Workers stand together to organize

When the COVID-19 crisis hit and various levels of shelter-in-place orders were issued across California, it was hard to know what to expect in terms of industries and jobs. The travel and hospitality industry—airlines, rental cars, restaurants and hotels—was immediately decimated. Grocery stores and on-line shops and deliveries saw business boom. Workers were considered either essential or expendable, and millions were suddenly out of work.

Back during the Great Depression of the 1930s, workers joined together in solidarity and created a strong and vibrant labor movement. While we don’t yet know how this crisis will play out, to date, it has activated organizing campaigns across California. “The current situation may be rejuvenating the union movement,” says Directing Business Rep Jim Beno. Here are some of the many campaigns taking place right now.

Tracy Toyota

Fourteen mechanics at this dealership owned by famed 49ers Cornerback/Safety Ronnie Lott went on strike in mid-May. “That’s the day we marched on the boss to tell him that 100% of his mechanics wanted a union and that we had filed a petition with the Labor Board for them to join the IAM,” says Area Director for Organizing Jesse Juarez.

“The issues that compelled the organizing drive were that the employer wasn’t complying with COVID guidelines; he wasn’t providing proper PPE, wasn’t cleaning the cars thoroughly before and after the mechanics worked on them, and the new service manager was a bully, threatening to replace the mechanics. So they walked off the job on May 15.”

Juarez says that the following Tuesday, the employer responded by hiring union buster John Boggs who asserted that the mechanics were striking for economic reasons, which gave the employer leeway to hire replacement workers.

“This employer is playing hardball,” says Juarez. “They’re trying to open up the bargaining unit to 29 other employees, which would require a hearing. But due to COVID, the Labor Board had been closed for months.”

“The employer is trying to crush these workers during a pandemic,” Juarez adds. “We offered to return to work but they locked out some of the guys. We’re fighting that as an illegal lock-out.”

Shop Foreman Kevin Humeston has plenty of health and safety complaints. “The facility is not safe to work in during a pandemic. We don’t have proper PPE. They’re not following safety protocols. Each car should be sanitized before and after we work on it; they need to disinfect, cover seats and steering wheels. And, they’re not fixing equipment so we’re working in unsafe conditions.”

Humeston says that management is so bad that in the nine years he’s worked there, he’s already had his tenth service manager. “I want to do good work, but they’re making it impossible.”

The shop’s other foreman, Tyrone Jackson, has been there for six years. “The union drive has been brewing for a while,” he says. “There’s been wage theft, our 401Ks are screwed up and the cost of our benefits is through the roof. We’ve had enough.”

Jackson added that the new service manager is not knowledgeable about Toyota’s ways and policies. “He’s been forcing us to do warranty work improperly.”

“This is all about respect and dignity. People are sick and tired of employers not taking their grievances seriously,” Juarez added.

At pretime, the workers were still picketing. The company is still trying to dilute the unit and delay the election. But, the Labor Board is back in business and will be holding a Zoom hearing to figure out the election process once and for all.

Ryder - Stockton

The workers at Ryder in Stockton decided they wanted a union and the IAM launched its organizing campaign on St. Patrick’s Day.

Ninety percent of the 35 or so mechanics and fuelers joined Jesse Juarez to approach management on March 17. The group tried to organize in April, 2019 with the Teamsters but, before an election could be held, they gave the company another chance and the Teamsters backed off.

“Somewhere our intentions leaked out and management was expecting us,” says Juarez. “These are the same HR people that we just completed bargaining with for a five-year contract in Benicia and Hayward. They admitted we have a great relationship but they refused to recognize the union in Stockton.”

This group’s main complaints are COVID safety and getting bullied by management.

The labor board was closed when the union filed its petition. “Getting
Bill Schechter
1943-2020

In May, Governor Gavin Newsom created an Economic Task Force that is charged with developing plans and guidelines for reopening the economy. A key sector of the economy, the manufacturing industry, is one that employs many of our District Lodge 190 members. The Governor’s office contacted Directing Business Rep Jim Beno to help get direct input from some of our members who work in manufacturing, to get their experiences dealing with the virus and share their ability to work and stay safe.

A zoom conference call was set up with the Governor, Task Force Chairman Tom Steyer and two of our District 190 Shop Stewards: Will Morris from Local 1584 and Jesse Wallace from Local 93 who both work for District 190 manufacturing employers.

Bill Schechter, long-time IAM activist and officer died on April 23, 2020. W.J. “Bill” Schechter was born in Detroit, Michigan. Bill joined the Air Force out of high school. His first union was UAW, but he quickly joined the IAM in Detroit where he became a journeyman Heavy Duty Diesel Mechanic.

After migrating to California in the 1970s, he joined Local 1546 where he quickly became an active member, serving as Shop Steward at Golden Gate Freightliner, joining the Executive Board in the mid 80s, becoming Recording Secretary in 1995. He became Secretary-Treasurer in 2006 and served in that position until 2018. The Local named him Steward of the Year in 1992.

Bill was also a Trustee of the Alameda Central Labor Council for at least 15 years. A generous donor to Guide Dogs of America, Bill was also frequently the largest single donor to the Machinists Non-Partisan Political League (MNPL), the IAM’s political action fund. He also ran the Local’s AA meeting for 25 years and was Secretary-Treasurer of Machinists District Lodge 190 for ten years.

“Bill served several terms as Secretary Treasurer of District 190. He kept a watchful eye on the District finances and helped us through some pretty tough times,” says District 190 Directing Business Rep Jim Beno. “He was dedicated to the labor movement and was always active in Local Lodge and District Lodge activities until his passing. He will be missed.”

“Bill was proud that, for many years when he was a working mechanic, he gave more money to MNPL than the IAM International President. In all, he donated more than $50,000 to the fund,” says Area Director Don Cronatto. “He was incredibly generous with Guide Dogs, buying hundreds of raffle tickets and frequently winning golf clubs, that he didn’t need. As he got older, his chief hobby was working for the union. Even as a part-time Secretary-Treasurer, Bill kept full-time hours. Although he could be cantankerous, he was a person who genuinely loved the union. We will miss his presence and booming voice.”

In addition to his union brothers and sisters, Bill is survived by his wife, Lois.
Your medical benefits during the Coronavirus (COVID-19)

The Coronavirus (COVID-19) and the global pandemic it has created has impacted the participants in the Automotive Industries (AI) benefit plans in numerous ways. The Board of Trustees has taken steps to help participants under the AI Wellness Plan.

Blue Cross Direct Pay Plan

For Blue Cross Direct Pay Plan participants, effective for services received on or after March 18, 2020 and through end of the emergency period in which the federal government has announced a National Emergency, the Fund will cover COVID-19 Testing – Covered at 100%.

Diagnostic tests for COVID-19 from either an In-Network or Out-of-Network provider at 100% of the allowed charge, with no cost sharing to you or your dependents.

Treatment of COVID-19 received from an In-Network provider at 100% of the allowed charge, with no cost sharing to you. This means that if a member receives treatment under a COVID-19 admission or diagnosis code from an In-Network provider during this time, the Plan will waive cost sharing.

In order to receive benefits at no cost sharing, you will have to receive treatment under a confirmed positive diagnosis of COVID-19, or have an inpatient admission for COVID-19, and your provider will need to use the correct codes for the diagnosis/treatment.

About your 401K

If you looked at your 401K quarterly report for the quarter ending on March 31, you likely felt a shock at how quickly your retirement savings could disappear. The stock market cratered in March, decreasing by 14% in the first quarter, says Area Director Don Crosatto. “However, we’ve seen a tremendous uptick in the last two months. As of June 4, the Growth Fund of America was down 15% in first quarter, but is now up 4% year-to-date. While other funds have not gone down or up quite so dramatically, as of June 4, most were down no more than 6%. Most of our members are invested in Target Date funds, by the second Quarter statement, you’ll feel some relief.”

Guide Dogs of America still needs your support

Due to COVID-19, District 190 has had to cancel both the 2020 Lobster Feed and Guide Dogs golf tournament. “One-third of the operating revenue for Guide Dogs of America comes from fundraising events like ours held around the nation,” says Districting Business Rep Jim Beno. “We may not be able to hold fundraising events this year, but the operation and ongoing needs for this important cause continue and the organization needs our help.”

If members or sponsors are in a position to make a contribution to support the important work of Guide Dogs of America, please send a check to District Lodge 190 – made payable to GDA. (8201 Capwell Drive, Oakland, CA 94621)
And put it on your calendar now: the next golf tournament is slated for August 27, 2021.

Thank you for your patience

By Don Crosatto, Area Director

On a personal note, I’d like to thank the members for their patience during this crisis. When the pandemic suddenly hit and the Bay Area counties were the first in the state ordered to shut down and shelter in place, our Alameda County-based Trust Fund was forced to send its workforce packing. They closed their offices and put everybody to work on computers at home, in many cases that entailed buying new computers and needing to be very conscious of privacy and security issues. The process was a scramble, but it ultimately went very smoothly, and we’ve gotten no calls of complaint!

The vast majority of members that we’ve interacted with over the last few months have been patient, understanding the fact that it may take longer to get back to them, or we have to do business differently than normal. They’ve kept their good humor, which has made everyone’s life easier in a difficult time.

Because of wise planning at Trust Fund, we’ve had very few issues with people getting continuing coverage, and haven’t had any members lose coverage because they couldn’t get hold of the fund. Unfortunately, we did have a few employers who withheld payments, but we worked to straighten those situations out. Since the crisis started, all monthly payments have gone out on time. It may not be “business as usual,” but business is getting done.

No PPE charges at Delta

When Area Director Don Crosatto recently booked a dental appointment, he was surprised to get an email notifying him to expect a charge for Personal Protective Equipment (PPE) used by the dental office. He contacted Delta Dental of California and this is what he learned.

“At this time, our policy that encompasses the bundling of Personal Protective Equipment (PPE) into the procedure has not changed. Currently, a charge for sterilization/infection control is not billable under any Delta Dental plan and cannot be charged to the patient. We are monitoring the PPE situation and any changes will be communicated.”

According to Crosatto, the dental office may have a broad policy to charge for PPE for their patients, but they cannot charge it for those covered under a Delta Dental of California plan.

LETTERS TO THE EDITOR

Retired and active members:
Please write if something in The Sparkplug makes you happy or sad 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: dchplan@mindspring.com
mail: IAM District 190, 8201 Capwell Dr., Oakland, CA 94621

kaiserpermanente.org/northern-california/health-wellness/coronavirus-information for information on how Kaiser is assisting participants during the COVID-19 pandemic.
Trouble at UPS

There have been ongoing issues with UPS outsourcing bargaining unit work. “The Company is busier than ever but, at the same time, they’re limiting overtime and outsourcing work,” explains Area Director Mark Martin. “It’s like they’ve lost their damned minds!”

Keeping healthcare alive

According to Business Rep Brian Fealy, generally, dealerships in Contra Costa County worked to stay open during the shutdown. “It seems like they’re back to full employment.” Even when there were layoffs, Fealy says that most of the dealerships guaranteed healthcare coverage during the shutdown. “I guess they were looking bad to cut healthcare during a pandemic.”

Just vote ‘no’ to decert

By a vote of 4-6, the members at Vallejo Toyota agreed that they wanted to keep their union representation and voted down a decertification election. “Last year, the members here went on strike and we have a majority of the members here said that the company’s desire to gut the union security clause,” says Instructor and Local 1414 member Rich Del Rosso. “It’s kind of like a frog in science class they could only be dissected so many times before you need a new frog.”

Local 1414 sponsors the auto shop at GW as a way to ensure that young people learn about auto mechanics as a career choice. They are always looking for donations of late model vehicles—2005 to present. All donations are tax-deductible. If you’d like to make a donation, contact Mark Jayne at Local 1414.

Quick new contracts

Business Rep Brian Fealy reports the following new contracts: The 10 techs and parts folks at Concord Mitsubishi-Kia have a new one-year deal, essentially a contract extension.

The one member at Dril-Tec Drilling and Shoring has a new one-year contract.

The 10 members at Soscol Auto Body ratified a two-year deal that includes an increase of $0.50/hour each year.

Local 1484

A few layoffs

PortsAmerica MTC in Long Beach laid off 32 members.

Both the Acura and Mercedes-Benz dealerships in San Diego laid off a third of their employees. Area Director Kevin Kucera notes that they’re both slowly coming back to full operational capacity.

Local 1528

A COVID-related extension

Since the shelter-in-place orders, the demand for canned goods has increased by about 30 percent. Silgan, a long-time IAM employer, doesn’t create the product, but creates the actual cans.

The union contract at Silgan Riverbank was due to expire this spring, but due to COVID, traditional bargaining wasn’t feasible. “We were successful in negotiating a one-year extension to the contract that provided wage increases for surviving companies that have been hit hard but not due to COVID,” Crosatto adds. “It’s not clear how easy it will be to liquidate because they have a glut of cars in stock.”

While nobody knows which businesses will reopen fully and which will be hobbled by the COVID economy, Crosatto says that Berkeley Farms is the only permanent casualty. “And their closure was not due to COVID. It was another case of a highly-leveraged company getting sold for parts. That’s a sad story.”

Looting doesn’t help matters

When protesters took to the streets after the George Floyd murder and other cases of police brutality got national attention, criminal elements took advantage of the situation and looted several auto dealerships, including a few IAM-represented shops.

One group laid waste to the Mercedes-Benz dealership in Oakland, spray painting and setting on fire several luxury cars. Oakland Honda was also hit, with several cars stolen. The non-union San Leandro Chrysler Dodge dealership lost about $5 million in vehicles, including nearly all of the dealership’s $90,000 Dodge Challenger SRT Hellcats.

Members safe so far from COVID

The Business Reps from across District 190 report that no members have come down with COVID-19 at this point.

“There was a big outbreak at the SafeWay Distribution Center in Tracy. About 50 Teamsters were diagnosed with COVID and one died,” says Crosatto. “But our guys work in a different building from where those cases were, so they didn’t get it.”

A few members were quarantined because they came in contact with someone who had COVID, but so far, none have contracted the virus themselves.

Dealing with employers during COVID

Because of uncertainty and fear, every day poses a new challenge between employers and employees, says Area Director Kevin Kucera.

“Dealing with employers during COVID is more challenging than ever before. We recently held a Board of Adjustment at Mercedes on Zoom. That could work okay, but some employers don’t have video cameras so they insist that we go to their premises for talks.”

He adds that everybody seems to be getting impatient with PPE—members want to stay safe, but it’s annoying to wear. Most employers are providing appropriate PPE, but not all.

“Our stewards are engaged with their employers to ensure member safety,” Kucera adds. “We’re very fortunate that we have a union and that we can insist on this and bargain over it.”

“Administratively, this has been a challenge. The office is closed but we’re fully operational,” he says. “Fortunately, the vast majority of our contracts have dues-check-off, so few members have to come in to pay their dues. And, we’re getting great interest in organizing new shows because employers are taking advantage.”

Local 801

Trouble at UPS

Local 801 will demand the company come to the bargaining table ASAP.

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On-going talks

The Local has started negotiations with Aramark. "Management is on travel hold, so we’ll have virtual negotiations with the labor relations manager who’s in Las Vegas," says Crosato.

And talks have gotten underway with MV Transportation for two groups of workers, one in Union City and a newly-organized group (WestCAT) in Pinole.

Local 1584

Up and down at Veriflo

Veriflo, a manufacturer of memory chips in Richmond, remained open and even did some hiring during the weeks of shelter-in-place. "In fact, they gave the members a furloughed workers," says Area Director Steve Older.

But just a few weeks later, they’re asking for concessions. Apparently, Veriflo’s parent company is primarily in aerospace, and is experiencing a slow-down in work.

"The members voted not to open work the contract to have that discussion, especially if there were no guarantees," said Older.

Contract time at Henkel

Negotiations will open soon with Henkel, a manufacturer of industrial adhesives in Bay Point. The members had to go on strike for 14 weeks to get their first contract, but the company and union have had much better relations over the course of the agreement.

"They had guaranteed three months worth of health care coverage for employees preferred to stay at home during the shelter-in-place orders," says Older. "We’re starting to meet with the members to get their proposals, and hope to have a smoother process this time.

Local 1596

Signed, sealed and delivered

The 60 members at MGM Brakes in Cloverdale who make parts for truck and train brakes ratified their new contract in March.

"We got the company to agree to a $1/hour raise each year over three years which is a bigger raise than ever before, and we fixed some language issues that needed clarifying, like the overtime clause," says Area Director Steve Older.

"The members held tough. We were doing our bargaining over the phone with management in North Carolina. The members kept rejecting the contract and management kept making changes."

Older said that traditional contracts at MGM called for 2-3% wage increases. By getting a hard dollar amount, the higher-wage members effectively lost less than they might have gotten to help bring up those in the lower wage positions. "They acted like a union and were looking out for each other by doing the wage increase that way," he said.

More talks

Older reports that he’s been negotiating with Henry Curtis Ford over Zoom. "We’re very close to a deal. I’m just not sure yet how we’ll vote the members."

Talks are also in progress with Fred’s Auto Body in Eureka. "This should get settled soon," Older adds.

Local 2182

Evaluation is mandatory

Mark Martin reports that the union has had numerous issues at Harold Ford with the apprentices not being evaluated properly.

“If the company fails to address the issue properly, we’ll have no choice but to cancel them as a participating employer, which would be a shame—for the apprentices themselves, and for our efforts to build a skilled workforce,” Martin says. "Steve is as we approach the contract’s expiration and our upcoming contract negotiations."

More on this to come.

ORGANIZING WINS

El Cajon Honda

Back in February, Juarez was meeting with a group techs at El Cajon Honda, part of a superstore with several dealerships, and they were ready to launch an organizing campaign. But when COVID struck, the group put the drive on hold. However, not long into the pandemic, the techs came to feel that employer wasn’t meeting COVID guidelines; they were running out of hand sanitizer, weren’t given gloves and the cars were not getting properly sanitized before the techs were slated to work on them. One person at the dealership tested positive for COVID, but the rest of the workers were kept in the dark about it until much later. "Everyone put on their union buttons and IAM masks and we went to talk to the boss on a Friday morning in April," Juarez says. "We walked out by 10 a.m." Juarez explained that his goal is to make the employer resolve issues right away and if they don’t, to walk out. “We’re just not wasting any more time. Workers health and safety can’t wait.”

Warren Nelson, a union-buster from Fisher & Phillips was hired to crush the workers’ rights. His latest tactic is to include 33 Toyota techs who work in the next dealership.

“We’re working to create a leadership group at El Cajon to build cohesion among the crew,” adds Area Director Kevin Kucer. "The techs communicate seamlessly using WhatsApp on their phones and they can let us know if employees have questions or concerns. There’s no substitute for the in-person meeting, but in this COVID environment, this is a great tool—especially with the younger guys.”

At presteine, Juarez says that they’re waiting for a decision from the Labor Board about who is in the unit. He expects to hold the election soon.

Ryder-Stockton

continued from Page 1

an election took a while, because everybody was working remotely.

“When we finally got in front of the labor board at the end of March, we requested a mail ballot while Ryder insisted on holding an in-person election,” Juarez explains. "The company started to hold group meetings trying to divide and conquer. Fortunately, due to the pandemic, the labor board agreed to a mail ballot.

The mail ballots went out on May 4. The count took place on May 29. And the result: "The union won overwhelmingly! I guaranteed it,” says Juarez.

“Even though Ryder agrees that we have a great working relationship at their unionized facilities, they launched a terrible anti-union campaign at the Stockton shop,” says Juarez. "We’ll be dealing with five terminations and we had much better relations over the course of the agreement.

The union will get shop access to do inspections on June 29 and bargaining dates have been set for July 13-14.

Lexus of San Diego

A union election was held here in February, but the 25-2 vote wasn’t convincing to Lexus management. Just as COVID hit, the Company and a newly-organized group of workers, one in Union City and a newly-organized group (WestCAT) in Pinole.

"We'll be dealing with five terminations and we asked the workers to stay home because we had much better relations over the course of the agreement.

"The union won the election 4-3. There had been one challenged ballot, which when opened later, was a Yes vote, meaning that the final tally was 5-3 for the union. The Labor Board certified the election.

The company filed an appeal to include another service advisor in the union, but even if he voted no, the union would still have a majority. "This is as far as we go in the process."

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US Tax Court drives nail in coffin of bogus tool rental plans

On May 14, the United States Tax Court issued a decision in the case of Davison v. IRS, which should be the last word on tool rental schemes. For a number of years, various promoters have come to automotive and truck shops, offering a plan whereby mechanics and their employers agree to split the mechanics’ wages with one portion of the wage being reclassified as the shop renting the mechanics’ tools. The idea is that while the fee for rental is an income-taxable event, it is not subject to Social Security, Medicare and Unemployment tax (FICA and FUTA). As a result, the employer saves about 8% of payroll and the employee gets an 8% “raise” due to lower taxes. What is usually left unsaid is that by reducing the wages, the mechanic will receive a lower social security benefit upon retirement. The promoters of these plans charged the employer a piece of the savings for running the program and issuing the second check.

About 20 years ago, several of these firms started lobbying the IAM to help promote these programs. Cash Management Systems (CMS) was one of the bigger players in this shady business. Inevitably the first question someone would ask is, “Is this legal?” The CPA who helped set up CMS, Allen Davison, advised that the IRS knew about and blesse the tool rental programs even though the large national accounting firm he worked for and several others weighed in saying that the IRS would surely disallow the tool rental scheme. Rather than heed these warnings, Davison and CMS signed up shops all over the country.

In 2008, the IRS began cracking down, auditing 24 employers who owed $4.6 million in back taxes. Davison and his colleagues were banned from offering tax advice and Davison lost his CPA license. After years of appeals, he finally was forced to pay penalties that were originally assessed in 2013.

Court strikes down major parts of NLRB union election rules

A federal judge has struck down major portions of a new set of regulations that modify how union elections are conducted, ruling that the National Labor Relations Board should have given the public a chance to weigh in on those components of the rulemaking.

The court’s decision, issued on May 30, effectively blocked the full regulation from taking effect on June 1, as planned.

The NLRB, which administers union elections, when a group of workers seek to unionize, issued the final rule in December without first releasing a proposed version for public comment.

The rules make a series of modifications to the board’s protocol for union elections, in effect extending procedural deadlines and allowing for more time between when a union files a petition to the agency to hold an election and the date when workers actually vote on whether to unionize. The new rules also give employers more opportunities to challenge the process at different stages.

The time period between the petition and actual election is considered crucial by businesses and unions because it often represents the peak of the union’s support among workers, and is typically when employers are carrying out or ramping up counter-union campaigns.

Judge Ketanji Brown Jackson of the U.S. District Court for the District of Columbia agreed with the plaintiff—the AFL-CIO—that parts of the rulemaking went further than merely changing the board’s procedures for conducting union elections, and thus affect the substantive rights of parties involved in such proceedings.

The judge said in a short order that she would strike down the “challenged portions of the regulation,” adding that she would issue a full memorandum opinion shortly. The AFL-CIO argued that the rule in its entirety should be struck down.

The NLRB can and likely will appeal the ruling.

Gig companies shirking responsibility to provide unemployment insurance

Massive gig companies haven’t paid a single dime to California’s unemployment insurance (UI) fund, making it more difficult for workers to access UI benefits and depleting the fund of vital resources all workers need in this economic crisis.

Gig companies are even denying the claims of workers who have filed for UI, delaying workers from getting checks they desperately need to pay rent, put food on the table and provide other basic necessities for their families.

California’s UI fund is severely stressed. Millions of new claims have come in since mid-March. While responsible employers have been funding UI to sustain it in times of crisis, Uber, Lyft, Instacart, DoorDash and other gig companies refuse to comply with the law to pay their fair share.

“We need a sustainable UI fund now more than ever,” said California Labor Federation Secretary-Treasurer Art Pulaski in a statement in May. “We demand that gig companies comply with the law by immediately contributing to the state’s UI fund so their own workers—and all workers—can get the benefits they so desperately need to weather this crisis.”

Sadly, instead of ensuring that their employee drivers could access state benefits, Uber, Lyft, Postmates and DoorDash, have stockpiled $110 million in a PAC account to fund a November 2020 ballot initiative aimed at denying drivers basic protections.

The measure would enable these companies to continue rig the rules in their favor, allowing them to shirk their responsibility to pay their fair share for unemployment insurance, Social Security, Medicare and other social safety net services.

Across the state, drivers are demanding that the companies immediately drop this harmful measure and use those millions to provide direct relief to workers.

In what workers claim is a public relations stunt, Uber and Lyft offered sick leave only for those who have been diagnosed with COVID-19 or were individually ordered to quarantine. Without employer-provided health care, and with the continued backlog of testing, this is little reassurance.

What’s more, they can’t take paid time to care for a sick or quarantined family member.

Further, the gig companies refuse to provide drivers and shoppers still on the job with any equipment or supplies needed to keep them safe—no hand sanitizer, no disinfectant wipes, no masks. By refusing to take worker safety seriously, these companies put drivers and the public they are serving at grave risk.

The California Labor Federation has joined drivers and shoppers to call on the gig companies to:

- Immediately follow the law of the land—AB 5—and classify gig workers as employees so workers can get the basic protections they desperately need.
- Provide 14 days of paid leave to all drivers, shoppers and other gig workers so they can have the flexibility they need to care for themselves and their families while not putting the public at risk.
- Immediately pay their fair share by contributing to the state’s unemployment insurance fund, Social Security and Medicare so that these critical safety net programs are there to support all workers.
- Provide personal protective equipment and supplies to keep drivers safe.
- Provide a clear protocol in case of COVID-19 exposure, including free COVID-19 screenings to all drivers/delivers.
- Immediately drop the deceptive and harmful ballot measure that denies workers basic protections like a minimum wage, overtime pay and safety equipment.

Fed report says coronavirus shock has hit low-wage workers hardest

In its semiannual report to Congress, the Federal Reserve said severe disruptions in the U.S. labor market related to the coronavirus pandemic were worsening the earnings of workers with lower pay, especially minorities, and rising more sharply for those groups. “The path ahead is extraordinarily uncertain,” the report said.

“The pace of recovery will ultimately depend on the evolution of the COVID-19 outbreak in the United States and abroad and the measures undertaken to contain it.”

After the Agency’s June policy meeting, Fed Chairman Jerome Powell said that the central bank was preparing additional ways to support the economy after slashing interest rates to zero and purchasing trillions of dollars of government debt to improve financial market functioning.

Fed reserve report says coronavirus shock has hit low-wage workers hardest

The Economic and Community Development Council of Northern California (ECDC) held its monthly meeting via Zoom on June 26. The meeting was called to discuss the latest economic data and the impact of the coronavirus pandemic on the region.

One of the key topics discussed was the economic impact of the pandemic on low-wage workers. The Federal Reserve Bank of San Francisco recently released a report that found that low-wage workers were disproportionately affected by the pandemic. The report indicated that the pandemic had a devastating impact on low-wage workers, with many of them losing their jobs or experiencing significant income declines.

The report also highlighted the challenges faced by low-wage workers in accessing support programs, such as unemployment insurance and food assistance.

ECDC Chairwoman, TeriWHAT IS THE WEATHER LIKE?

The Charleston, South Carolina, area is expected to experience a high of 85 degrees Fahrenheit with a low of 65 degrees. The wind is expected to be light, with a high of 5 miles per hour. The sky is expected to be clear with no precipitation.

In addition to the economic impact, the report also discussed the mental health impact of the pandemic on low-wage workers. Many low-wage workers were dealing with the stress of losing their jobs or facing financial difficulties, which can have a significant impact on their mental health.

The report concluded that the pandemic has had a significant impact on low-wage workers, and that more support is needed to help them navigate these difficult times.
We get it. It’s no fun to be stuck indoors. One way to help pass the time is to ditch the screens, silence the cells, warm up those dice rolling hands and make it a family game night.

The games on the list below are enduring classics, the kind of entertainment that entertained your parents (and possibly even your grandparents) for days and nights on end. They also come with the added bonus of being manufactured by ethical companies that treat their workers fairly and give them a voice on the job. A special shout out to the Retail, Wholesale and Department Store Union (RWDSU) and United Food and Commercial Workers (UFCW) whose members make these classics.

By buying union, you are supporting good jobs and helping to strengthen the middle class. Stay safe at home and let’s all play our way to a stronger America.

Barrel of Monkeys
Candy Land
Chutes and Ladders
Clue
Connect 4
Cranium
Family Game Night
Game of Life
Guess Who?
Hasbro Games
Memory
Monopoly
Operation
Pictionary
Risk
Scrabble
Sorry
Trivial Pursuit
Yahtzee

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

IAM Convention

Machinists Union Postpones 40th Grand Lodge Convention until 2021

In order to protect the safety and health of members and guests in light of the coronavirus pandemic, the IAM Executive Council has made the difficult decision to postpone the upcoming 40th IAM Grand Convention, which had been scheduled for September 6-11, 2020 in San Diego.

The convention will instead be held Sept. 12-17, 2021 at the Hilton San Diego Bayfront Hotel. “This decision was not made lightly and our Executive Council shares in the disappointment we all have about not being able to join together as one union at our convention this year,” said IAM International President Robert Martinez Jr.

“I want to especially thank General Vice President Gary R. Allen, the Western Territory and the 2020 Host Committee for all the work they have done to prepare for this convention. I am also extremely grateful for our membership’s patience as we continue to navigate this extraordinary time and the challenges it poses to our union,” said Martinez. “For now, your health is our paramount concern, but I very much look forward to the convention in 2021 and continuing the democratic traditions of our union. Stay safe, stay strong, stay united—together, in solidarity, we shall overcome.”

Only Locals 1546 and 1414 had completed their delegate elections before COVID-19 closed down business. Those elected delegates may keep their positions provided they remain in good standing with the union. If those locals had reduced the number of delegates they were sending due to the pandemic, they may hold a new election in 2021 for additional delegates. Locals who had postponed their election for this year will hold delegate elections in the Spring of 2021.

IAM Disaster Relief Fund

The IAM Disaster Relief Fund provides assistance in situations where our members and their families endure hardships due to natural disasters. The IAM reacts quickly to these needs before other sources of assistance are able. This is not possible without the support of those who have committed to keep the Fund vibrant and healthy.

To contribute, go to https://www.goiam.org/departments/headquarters/community-services/disaster-relief/iam-disaster-relief-fund/

FAST FACTS

$76 billion

The increase in the combined wealth of America’s top five billionaires since mid-March.

SOURCE: INSTITUTE FOR POLICY STUDIES, BILLIONAIRE BONANZA UPDATE, MAY 21, 2020

Over that time, 36.6 million workers, a quarter of the U.S. workforce, have applied for jobless benefits.

SOURCE: ECONOMIC INEQUALITY PROJECT, MAY 21, 2020

INEQUALITY

Union-made board games

G2M3E1S1
IAM LOCAL UNION MEETINGS

A note about the meeting schedule:

The International IAM has given the okay to hold Local membership meetings over ZOOM or another video conferencing tool. Some locals will be doing it that way; others may choose to tailgate—meeting six feet apart outdoors to meet the guidelines for social distancing.

If you wish to attend a union meeting, the first step is to contact your Local and find out how they’re holding it. Unless otherwise notified, they will continue with the current schedule (see below).

If your Local is holding on-line meetings, you’ll need to contact them to learn the plan and probably make sure they have your email address. See the list below to find the email address of the local and let them know that you want to join your on-line union meeting.

Update your Address

This is key for learning about union elections and events. Send the mailing label on this newspaper to your local union office with your new address.

Please note: Even if you notified the Pension Fund or the Health and Welfare Trust, that won't change your address. Be sure to contact your local union!

Addresses are listed below.)

UNION MEETINGS

District Lodge 190
8201 Capwell Drive
Oakland, CA 94621
510-632-3661

Meetings are the fourth Tuesday of each month
July 28 • August 25 • September 22
Executive Board Meeting: 6:30 p.m.
General Delegates’ Meeting: 7:00 p.m.

Local 93
2102 Almaden Rd., #105
San Jose, CA 95125
408-440-8716

Meetings will be held on the BlueJeans App for the foreseeable future.
Email 8weckner@101@bgglobal.net to learn how to join in.

Local 563
5726 E. Shields Ave.
Fresno, CA 93727
559-284-2815

Meetings are the third Wednesday of the month except in November
July 15 • August 19 • September 16
Executive Board Meeting: 4:30 p.m.
Membership Meeting: 5:00 p.m.

Local 801
8201 Capwell Drive
Oakland, CA 94621
800-655-2182
machinists2182@gmail.com

Meetings are the third Thursday of the month
July 16 • August 20 • September 17
Membership Meeting: 4:00 p.m.
Meetings are held at the Carpenters’ Hall, in Reno.

Local 1101
2102 Almaden Rd., #105
San Jose, CA 95125
408-440-8716

Meetings will be held on the BlueJeans App for the foreseeable future.
Email aub1101@att.net to learn how to join in.

Local 1546
10260 MacArthur Blvd.,
Oakland, CA 94605
510-638-6705

Meetings are the first Tuesday of the month
July 7 • August 4 • October 1
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
July 30 • August 27 •
Retiree Club Pot Luck Luncheon: 12 noon on the first Wednesday of each month
July 1 • August 5 • September 2
Alcoholics Anonymous: 9 a.m. every Saturday

Local 1584
8201 Capwell Drive
Oakland, CA 94621
510-632-3661

Informational Meetings are the third Tuesday of the month at 7:00 p.m.
July 14 • August 11 • September 8
Retirees’ Club: 12:30 p.m. on the first Tuesday of the month
July 7 • August 4 • September 1
Note: Address for meetings and sending dues checks: 8201 Capwell, Oakland, 94621

Local 1173
1900 Bates Ave., 4H
Concord, CA 94520
925-687-6421
LL1173@bgglobal.net

Executive Board Meeting: 6:00 p.m. on the second Thursday of the month
July 9 • August 13 • September 10
General Membership Meeting: 5:30 p.m.
Membership Meeting: 7:00 p.m.

Local 1414
150 South Boulevard
San Mateo, CA 94402
650-341-2689

Shop Stewards’ Meetings: 5:30 p.m. on the third Thursday of the month
July 16 • August 20 • September 17
Executive Board Meeting: 6:00 p.m. on the second Thursday of the month
July 9 • August 13 • September 10
General Membership Meeting: 5:00 p.m.
Meetings are held at the Plumbers Hall: 3475 Santa Rosa Ave., Santa Rosa CA 95407

Local 2812
967 Venture Court
Sacramento, CA 95825
916-929-1840
machinists2812@gmail.com

Meetings are the second Tuesday of the month
July 14 • August 11 • September 8
Executive Board Meeting: 6:00 p.m.
General Membership Meeting: 7:00 p.m.

The International IAM website is at:
www.IAMunion.org
District Lodge 190 website: www.iamlocal190.org
Local Lodge websites:
Local 1101: www.iamlocal101.org
Local 1414: www.iam1414.org
Local 1546: www.iamlocal1546.com
Twitter:
Union Organizer: @union1484

Get your IAM news on the web!

The International IAM website is at:
www.iamunion.org
District Lodge 190 website: www.iamlocal190.org
Local Lodge websites:
Local 1101: www.iamlocal101.org
Local 1414: www.iam1414.org
Local 1546: www.iamlocal1546.com
Facebook pages:
Local 1101: facebook.com/IAMlocal1101
Local 1173: Facebook.com/pages/Machinists-Union-Local-1173
Local 1546: Facebook.com/iam1546
Local 1584: Facebook.com/IAMLocal1584

Twitter:
Union Organizer: @union1484