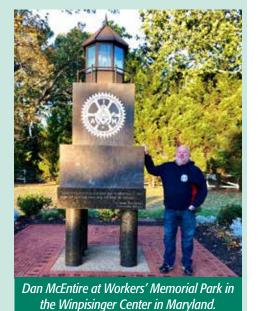
#### Prove it

Management at Harrold Ford/ Victory Auto has started complaining about productivity. "Our members say that unavailable parts, service advisors shorting mechanics' time and a new dispatcher with ineffective management skills are contributing factors," says Martin. "We'll continue to work through these issues."

## and skills

inspire others to carry on the mission of the labor movement. When asked what he appreciates most about the experience he said, "Winpisinger was first class training! I have so much gratitude that my local sent me to further educate myself and our members. It was a gift to have our office manager Lynette Singleton there with me. The educators are the best and truly a joy to work with!"

On the last day, as Dan walked the hallowed ground of the Workers' Memorial Park, he felt humbled to carry on the torch as a leader in our great union.





## IN THE NEWS

# **Employers spend big bucks** to stymie union organizing drives

A recently-released report by the Economic Policy Institute found that U.S. employers are willing to use a wide range of legal and illegal tactics to frustrate the rights of workers to form unions and collectively bargain.

Researchers at EPI used the Freedom of Information Act to uncover details from the National Labor Relations Board. They learned that employers are charged with violating federal law in 41.5% of all union election campaigns. And one out of five union election campaigns involves a charge that a worker was illegally fired for union activity. Employers are charged with making threats, engaging in surveillance activities, or harassing workers in nearly a third of all union election campaigns.

Beyond this, there are many things employers can do legally to thwart union organizing; employers spend roughly \$340 million annually on "union avoidance" consultants to help them stave off union elections.

This combination of illegal conduct and legal coercion has ensured that union elections are characterized by employer intimidation and in no way reflect the democratic process guaranteed by the National Labor Relations Act.

# The cities where robots are impacting jobs the most

The use of robots in U.S. work-places has more than doubled since the Great Recession, but the impact has hit certain areas of the country — and segments of workers — more than others.

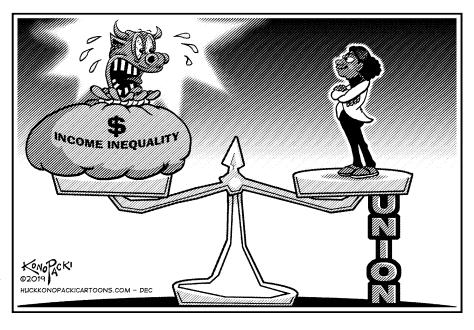
A recent report from The Century Foundation found Midwestern states such as Michigan, Ohio, Indiana, Illinois and Wisconsin saw the sharpest growth in robots being used in the workplace from 2009 to 2017, and these areas now have the highest levels of "robot intensity" in the country.

Robot intensity refers to the number of industrial robots per 1,000 human workers. The higher the number, the more robots there are in the workplace alongside humans.

Areas with the highest robot intensity are home to some of the of the biggest manufacturing industries in the country. Factory and production jobs have been proven to be highly susceptible to automation when robots and other automated machinery are able to do physical, routine work very quickly at high volume.

Nationwide, there are about 0.34 robots per every 1,000 human workers. But that number varies widely depending on the city.

Jennifer Liu, CNBC



# AMC Theatre workers press for holiday, overtime pay

For many film fans, going to the movies is an annual holiday tradition. But for hourly employees at AMC Theatres, the nation's largest cinema chain, there's no extra pay for working Christmas Day or any other holiday. In fact, their hourly rates do not increase even when they work more than eight hours a day or exceed 40 hours a week.

The reason: Movie-house workers are exempt from federal labor laws that mandate overtime pay for nearly all other hourly workers.

That came as a surprise to Todd Bullitt, who worked for a year as a cook for AMC at an Atlanta theater with a restaurant. "All the other jobs I've worked at, I got paid timeand-a-half" for overtime work, the 28-year-old Atlanta resident told CBS MoneyWatch. "They were telling us that we work in the entertainment business, so we don't have to pay you overtime and holiday pay," added Bullitt, who said he routinely worked 80 hours a week while getting paid at his normal rate of \$10.25 an hour.

Why no extra pay for hourly employees working overtime for a cinema chain that operates 365 days a year and generated \$5.5 billion in revenue in 2018? Blame outdated rules that came with the National Labor Relations Act back in the 1930s. "It was assumed at that time that movie theaters had professionals running them. The projectionist was a professional, and there weren't many other jobs in the theater," said Kate Bronfenbrenner, director of labor education research and a senior lecturer at Cornell University's School of Industrial and Labor Relations.

Today, the legal loophole that allows AMC to avoid overtime pay is an outdated relic, Bronfenbrenner argued. "The law is absurd on its face — these workers are not professionals," she said of the low-paid workers who staff ticket booths and snack counters at cinema houses around the U.S.

Kate Gibson, CBS News

# Why aren't wages rising faster even with low unemployment?

By all rights, U.S. wage growth should be kicking into a higher gear amid falling unemployment and intensifying worker shortages. Instead, annual pay increases have slowed this year.

Salary gains, which generally had been modest since the economic expansion began in 2009, finally edged over 3% in August 2018 and peaked at 3.4% in February before dropping back to 3% the past few months. The pullback in pay gains comes despite unemployment hitting a 50-year low of 3.5% in September.

Economists blame myriad factors, including President Donald Trump's trade war with China and a slowing U.S. economy, weak productivity growth and meager inflation. Accelerating earnings increases were expected to drive consumer spending, helping offset slower job growth and keeping the economy humming in the expansion's latter stages.

Three percent pay increases aren't bad, but many analysts expected a march to 4% and beyond.

Paul Davidson, USA Today

# 70% of Americans say they are struggling financially

Many Americans remain in precarious financial shape even as the economy continues to grow, with 7 of 10 saying they are struggling with at least one aspect of financial stability, such as paying bills or saving money.

The findings come from a survey of more than 5,400 Americans from the Financial Health Network, a non-profit financial services consultancy. The project, which started in 2018, is aimed at assessing people's financial health by asking about debt, savings, bills and wages, among other issues.

Despite solid U.S. economic growth this year, the share of Americans who are struggling financially remains statistically unchanged from a year ago, said Rob Levy, vice president of research and measurement with Financial Health Network. The study adds to a body of research in-

dicating that millions of American families have trouble making ends meet even a decade after the Great Recession and as unemployment has sunk to its lowest level in decades.

For instance, centrist think tank the Urban Institute has found that 4 in 10 Americans struggle to pay for basic needs such as groceries or housing. And a Zillow report found that roughly a quarter of renters say that affording their payments is difficult or very difficult.

Not only the poor face financial pressure, the new study suggests. Almost 20% of people earning between \$30,000 and \$100,000 said they spent more than they earned — an increase of more than 4 percentage points from last year.

Aimee Picchi, CBS News

# U.S. to lose thousands of health-care workers if 'dreamers' must leave

The country's already-strained medical system could lose tens of thousands of much-needed workers if the Supreme Court agrees to end the Obama-era program shielding from deportation undocumented immigrants brought to the United States as children.

Immigrants make up a disproportionate share of nurses, home health aides and health-care facility workers — and they include many of the 700,000 immigrants allowed to stay in the United States under the Deferred Action for Childhood Arrivals program. About 27,000 of these "dreamers," as DACA enrollees are known, work in health-care provider and support occupations, according to an analysis of census data by the Center for American Progress. Another 200 dreamers are in medical school or participating in residencies.

These immigrants — and others — play an increasingly important role as the demand for health-care workers skyrockets.

The American Medical Association noted the challenge in a statement yesterday supporting DACA. "Our health care workforce, including physicians, nurses, physician assistants and home health aides, is bolstered by providers with DACA status," AMA President Patrice Harris wrote. "During their careers, these providers will care for and improve the lives of millions of Americans."

Paige Wingfield Cunningham, Washington Post

# Unions are pushing members to run for office and it's paying off

Labor unions are more popular than they have been at any point in the last 15 years, and a majority of Americans believe that the declines in union membership are bad for the country. Taking advantage of this surge of support, the labor commu-



## IN THE NEWS

nity is increasingly recognizing the need to get its members into public office and putting more resources into doing so.

In the 2018 election cycle, the AFL-CIO endorsed about 1,500 union members for elected office at the local, state and federal levels. Most were Democrats, but there were also some Republicans and independents. Two-thirds of them won.

The focus on getting union members into office came out of a resolution at the AFL-CIO's 2017 convention affirming an "urgent need" to step up such efforts. Historically, unions have had a large role in elections, fielding candidates and providing money and boots on the ground.

In 2019, 88 union candidates endorsed by the AFL-CIO have won in spring and summer elections, and it has nearly 500 candidates running this fall.

Amanda Terkel Huffington Post

#### DOL's Proposed Rule Change Could Stiff Tipped Workers

Under federal law, all employees are entitled to receive at least the federal minimum wage from their employers. However, employers can pay tipped servers as little as \$2.13 an hour if they generate at least \$30 per month in tips and spend less than 20 percent of their shift on non-tip generating work.

The DOL has proposed a new rule to allow employers to claim the tip credit for workers who spend more than 20 percent of their time performing non-tipped duties. Employers would be able to assign tipped workers unlimited side work—while still paying the meager wage of \$2.13 an hour—as long as the work is "contemporaneous with, or within a reasonable time immediately before or after" the tipped work.

The proposed rule is not limited to restaurant workers but to all workers who rely on

customer tips to supplement the minimum wage, including workers at nail salons, car washes, delivery services, airports, etc.

Opponents say the new rule would allow employers to exploit tipped workers by assigning them myriad non-tip generating duties, such as washing dishes and food preparation, that would make it difficult for them to earn tips.

Judy Conti, a spokesperson for the union-backed National Employment Law Project (NELP), said the DOL's proposed rule change makes it "perfectly legal for employers to take advantage of tipped workers and have them perform excessive amounts of non-tip-generating work while being paid only \$2.13 per hour."

She added, "DOL is again doing the bidding of corporate America rather than the workers it is supposed to protect."

Patricia Barnes, Forbes



As the holidays roll around, why not get your loved ones the gift of union-made, American-made products. Here are a few ideas to get you started!

#### **Tools**

Armstrong
Black & Decker
Channellock
Craftsman
Klein Tools
Ridgid
SnapOn Tools
Stanley Hand Tools
Warwood

#### **Sports & Leisure**

American Athletic Gym Equipment
Louisville Slugger
MacGregor Golf Clubs
Nordic Track
Standard Golf
Wilson Sporting Goods

#### **Housewares & Appliances**

Cecilware Corningware Cutco Knives Pyrex Sealy Mattress

#### **Sweets**

Ghirardelli Chocolate Almond Roca Chocolate See's Candies

#### **Clothing (for him)**

All American Clothing Brooks Brothers

#### **Clothing (for her)**

Bosca Fine Leather Goods Majestic Athletic Apparel Carolina Women's Boots Naturalizer Shoes Nunn Bush Shoes Pendleton Woolen Mills Timex Women's Watches

Labor 411 is about supporting good jobs through consumer activism. We believe that when we spend our hard-earned money on products made by businesses that treat their employees fairly with good pay and benefits, we are making a difference.

We support businesses that support good jobs, thus strengthening the middle class and America.

For more information about union-made consumer items and gifts, go to Labor411.org

# Scenes from the Local 1484 Sea Going Retirees' Club Holidy Banquet









December 11
Hokkaido Seafood Buffet in Long Beach

## FAST FACTS

of people polled by Gallup in August, 2019, approve of labor unions—one of the highest rates in half a century. Americans have not viewed unions in such a positive light since 2003, when the rate hit 65%.

### **ATTENTION LOCAL 1173 MEMBERS**

On JANUARY 9, 2020, the Officers and members of the Lodge will be discussing a possible dues increase for 2020 at the regular membership meeting at 6:30 p.m. All members are encouraged to attend the meeting and participate in this important discussion and possible vote. The January meeting will be held at the Union Hall located at 1900 Bates Avenue, Suite H, Concord, CA.

#### **ATTENTION LOCAL 653 MEMBERS**

Local 653 is seeking input to amend the Local's bylaws. All proposed changes must be submitted to the Secretary-Treasurer by March 15. All proposed amendments will be read at the April 15 regular membership meeting and will be voted on at the regular membership meeting on May 20. The discussion will be handled on the basis of the procedures specified in the IAM Constitution. The meetings start at 5:30 p.m. and take place at the Union Hall: 5726 E. Shields Ave., Fresno, CA 93727. All members are encouraged to attend.

## **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 1101: facebook.com/Local 1101 Local 1173: facebook.com/pages/Machinists-Union-Local-1173 Local 1546: facebook.com/iam1546 Local 1584: 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 December 17\* • January 28 • February 25 Executive Board Meeting: 6:30 p.m.

\* **Note**: Date changed due to holidays

General Delegates' Meeting: 7:00 p.m.

## Local 1484

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

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

December 19 • January 16 • February 20 General Membership Meeting: 6:00 p.m. on the first Tuesday of the month

December 3 • January 7 • February 4 Retirees' Club: 12:30 p.m. on the third Wednesday of the month: December 18 • January 15 • February 19

#### Local 93

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

Meetings are the second Tuesday of each month

December 10 • January 14 • February 11 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

December 4 • Cancelled\* • February 5 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

December 21 • January 18 • February 15 Narcotics Anonymous: 5:30-6:30 p.m. every Tuesday

NOTE: The January meeting was cancelled due to the New Years holiday

### **Local 653**

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

Meetings are the third Wednesday of the month except in November

December 18 • January 15 • February 19 Executive Board Meeting: 5:00 p.m. Membership Meeting: 5:30 p.m.

Meetings are the third Thursday of the month

December 19 • January 16 • February 20

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

Membership Meeting: 4:00 p.m.

NOTE: The office will be closed between Dec 19 and January 6.

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

**Local 1546** 

Meetings are the first Tuesday of the month

December 4 • January 7 • February 4 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

January 2 • January 30 • February 27

Retiree Club Pot Luck Luncheon: 12 noon on the first Wednesday of each month December 4 • January 8 • February 5

**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

December 12 • January 9 • February 13 Executive Board Meeting: 5:30 p.m. General Membership Meeting: 6:30 p.m.

#### **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.

December 19 • January 16 • February 20 Retirees' Club: 12:30 p.m. on the first Tuesday of the month: December 1 • January 5 • February 2

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

3473 Santa Rosa Ave., Santa Rosa CA 95407

## 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

December 12 • January 9 • February 13 Membership/Shop Stewards' Meeting: 6:30 p.m. on the second Thursday of the month

December 12 • January 9 • February 13

#### **Local 1596**

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

Meetings are the third Tuesday of the month December 17 • January 21 • February 18 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:

## 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

December 19 • January 16 • February 20 Executive Board Meeting: 6:00 p.m. on the second

Thursday of the month December 12 • January 9 • February 13

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

December 19 • January 16 • February 20 Retirees' Club: 11:00 a.m. on the first Wednesday of

March, June, Sept., Dec. All are welcome! Dec. 4 • March 4 • June 3 • Sept. 2 • Dec. 2

## **Local 2182**

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

### Meetings are the second Tuesday of the month

December 10 • January 14 • February 11 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:

December 18 • January 15 • February 19