

Serving the Active and Retired Members of IAM District Lodge I90

## Covid-19 changes everythi ing

into shelter-in-place mode for anywhere from two weeks to a much longer time, it's hard to know what the future will bring. Information about the virus seems to change exponentially on a daily basis.

### Cancellations

The District 190 delegates meeting was canceled for March. "We'll take each month as we go," Directing Business Representative Jim Beno told The Sparkplug. In mid-March, the federal guidelines canceled meetings of 50 or more people for two months and that's since been revised to 10 or more. Local unions have jurisdiction over their meetings, so contact your local directly.

If you were planning to go to the District 190 Lobster Feed at the end of April, that event has been postponed as well. A new date will be set when everybody is back to work.

#### **Benefits**

The HS&BA staff who manage claims for the AI Health and Welfare Trust Fund will be working from home, processing claims as they come in. They have a contingency plan in place, and all records are privacy-protected.

The pension plan will ensure that distribution of pension checks continues automatically on the first of each month.

"We're working with employers whose clerical

As COVID-19 puts the residents of California staff are working from home to ensure that they are not late in sending in their health and welfare payments, because if they're late, members could encounter eligibility problems," says Beno.

#### Contracts

Most contract negotiations are on hold, for now. Many employer reps are on travel restriction and can't participate in face-to-face meetings. "We're using electronic conferencing tools to work out contract proposals and extensions. However, union voting procedures currently require all members to be together for a ratification vote. The International is investigating mail balloting or electronic voting procedures that can be used for ratification votes during this crisis," Beno adds.

As the economy has screeched to a near halt, it's hard to know what will happen-not only during the shelter-in-place period, but also after.

All members should be aware that they can still contact their union representative by phone, text or email. All representatives are working remotely and are staying on top of the many problems created by this situation.

Numerous members are impacted by school closures-not only because they work with schools, but also because their children are now home—possibly through the summer.

"It's too soon to tell exactly how the quarantines and work stoppages will impact the economy, our jobs and our union," said Beno.

See page 5 for more information about the virus, and how to take care of yourself and your family—if you're still currently going to work, or not.

## Third group of San Diego-area mechanics vote to join union



Techs at the San Diego Lexus dealership are proud to vote for union representation

By a vote of 25-2, the techs at the Lexus San Diego dealership voted on February 21 to join the techs at San Diego Mercedes Benz and at Kearny Mesa Acura and get represented by Local 1484.

hold a two-week anti-union campaign. Not only did they fire the general manager after blaming him for the problems, they offered all kinds of inducements for the techs to vote down the union. Roger Penske even made a personal appearance. And they tried, unsuccessfully, to block the election "But the guys stayed strong," Juarez adds. "Unfortunately, this employer wants to go down the road of Mercedes Benz and delay for years. It doesn't have to be that way. At Kearny Mesa Acura, we got a contract in six months. It doesn't have to be a bad process," Juarez said. "We've heard from techs at other shops in the area, however, that when the employer gets a whiff that there might be a union drive, they improve conditions. But our experience is that they eventually revert to their bad ways, and that's when we hear from the techs again." "I do want to thank our members at Mercedes Benz and Acura-they were really supportive of the techs at Lexus, sharing their stories and what the union has meant to them. I think that really helped shore up the Lexus drive," Juarez said.



"This group wanted to organize because the company kept changing their pay plan," says Area Director for Organizing Jesse Juarez. But getting the union they wanted was not an easy process. "The company-a Penske dealership-hired an antiunion law firm. While we only filed to organize the mechanics, the employer wanted to throw in the service advisors and the parts department employees to delay the process and force a hearing."

Juarez says that management tried to throw him off the property when he and the techs all marched inside the showroom to meet with managment. "We had a walkout over the right to have a union election and shut them down. After 90 minutes, the employer came out to find out how to fix it. This was the first time ever I had to lead a group of workers to strike just to get the right to an election."

Management's shenanigans didn't end there. Juarez says they hired a "direct persuader" firm to

Attention: Members of Locals 653, 1528, 2182

# Office consolidation for paying dues

Effective March 31, 2020, all dues payments for Local Lodges 653, 1528 and 2182 members will be processed at the Local Lodge 653 office in Fresno. This consolidation will advance a more efficient system in the collection of monthly dues and will be a cost savings for these locals.

Members who remit their payments by mail should send those payments to:

Local Lodge 653 5726 East Shields Avenue Fresno, California 93727.

Continue to make your checks payable to your respective Local Lodge. No dues payments will be processed after March 31 at either the Local 1528 or 2182 offices.

Also effective March 31, there will no longer be a full time secretary at the Local 2182 offices in Sacramento. All dues inquiries should be directed to office secretary Debbie Bird in the Fresno office at 559-264-2815. This change again only affects the dues payment processing. All other union functions, union meetings, contract negotiations, grievance processing and so on are unaffected and the contact numbers for Business Representatives have not changed.

Also, in the near future, members of these locals will be able to access the District 190 website to make their monthly dues payments. Those members whose dues are automatically deducted from their paychecks are not affected by this change. Your employer is being notified of the change of address to send the monthly dues remittance withheld from your paycheck.



## UNION PEOPLE

## Meet District 190's New Business Rep: Paul Abarca

Paul Abarca, officially District 190's second newest Business Rep, started his career as a diesel mechanic in the Marine Corps Reserves. In 1996, he became an automotive mechanic at AutoWest Honda in Roseville. The following year, he moved to JM Equipment in West Sacramento and became a member of 2182.

"I didn't know anything about what the union is about, just that I had to go down to the office and pay

my initiation fee," he says. From there, his career took some turns; for a while he was a forklift mechanic for Toyota Material Handling (TMH), then he worked non-union for a few years and eventually became a service manager.

However, when he got kidney cancer, he decided it might be better to be at a union shop, and he was able to return to TMH. And, fortunately, his cancer was caught very early.

"As someone who worked on the management side and as a service manager, I was never afraid to ask questions," Abarca says. "I've seen all sides of the spectrum – from owners, to customers, to HR issues."

Abarca says that he never thought that there might be an opportunity to work with the union.



Paul Abarca

"Area Director Mark Martin reached out to me, and I wasn't actually interested. But I decided to do a ridealong with him, and realized that I liked it. It seemed like a challenging job, an opportunity to help people and to work out differences between employees and ownership."

Abarca joined the District 190 team in July 2019. "I like it I can't wait to get my systems in place and my routine down." With six contracts to negotiate in the first quarter

of 2020, Abarca was grateful to Business Rep Skip Hatch who extended his retirement date from October until March 31 to help and mentor him.

Following are the shops that Abarca represents:

LOCAL 2182: A&A Ready Mixed Cement, American Medical Response, Brooks Body Shop, Cal Tank Lines, Caietti's Truck Repair, Capitol Machine, Clutch & Brake Xchange, City of Sacramento –Automotive Group, Commercial Speedometer, Greyhound, J.M. Equipment, Lehigh Cement, National Express, Panella Truck Leasing, Precision Coating & Striping, Riverview International, Sims Recycling, UPS, Vierras Valley Equipment, Walsh Station.

**LOCAL 1528:** AMR – Modesto, Applied Aerospace, Geiger MFU, J.M. Equipment, Sardee Industries, UPS.

## **Announcing the IAM Presidential Endorsement**

The International Association of Machinists and Aerospace Workers (IAM), utilizing an unprecedented democratic process that included a general membership vote open to all U.S. members in good standing, has endorsed Joe Biden for president of the United States.

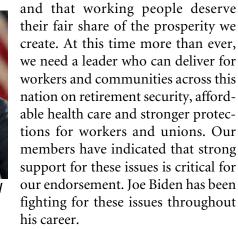
The IAM's endorsement is the majority will of the IAM's membership and its state councils, who voted online in early March, just after Super Tuesday.

Biden won 36% of the vote versus 26% for Sen. Bernie Sanders (I-Vt.). Donald Trump took 34% of ballots cast. Members were free to vote for any candidate from any party on the ballot, and members supported a Democrat over a Republican by nearly 2-1.

Over a Republican by nearly 2-1.IAM-Endorsed Presidential<br/>Candidate Joe BidenThe machinists union endorsementCandidate Joe Bidenis unique in that it was done through<br/>a rank-and-file vote, overseen by an independent"Makethird party. At most large international unions, ex-<br/>ecutive board members or other officials ultimately<br/>make the decision on which presidential candidate<br/>to back, typically after internal surveys and feed-<br/>back from their members and local leaders. ManyMake The State of the state

passed the Democratic-controlled House.

"Today the IAM is proud to announce our endorsement for Joe Biden, a proven leader who we believe can take back the White House and restore power back to working people and unions. Joe understands that unions built the middle class



"Make no mistake, workers' rights including safety and health and the right to unionize and bargain collectively, is on the ballot this November. We have endured four years of attacks on working people in the form of anti-union judges and NLRB decisions, attacks on our retirement and health care, and more. The GOP tax plan gave enormous tax breaks to multinational corporations while resulting in more than 50 plant closures for IAM members since the president took office. We cannot afford another four years of anti-worker policies being dictated to us by corporate-bought politicians in Washington. "Joe Biden has pledged to protect the pensions of workers and strengthen our ability to bargain for better wages, benefits and working conditions. Joe would also end the senseless attacks on federal workers and fight for multi-employer pensions by passing the Butch Lewis Act. "I encourage our members whose preferred candidate did not receive our endorsement to remain committed to our core principles. In a union as diverse as the IAM, it is OK to have different views with one common cause. We are strongest when we are united."

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Debra Chaplan, Managing Editor

union members complain that their processes are not democratic.

The IAM used to do its endorsement like other unions, but overhauled the system after the 2016 election. Like many other labor groups in that cycle, the union jumped out early for Hillary Clinton, the eventual nominee, and no doubt rankled members who preferred Sanders in that contest.

"Our union made it a priority in the 2020 election cycle to give IAM members a real say in who we endorse for president," announced IAM President Robert Martinez Jr. in a statement.

Martinez called Biden "a proven leader who we believe can take back the White House and restore power back to working people and unions." The union noted Biden's support of the Protecting the Right to Organize Act, which would overhaul labor law to make it easier for workers to form unions. The bill is a priority for organized labor and has



## FROM THE AI TRUST FUND

## **Options to save you money for health services**

#### **Value-Based Pricing Program**

There are wide treatment cost variations for elective outpatient procedures and other types of surgeries. The Value-Based Pricing Program was implemented on January 1, 2015 to keep out-ofpocket costs down to a minimum. (Note: This does NOT apply to members with Kaiser plans.)

Under the Value-Based Program, the following elective surgeries have a dollar cap limitation when performed in a hospital rather than an Ambulatory Surgical Center (ASC).

Colonoscopy = \$1,500Arthroscopy = \$6,000 Cataract Surgery = \$2,000

(The above pricing only pertains to surgeries performed in a hospital setting regardless of the hospital being in-network or out-of-network).

Hip and Knee Replacement surgeries will be limited to a maximum payment of \$30,000 for a single hip joint replacement or a single knee joint replacement. The maximum included all inpatient facility costs. Professional fees (surgeon or anesthesia) are paid under a separate benefit.

If you are going to have any of the above procedures performed in the near future, please contact the Trust Fund Office for a list of the Value-Based Facilities or you can look up the facilities directly at www.anthem.com.

#### 2019 Year-End Tax Forms

Below is a listing of the 2019 Year-End tax forms that were mailed out by the Trust Fund Office to qualified participants as of January 31, 2020, as required by law.

#### Automotive Industries Pension Plan – 1099-R

This form is distributed to all plan participants

## 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. Be sure to give your full name, where you work, and Local number. Letters may be submitted as follows:

e-mail: dchaplan@mindspring.com IAM District 190, 8201 Capwell Dr., mail: Oakland, CA 94621

that are currently in pay status or retired in the calendar year 2019 under the Automotive Industries Pension Plan. In addition to mailing these forms, all 1099-R Forms have been uploaded to every retiree's individual account on the benefit website and can be printed directly from the site. Visit www.aitrustfunds.org for details on how to obtain a copy electronically. (The 2019 forms available through the website will be following IRS guidance and only provide truncated taxpayer identification numbers. However, the complete identification number will be provided to the IRS. This action is being taken to reduce the risk of identity theft.)

#### Individual Account Retirement Pension Plan -1099-R

This form is distributed to all participants who took a distribution from their Individual Account Retirement Pension Plan in the calendar year 2019.

#### Automotive Industries Welfare Plan (Short Term Disability) - Form W-2

This form is distributed to all plan participants that received Short Term Disability payments from the welfare plan in the calendar year 2019. This form will not include any additional payments

#### Automotive Industries Welfare Plan - Form 1095-B

This form is distributed to all plan participants who participated in and received medical and prescription drug coverage in the calendar year 2019. If you were a member of the self-funded medical plan, you will receive this form from from the Trust Fund Office. If you were a member of Kaiser, this form will be mailed directly from Kaiser. The 1095-B Form is being sent pursuant to the requirements of the Affordable Care Act (ACA).

Please contact the Trust Fund Office at 800-635-3105 should you need any assistance receiving a duplicate a copy of any of the above forms. Consult your tax professional if you have questions about what impact any of the above forms will have on your tax obligation for the calendar year 2019.

#### Save Money on Medical Costs with the Self-Funded Blue Cross PPO Plan

Members that have medical coverage under the Self-Funded Blue Cross PPO Plan have many ways to save money when seeking medical care. These include:

#### Live Health Online:

The Blue Cross LiveHealth Online (www.live-

heathonline.com) is a web based portal that can be used at anytime (including evenings and weekends) on any smartphone, tablet or computer that has a camera. You will receive a face-to-face visit with an in-network doctor through a private secure video. The doctors are authorized to provide a variety of treatment options, as well a prescribe medication for your condition that you can pick up at any participating pharmacy.

By using Live Health Online you only pay the office visit co-payment. There will be no additional cost associated with the office visit or treatment the when you use Live Health Online.

#### **Option 2: 24/7 Nurse Line:**

The Blue Cross 24/7 Nurse Line, 866-670-1565, 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.

#### **Short Term Disability Benefits**

Did your employer negotiate into the Automotive Industries Short Term Disability Plan? If so, then you have coverage that will supplement any state disability or workers' compensation payments you receive while you are out of work. The plan will cover up to 39 weeks of supplemental disability payments. You have up to 180 days from the date of your disability to apply for these benefits. An application for benefits can be printed from the Trust Fund website at www.aitrustfunds.org or you can request one from the Trust Fund Office directly.

#### **Reminder: Update You Beneficiary**

It is good practice to review your beneficiary information on file with the Trust Fund Office when you have a life event such as marriage, divorce or birth of a child. You can view your designated beneficiary on the Trust Fund website at www. aitrustfunds.org. If you want or need to change the beneficiary, the change form can be downloaded directly from the website.

## Virus aside, the 2020 census is more important than ever!

CA BE COUNTED,

**CENSUS 101: Why you need to fill out the 2020 census Funding for our Communities** 

## **CENSUS TIMELINE** March 26-April 3



Every 10 years, everyone living in the U.S. gets counted. It's called the census. The 2020 Census will provide a snapshot of our nation—our population, where we live, and so much more. More than \$700 billion in federal funding is distributed to states and communities each year. These funds support vital community programs such as schools, hospitals, housing, and food assistance. The California labor movement is committed to educating and engaging our members and their families on the Census to

ensure a fair and accurate count.

» School lunches. Hospitals. Housing. Infrastructure. Support for families in need. Federal funding shapes our communities' everyday needs.

### **A Voice for California Workers**

» Residents can use the census to support community initiatives involving legislation, quality-of-life and worker-focused advocacy.

### **Funding for Union Jobs**

» The federal funds based on the Census results support hundreds of thousands of jobs in the public and private sector, most of which are union.

### **No Citizenship Question**

» The Supreme Court ruled that the citizenship question cannot be added to the 2020 Census.

### Safe and Confidential

» The government will not release personally identifiable information about an individual to any other individual or agency until 72 years after the census is taken.

### **Super Accessible**

» Fill out the census ONLINE! By Phone or Mail

Reminder postcard mailed. Don't delay, be sure to fill out your census form before April 30.

## April 1

CENSUS DAY

## **April 8-16**

Reminder and hard copy questionnaire will be mailed

## **April 20-27**

Final postcards mailed before an inperson follow-up (which will likely be delayed.)





## AROUND THE LOCALS

## Local 93

### New contract at Burke

The members who work at Burke Industries in San Jose have a new three-year agreement.

Their contract includes a \$1/ hour wage increase for the first year, and \$0.50/hour for the remaining two years. "This is definitely the largest increase these members have ever received on their base wage," says Business Rep Pedro Gonzalez.

The members will also get a 4% attendance bonus paid during their normal payroll cycle. The company is also encouraging members to learn more areas of the plant and will increase what they call "knowledge pay."

### Sam Linder Honda deal

The members who work at Sam Linder Honda in Salinas ratified a new three-year agreement in February. Level 3 technicians will see the largest wage increases at \$2/ hour; Level 4 and Level 2 techs will get \$1/hour more each year, and Level 1 employees will take home at additional \$0.50/hour each year. Gonzalez adds that they didn't have to absorb any takeaways. "We also added sick leave language as well as health and welfare opener language," he says.

## **Local 1101**

### **Piercey Toyota**

The members at Piercey Toyota in Milpitas ratified their new threeyear agreement last August. "The deal included \$1/hour increases the first year, and \$.50/hour each of the next two years. Most importantly, there were no takeaways," reports Business Rep Pedro Gonzalez.

### **Glencore Recycling**

Members at Glencore Recycling in San Jose also ratified a three-year agreement that includes increases of \$.75 the first year and \$0.60 in years two and three. "We were able to add language that extends the time off when someone has gotten injured, and this contract included no takeaways as well," Gonzalez adds.



their health care. " says Area Director Steve Older.

"So we went back to work and the talks have continued. We're still working on getting the company to drop the union security take-away," Older adds.

### **New Contract with Ryder**

The 10 members at Ryder in Benicia, and the about 35 members in San Francisco and Hayward ratified their new five-year contracts in January. Brian Fealy negotiated for the Local 1173 members, and Pat Woodward was there for the Local 1546 members. They'll all get a 3% wage increase each year and a \$1,000 signing bonus."

## **Local 1414**

### Port of SF Job Fair

Local 1414 members and staff participated in a job fair at the San Francisco Port's Pier 50 in February. The primary focus was to generate interest in apprenticeships. The IAM focused on those we are currently developing in and around San Francisco, including at The Golden Gate Bridge District (Bridge, Ferry and Bus), City and County San Francisco, SF Municipal Transit Authority, as well as a few local auto dealerships. The Building Trades were also well represented.

For three hours, roughly 150-200 people walked around the pier visiting the various shops, examining tools of the trade, and having each trade describe what it is they do and how they do it. The trades represented were Maintenance Machinist, Automotive/Heavy Duty Mechanics, Welders, Carpenters, Pile Drivers, Divers, and more. "At the end of the day, we all hoped to be successful in helping folks determine which trade they might be interested in. Time will be the ultimate judge of our success," said Business Rep Mark Jayne.

bank is about to open, and the local is getting ready. "We've had our proposal meeting and, in a first for that group, **unanimously** selected our negotiations committee for the upcoming talks," says Area Director Mark Martin. "We know the negotiations will be tough but our committee is up to the challenge."

Martin thanks Gaylen Chatman, Eli Paz, Amanda Biondi and Chief Steward Matt Dunn for their commitment to their co-workers by accepting their nominations.

## **Local 1546**

### Caught in a Dilbert cartoon

Negotiations at Cummins West for the five techs on staff have hit a snag. "The company went on a cost-cutting binge, because profit was only \$2.25 billion," explains Area Director Don Crosatto. "It's like being caught in a Dilbert cartoon. Their only core value is keeping the stock prices up, at all costs."

The company has proposed wage increases based on a national wage, not taking high Bay Area costs into consideration. "They also want to take people out of Kaiser and put them on a high deductible plan and take them out of IAM 401K plan and put them in a company plan that requires a match – which makes it a net cut to their retirement," Crosatto says.

After letting go their chief spokesman, a 38-year Cummins veteran, talks have been postponed. some down-to-the-wire bargaining led to ratified contracts on March 16 and 17 at Republic Fremont and Richmond Sanitary.

The company finally delivered wage increases of \$1.50/hour each year for Journeyman and PM Techs and 4% per year for the Richmond Envronmental Techs. Health and Welfare caps were raised high enough that members should avoid any monthly co-pays on Plan A benefits and an extra \$50 per year in 401k money helped sweeten the pot.

## **Local 1596**

### Poultry contract

The three members at Petaluma Poultry have a new contract that got them a \$750 signing bonus. "And one of the members got assigned to the training program, so he's on the road to becoming a journeyman," says Area Director Steve Older.

## **Local 2182**

## City of Sacramento

**Building Trades Unit:** This unit, which includes 32 IAM members with another 40 in other unionsy, reached a settlement for an 18-month contract. "Members will get wage increases of 5.5%, approximately .8% will be deducted for pension, and the City will contribute up to an additional \$170 per month for benefits," says Area Director Mark Martin.

Other improvements include on-call pay and a \$50/month allowance for cell phones. "All in all, it's a pretty solid contract," Martin adds.

Automotive Group: It took 11 months, but the Local finally won a grievance for a service worker who was working out of class—doing mechanic 1, II, and III class work. "In the end, the member was paid the difference between his wage and that of the higher classifications for the time he worked out of class," says Business Rep Paul Abarca.

"We were able to secure better language in the job duties description for each of the classes to prevent these kind of issues at the City of Sacramento garages in the future," Abarca adds.

## **Local 1173**

## Limbo after strike

Even though the members went back to work at Vallejo Toyota after being on strike for 82 days, they still don't have a contract.

"With the current labor board, we were starting to think that we were going to lose the unfair labor practice charges that we had filed and our members were starting to run out of money as Christmas approached, It would have been even worse if they had to start paying for

## **Local 1528**

## Silgan Riverbank

The contract at Silgan River-

## Bankruptcy

The dairy industry is in flux, and Berkeley Farms may be one of the first dairies to go bankrupt. "There had been a preliminary deal to sell it to Dairy Farmers of America (DFA), but DFA doesn't want to assume any liabilities," says Area Director Don Crosatto. "So they've got 3-6 months to find another buyer, or the place will probably fold."

Five IAM members currently work at Berkeley Farms.

## Trouble in garbage

The threat of a strike with the full backing of Teamster drivers and

## **Bimbo Baking**

"After over a year of bargaining, we finally reached a settlement with Bimbo Baking for a four-year contract, that provides a full year of retro pay," says Martin. Members unanimously ratified the package that includes significant protection for benefit increases and wage increases, and a favorable new Company pension plan.



## ORGANIZING WINS

## WestCat employees vote "Union Yes"

On February 12, the nine bus mechanics and service workers at WestCat, a bus service owned by MV Transportation that serves Richmond, El Sobrante, Hercules and Pinole, voted unaninously to join Local 1546.

"The mechanics wanted fair representation," explained Area Director for Organizing Jesse Juarez. "Management wasn't listening to their demands or complaints. They wanted somebody to be able to advocate for them."

Juarez said that MV Transportation management didn't pull any anti-union shenanigans. "They played nice, let the techs decide for themselves and actually respected the process."

Juarez says that the union looks forward to bargaining with the employer and getting a contract for these members.

### The drive is on at Concord Toyota

The nine service advisors at Concord Toyota want to join the parts and service members into Local 1173, and the union would love to have them.

"We had enough signatures to file an Armor

*Globe* petition, which the Labor Board okayed. This means that we could fold this unit into the unionized shop," says Juarez. "While the general manager didn't have a problem, the dealership's HR department led the fight against us. They tried to divide and conquer the service advisors by holding captive audience meetings and going the whole nine yards to quash the union."

On March 12, the advisors voted to be part of the main contract. The employer is now contesting the Labor Board's decision to allow the advisors in the contract in the first place. Stay tuned.

## The Coronavirus Outbreak-staying safe

The virus fiercely traveling around the world is called a novel coronavirus. Scientists believe the virus may have transferred from bats to humans; it is "novel" because humans have never before been exposed to it and have no immunity to it. And because it is so new, no vaccines or treatments are yet available.

COVID-19 is the disease caused by this particular coronavirus. Symptoms include fever and/ or symptoms of lower respiratory illness such as coughing or difficulty breathing.

It is estimated that more than half of all Californians will contract the coronavirus. Some may be asymptomatic, which means they won't know they have it and yet can easily infect others. Most will have mild to moderate symptoms; moderate is when you have pneumonia but don't need to be hospitalized. A small percentage, particularly



the elderly (people over 60) and those with underlying health conditions, are more likely to have severe or fatal symptoms. In California, that number could reach upwards of 700,000 people, and would overwhelm the health care system.

If you've lost your job due to temporary or permanent closure, or if you think you're sick, see the chart below, put together by the California

Program	Why	What	Benefits	More Information
Disability Insurance	If you're unable to work due to medical quarantine or illness related to COVID-19 (certified by a medical professional)	Short-term benefit payments to eligible workers who have a full or partial loss of wages due to a non-work-related illness, injury, or pregnancy.	Approximately 60-70 percent of wages (depending on income); ranges from \$50-\$1,300 a week for up to 52 weeks.	www.edd.ca.gov/dis- ability/am_i_ eligible_for_DI_ benefits.htm
Paid Family Leave	If you're unable to work because you are <b>caring for</b> an ill or quarantined family member with COVID-19 (certified by a medical professional)	Up to six weeks of benefit payments to eligible workers who have a full or partial loss of wages because they need time off work to care for a seriously ill family member.	Approximately 60-70 percent of wages (depending on income); ranges from \$50-\$1,300 a week for up to 6 weeks.	www.edd.ca.gov/dis- ability/Am_I_ Eligible_for_PFL_ Benefits.htm
Unemployment Insurance	If you have lost your job or have had your hours reduced for reasons related to COVID-19	Partial wage replacement benefit payments to workers who lose their job or have their hours reduced, through no fault of their own.	Range from \$40-\$450 per week for up to 26 weeks.	www.edd.ca.gov/ unemployment/ eligibility.htm
Paid Sick Leave	If you or a family member are sick or for preventative care when civil authorities recommend quarantine	The leave you have accumulated or your employer has provided to you under the Paid Sick Leave law.	Paid to you at your regular rate of pay or an average based on the past 90 days.	www.dir.ca.gov/dlse, paid_sick_leave.htm
Workers' Compensation	If you are unable to do your usual job because you were exposed to and contracted COVID- 19 during the regular course of your work, you may be eligible for workers' compensation benefits.	Benefits include temporary disability (TD) payments, which begin when your doctor says you can't do your usual work for more than three days or you are hospitalized overnight. You may be entitled to TD for up to 104 weeks. TD stops when either you return to work, your doctor releases you for work, or your doctor says your illness has improved as much as it's going to.	TD generally pays two- thirds of the gross wages you lose while you are recovering from a work-related illness or injury, up to maximum weekly amount set by law. In addition, eligible employees are entitled to medical treatment and additional payments if a doctor determines you suffered a permanent disability because of the illness.	www.dir.ca.gov/dwc, FileAClaim.htm

Labor and Workforce Development Agency.

You've no doubt heard the term "social distancing." Please follow the guidelines carefully, not only for yourself but for your loved ones. Here are some steps everyone should be taking now:

### For all workers:

• Don't go to work if you are feeling sick.

- Don't shake hands when greeting others.
- Avoid large gatherings or meetings.

• Try to stay six feet away from others on job sites and in gatherings, meetings, and training sessions.

• Cover your mouth and nose with tissues if you cough or sneeze or do so into your elbow. And wash or clean your hands after.

• Avoid contact with sick people.

• Avoid touching your eyes, nose, or mouth with unwashed hands.

• Clean your hands often by washing them with soap and water for at least 20 seconds or using an alcohol-based hand sanitizer that contains 60%–95% alcohol. Soap and water should be used if hands are visibly dirty.

### **Employers should also:**

• Create at least 6 feet of space between workers by staging/staggering crews to prevent droplet spread.

• Plan for office staff to have the ability to work from home.

• Provide soap and running water on all jobsites for frequent handwashing. If that is impossible, provide hand sanitizer.

• Clean and disinfect high-touch surfaces on job sites and in offices—such as hand rails, door knobs, and portable toilets—frequently, per CDC guidelines:

www.cdc.gov/coronavirus/2019-ncov/commu-

The federal government has also passed two new Paid Leave programs: the Emergency Paid Sick Leave Act and the Emergency Family & Medical Leave Expansion Act. At press time, details of what these cover and how to apply are being worked out.

nity/organizations/cleaning-disinfection.html

## In the long run:

Across the state, worker organizations are fighting for emergency legislation that:

- requires all employers to offer 14 days of paid sick leave, with anti-retaliation protections for workers who are taking paid leave or are quarantined.
- Immediate protections for workers, including right of recall, ensuring employers do not use the crisis to unfairly fire workers, and securing worker retention in case companies are sold.
- Access to services and assistance for everyone to receive testing, treatment and all public resources available to combat this crisis.
- Housing protections to ensure a moratorium on rental evictions for residents and small businesses, as well as a moratorium on all foreclosures.
- Unemployment Insurance protections for all workers.

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## IN THE NEWS

### 2018 and 2019 hit a 35year high for major strikes

Large work stoppages, aka large strikes, had been on the decline for years. That turned around in 2018 going from 25,300 workers involved in major strikes in 2017 to 485,200 in 2018—and stayed relatively high in 2019, the Economic Policy Institute reports.

"Through 2017, the general trend was downward, but there was a substantial upsurge in workers involved in major work stoppages in 2018," Heidi Shierholz and Margaret Poydock write. "On average, in 2018 and 2019, 455,400 workers annually were involved in major work stoppages—the largest two-year pooled annual average in 35 years, since 1983 and 1984." A significant number of them—10 in 2019—were really large strikes, involving at least 20,000 workers.

Laura Clawson, Daily Kos Labor

## The Trump budget: The other shoe drops

When Congress passed a nearly \$2 trillion tax cut for corporations and the wealthy in 2017, the AFL-CIO warned that the obscene cost of this tax cut bill would be used as a pretext to cut programs that benefit working people.

AFL-CIO President Richard Trumka said at the time that the 2017 tax bill was: "Nothing but a con game, and working people are the ones they're trying to con. First comes the promise that tax giveaways for the wealthy and big corporations will trickle down to the rest of us. Then comes the promise that tax cuts will pay for themselves. Next, they promise to stop offshoring. And finally, we find out that none of these things is true, and the people responsible for wasting trillions of dollars on tax giveaways to the rich tell us we have no choice but to cut Medicaid, Medicare, Social Security, education and infrastructure. There always seems to be plenty of money for millionaires and big corporations but never enough money to do anything for working people."

Now those predictions are coming true, as President Trump has released his new budget plan for the coming year.



ing people, almost all of its benefits have gone to corporations and the wealthy. Paychecks are still flat, and too many working people work more than one job just to make ends meet. Wages grew by only 0% in September, -0.1% in October, -0.1% in November and -0.1% in December, when adjusted for inflation.

To make things worse, the president's budget proposes another tax cut that goes disproportionately to the wealthy—extending the tax cuts from the 2017 tax bill for another 10 years at a cost of \$1.4 trillion over the next decade. Two-thirds of these tax cuts would go to the richest 20% of all taxpayers. Here we go again.

AFL-CIO Blog

### House Democrats pass pro-worker, pro-organizing labor bill

The House voted in February to pass the Protecting the Right to Organize (PRO) Act, a bill to protect workers trying to unionize, increase penalties on employers who break labor laws to prevent workers from unionizing, and weaken some statelevel anti-union laws.

"Good labor laws do more than just right the wrongs waged against unions and their members. Good labor laws help ensure people are safe at work and have a shot at decent wages, health care, and a secure retirement," wrote Sara Nelson and Randi Weingarten, presidents of the Association of Flight Attendants-CWA and the American Federation of Teachers. "Good labor laws lift up every working person, even those not in a union, because when workers in unionized companies win better wages and working conditions than their peers in nonunion companies, those peers may seek to unionize, too-and pressure employers to better their lot." And, they say, the PRO Act is a good start at better labor law-even though it wouldn't most directly affect their unions' members.

ruling for workers, holding that employees must be paid for time spent waiting for and undergoing mandatory exit searches after the end of a work shift. The case, *Frleiken v. Apple, Inc.*, involved a class of retail employees subject to these searches at Apple's 52 California stores.

Apple's exit search policy required supervisors to search retail employees' bags, packages, backpacks, purses, and even to verify the serial number of personal Apple products. These mandatory searches took from five to 20 minutes, depending on how long employees were required to wait for security personnel or a manager to conduct the search. This time spent waiting for and undergoing the searches was unpaid.

Under California's Wage Orders, "hours worked" is defined as the time during which an employee is subject to the control of an employer—this includes when an employee works outside his or her scheduled time without explicit permission but the employer knows or has reason to know the employee is doing so. The Court found that the time Apple store employees spent waiting for and undergoing the exit searches was compensable as "hours worked."

The State Supreme Court has previously ruled that "compulsory travel time" is compensable. Under that 2000 decision, employees who were required to travel from a gathering point to their worksite must be compensated for the travel time if they are not permitted to travel to the worksite in their own car. On the other hand, time spent on transportation that an employer provides as an option, but does not require, is probably not compensable. In Frleiken, the Court reversed a lower court ruling finding that employees were not under Apple's control. Specifically, the employees undergoing exit searches were subject to the employer's control because the searches were (1) mandatory as a practical matter, (2) employees are required to stay on Apple's premises until the exit search is completed, and (3) Apple required employees to perform specific tasks like locating a security guard to complete the exit search. The Court rejected Apple's argument that the searches were not "unavoidable" or "required" because employees were not required to bring bags, packages or personal Apple technology to work with them.

In a bit of irony, the Court used Apple's marketing campaign against the company. Apple argued that employees brought phones out of mere personal convenience, not necessity. The Court pointed out that personal Apple technology devices, such as the iPhone, are now such a pervasive and insistent part of daily life that "the proverbial visitor from Mars might conclude they were an important feature of human anatomy." The Court noted the inconsistency with Apple's legal argument to its marketing, which underscores that "use of Apple's products for personal convenience is an important and essential part of participating fully in modern life."

Since the employees were under Apple's control during the exit searches and the items searched are a routine part of modern life, Apple was obligated to pay the employees for the time spent waiting for and undergoing a search. Frlekin is a significant reaffirmation that workers' time spent under control of an employer, even while off the clock, must be paid.

> - Stephanie Platenkamp Beeson, Tayer & Bodine

### Most - but not all - sports are on hiatus

Because of the spread of the coronavirus, the football draft in Las Vegas at the end of April will become a TV-only event. All the major sports leagues in the U.S. have shut down. But some sports have continued to plug away.

Horse racing has proved to be surprisingly resilient, even in places like France and Britain, which are all but closed down. The mushers kept on mushing at the Iditarod sled dog race in Alaska. Mixed martial arts, darts and snooker seemed ready to soldier on.

Sports fans could still get their fixes if they searched hard enough: Argentine soccer, Russian futsal and Turkish volleyball were all on....for now.

The president proposes to cut \$2 trillion from safety net programs, which is about the same amount as the cost of the 2017 tax bill. His budget plan would cut \$1 trillion from Medicaid and subsidies for the Affordable Care Act. The Labor Department gets whacked by \$1.3 billion. Trade Adjustment Assistance for people who lose their jobs to imports is slashed by nearly \$400 million, and a program to help U.S. manufacturing companies create jobs is eliminated. The budget plan also eliminates subsidized student loans and the public service student loan forgiveness program.

While supporters of the 2017 tax bill promised it would benefit work-

Laura Clawson, Daily Kos Labor

## Supreme Court: Employees must be paid exit search time

In February, the California Supreme Court issued a landmark Victor Mather, New York Times

### **Union elections suspended**

The National Labor Relations Board has suspended all workplace union elections because of the ongoing Covid-19 pandemic.

The NLRB decided on March 19 to suspend all in-person elections that were already scheduled to happen before April 1, while allowing voting via mail ballots if a business and union agree on that process. The latest directive suspends all union elections through at least April 3, and could be extended depending on circumstances. The indefinite postponement of all elections is likely to further hamper ongoing organizing and union-

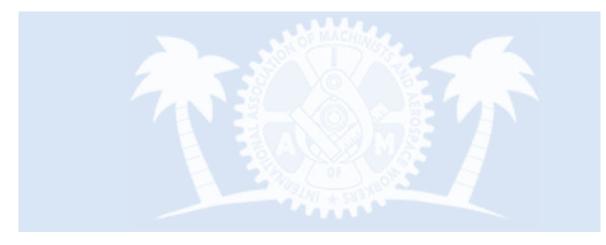
ization efforts.



## Official Notice of Nomination and Election of Delegates to the Grand Lodge Convention

. . .

# Local Lodges 93, 653, 801, 1101, 1173, 1414, 1484, 1528, 1546, 1584, 1596, 2182



At the regular monthly meeting of each Local Lodge in the month of April, a nomination of delegates and alternate delegates to the Grand Lodge Convention shall be held. At the regular monthly meeting of each Local Lodge in the month of May, an election of delegates and alternate delegates by secret ballot to the Grand Lodge Convention shall be held.

Local Lodge meeting dates, times and locations can be found on page 8.

#### **QUALIFICATIONS OF DELEGATES**

Article-II, Section 4, provides that delegates to the convention of the Grand Lodge must be members in good standing of the local lodge from which they hold credentials for at least one (1) year prior to their nomination, except in the case of a local lodge chartered less than one year prior to the convention, or a member working at the trade transferred to a local lodge with the approval of the International President or Executive Council; or in the case of a district lodge having multiple local lodges within a single employer, in which case, membership in such district lodge shall apply.

Article II also provides that every delegate to the convention of the Grand Lodge shall be free from delinquencies of any nature to the Grand Lodge or to any district or local lodge, and at the time of nomination and for six months prior thereto working at the trade. The qualification "working at the trade" shall not apply to salaried officers whose time is fully occupied by the Association, the AFL-CIO, or the CLC, nor shall it apply to members who experienced a layoff during the six-month period prior to the nominations, or to members subject to a contested unresolved discharge, or in any case where a member has been unable to obtain employment at the trade because of a strike, lockout, discrimination or temporary physical disability, or to members holding a Life Membership Card, or who are retired on pension and paying full dues, whether or not they hold a retirement card or an exemption card.

Local lodges, to be entitled to representation in the convention, must be in good standing, free from delinquency of any nature to the Grand Lodge, AT THE CLOSE OF THE MONTH OF JULY 2020.

#### **ABSENTEE BALLOTS**

Members who reside in outlying areas more than 25 miles from the designated balloting place, members who are at work during the times of the local lodge balloting, members who are either confined because of illness or injury, or on leave qualifying under U.S. and Canadian family leave laws, or working members on vacation, retirees more than 25 miles away from their residence on election day, or on official I.A.M. business approved by the L.L. or D.L. or G.L., or on an employer travel assignment, or reserve military leave, as the case may be, shall be furnished absentee ballots.

Any member entitled to receive an absentee ballot shall make written request therefore to the Recording Secretary of the Local Lodge by delivering in person or mailing such request to be received by the Recording Secretary not later than 10 days before the election. Within 48 hours after receipt of any such request, or receipt of printed ballots, whichever is later, the Recording Secretary shall mail the ballot if the records of the Local Lodge indicate that the applicant is eligible to vote in the election. Members found not to be



You can call it Spring cleaning, or coronavirus cleaning, but it's a good idea to keep your hands washed and all the surfaces in your home clean and these are the union-made products to help you do just that.

## **Cleaning Supplies**

Ajax All Laundry Detergent **Blanco Bleach** Borateem Laundry Detergent Bowl Fresh Toilet Bowl Sanitizer, Deodorizers Clorox **DuPont Degreasers, Stone Care** Fab Laundry Detergent **Final Touch Fabric Softener HiLex Bleach** J.R. Watkins Natural Liquid Plumr Lysol Mop & Glo Niagara Spray Starch Palmolive **Pro-Fusion Color Car Polish** Rubbermaid Snuggle Soft Scrub Sunlight Detergent Tide

## **Other Useful Products**

Kleenex Tissues Puffs Tissues Dove Irish Spring Caress Soap

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eligible to vote by absentee ballot will be so notified within 2 days of receipt of their application. All references to days here and throughout this Constitution shall refer to calendar days.



**139,000** The number of new union members in California as a result of union organizing drives in 2019. (The total number of California union members is 2.72 million - or 16.5% of the state's labor force.)

Centrum Vitamins Flinstones Vitamins American Springs Water Poland Springs Water Rayovac Batteries

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

### March/April/May 2020

## **ATTENTION LOCAL 1546 MEMBERS**

Local 1546 is seeking input to amend the Local's bylaws. All proposed changes must be submitted to the Secretary-Treasurer by March 7. All proposed amendments will be read at the April 7 regular membership meeting and will be voted on at the regular membership meeting on May 5. The discussion will be handled on the basis of the procedures specified in the IAM Constitution. The meetings start at 7:00 p.m. and take place at the Union Hall: 10260 MacArthur Blvd., Oakland, CA 94621. All members are encouraged to attend.

## A note about the meeting schedule:

All bets are off. As this paper goes to press, the District 190 March meeting has been canceled. The Locals are calling their own shots and taking precautions as to whether to hold or cancel their March and April meetings. Before heading to your local, give them a call and see if the meeting is on or not.

## **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						
n the third on the first ednesday of						
Meetings are the first Wednesday of the month April 1 • May 6 • June 3 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						
March 21 • April 18 • May 16 <i>Narcotics Anonymous</i> : 5:30-6:30 p.m. every Tuesday						
<ul> <li>Meetings are the first Tuesday of the month April 7 • May 5 • June 2</li> <li>General Membership Meeting: 7:00 p.m.</li> <li>Member Education Meeting: 5:30 p.m.</li> <li>Executive Board Meeting: 6:30 p.m. on the Thursday preceding membership meeting April 2 • April 30 • May 28</li> <li>Retiree Club Pot Luck Luncheon: 12 noon on the first Wednesday of each month April 1 • May 6 • June 3</li> <li>Alcoholics Anonymous: 9 a.m. every Saturday</li> </ul>						
		<b>Fhursday of</b> uesday of the				
o n h t						

<b>Local 1173</b> 1900 Bates Ave., #H Concord, CA 94520 925-687-6421	Executive Board Meeting: 6:00 p.m. on the second Thursday of the month April 9 • May 14 • June 11 Membership/Shop Stewards' Meeting: 6:30 p.m. on the second Thursday of the month April 9 • May 14 • June 11	Local I596Meetings are the third Tuesday of the month April 21 • May 19 • May 161900 Bates Ave., #H Concord, CA 94520 925-687-6421Executive Board Meeting: 6:00 p.m. Membership Meeting: 6:30 p.m.Note: Monthly meetings are held at the Plumbers Hall in Santa Rosa: 3473 Santa Rosa Ave., Santa Rosa CA 95407	
<b>Local 1414</b> 150 South Boulevard San Mateo, CA 94402 650-341-2689	150 South Boulevardday of the monthSan Mateo, CA 94402April 16 • May 21 • June 18Executive Board Meeting: 6:00 p.m. on the second		Meetings are the second Tuesday of the month April 14 • May 12 • June 9 Executive Board Meeting: 6:00 p.m. General Membership Meeting: 7:00 p.m.