

Voting 2016: It's your right and responsibility



By **JIM BENO**
IAM District 190
Directing Business Rep

If I haven't heard it from you, I've heard it from other members: "Don't tell me how to vote." Okay, I get it.

In this country, no one tells anyone how to vote. It's at the root of our democracy. Our decision is our own.

But we're a political bunch, so we do talk about how we're going to vote. That's another great element of our democracy. You're free to express your opinions, and anyone near you can listen to them, disagree with them or ignore them.

Plenty of our members still have a sticker on their truck saying "No on 32." Thank them sometime. They're part of the reason so many of us are working right now. In 2012, we stood together and defeated this anti-union measure. In killing it, we strengthened our unions. And we did that by convincing enough people—friends, family, some stranger who was driving in back of us on the freeway—to find out about Prop. 32 and vote against it.

The words are simple: "No on 32." It's not an order. It's a spur. We figured once people knew about the substance of this proposition, they'd make up their minds to vote against it. But I didn't order them to do so. I can't order you to vote at all. Our U.S. Constitution protects your right to vote. And it also protects your right to stay home that day.

"Don't get me wrong," you say. "I always vote. I just don't want you to tell me how to vote."

Okay. So now I want to ask you something: How do you decide how to vote?

There are plenty of places to get information. We talk to family, friends or our brothers and sisters on the job. There's Facebook, newspapers, TV and radio, all promoting politics nonstop. Sometimes, an elected official shows up at a union meeting, and can actually tell you what they've done to earn your vote. They're not telling you how to vote. They're asking you to weigh your own interests and use your own mind to make a decision.

Don't use "I don't have time" as an excuse not to vote.

Registering & Voting is Quick & Easy

Register to vote

On-line: registertovote.ca.gov

By Mail: Get a registration form at any post office or DMV office

Deadline: October 24. Register early to get an Absentee/Vote-by-Mail Ballot if you're not sure you can get to the polls on time.

Election: Tuesday, November 8, 2016

How about your union? We're working every day to improve the laws that impact your job and benefits. We know which politicians are on our side, and which ones will throw us under the bus. We hope you consult with us as a source of useful information.

Who's on our side?

I just returned from the Machinists Convention in Chicago and, without reservation, we en-

dorsed Hillary Clinton because we strongly believe she will do a better job for our members.

Are we telling you how to vote? No. We're telling you how some of us are going to vote, and why. It's our mission to get work for our members and to promote more jobs in Machine and Manufacturing and in the automotive sector and to ensure that you have good wages, benefits and retirement security.

I'm not going to tell you how to vote. But are you going to tell me you don't want to know which candidate wants you to work for a fair wage and have a pension, and which wants you on the sidelines, earning minimum wage with no benefits or training?

The good wages and benefits that you and your family enjoy were fought for by the members who came before us; the fight continues every day to maintain them. But many of our rights to negotiate these benefits were won through local, state, and national laws getting passed—and that only happens when politicians who understand the needs of workers get elected to office.

The political groups that are trying to undermine our legal right to negotiate good labor contracts are out there backing their own candidates who, if elected, would rescind those laws that protect our right to collectively bargain. It's our job to expose these candidates and ask you to vote against them.

Weigh your own interests, identify the issues that are important to you, and make a decision.

One of the great things about the U.S. is that we are a thriving, living democracy. It's the great privilege of our democracy: the right to make up our own minds.

I'm not going to tell you how to vote, but I hope that you take your job and your rights as a union member into consideration when you mark your ballot.

Where the candidates stand on economic issues, jobs and unions...

| | Hillary Clinton | Donald Trump |
|--|--|---|
| Key quote | "Creating good-paying jobs and raising incomes is the defining economic challenge of our time, and that in order to get where I want us to go, we need growth that is strong, fair and long-term." | "I will be the greatest jobs president that God ever created. I tell you that." |
| "Do labor unions provide an overall benefit to workers in the U.S.?" | Yes | No public stance, however Trump has refused to recognize his own hotel employees' votes to unionize and won't negotiate with them in good faith. |
| Minimum wage | Would increase nationally to \$12, with \$15 in some locations. | Has said he does not support a federal minimum wage but wants states to set their own minimum wages. |
| Manufacturing sector | Favors tax incentives for investment in hard-hit manufacturing locales and incentives for companies to bring back jobs to the U.S. Also favors increased policing of trading partners. | Proposes using aggressive trade enforcement and possible tariff increases to rebuild the manufacturing industry. Trump talks about barring trade with China, but that's where many Trump-named products are manufactured. |
| Policies for working families | Advocates equal pay, paid family leave, earned sick days, and expanded child care. | Paid family leave for new mothers only, and child-care tax credits for wealthier families. |
| Federal Right to Work law | Against | Supports |
| Social security privatization | Against | No public stance |
| Raising taxes on the wealthiest Americans | Supports | Against |

Sources: Politifact and ProCon.org



Flash Fact

If unions had the same presence in the private sector today that they did in 1979, men—both union members and nonunion members alike—would be making \$2,704 more each year.

Economic Policy Institute



Get your IAM news on the web!

Visit the District 190 website at: www.iamdistrict190.org
The International IAM website is at: www.goiam.org

Local Lodge websites:

Local 1101: www.iamlocal1101.org
Local 1546: www.IAM1546.com
Local 1584: www.iamlocal1584.com

Facebook pages:

Local 653: <https://www.facebook.com/iamaw.local?fref=nf>
Local 1101: [facebook.com \(search for IAM Local 1101\)](https://www.facebook.com/iam1101)
Local 1546: <https://www.facebook.com/iam1546>
Local 1584: <https://www.facebook.com/IAMLocal1584>

LETTER 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. All letters from members will be used, space permitting. They may be edited for length or grammar, but not for content. Letters may be submitted as follows:

e-mail: dchaplan@mindspring.com
fax: 510-288-1346
mail: IAM District 190
8201 Capwell Drive
Oakland, CA 94621

The IAM District 190 Sparkplug

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Debra Chaplan, Managing Editor

UNION PEOPLE

Local 1484 - Wilmington

Local hosts picnic to celebrate and honor its members



Local Lodge 1484 Executive Board Members From left to right: Bill Thomas, George Bioletto, Kevin Kucera, Eric Chisnall, Francisco Chavez, Rudy Morales, Peter Garcia, Booker Curtis, Richard Joustra. Receiving awards (from left): George Bioletto, Joseph Baca and Rogelio Flores.

On Saturday, June 25, IAM members gathered at Harbor Range in San Pedro for the annual IAM LL 1484 “Service Pin Recognition Ceremony & Picnic.” In addition to honoring those long time members who have held continuous membership and given their loyalty and service to the Local 1484, it was also a day of appreciation for all of our members!

The Local’s Executive Board, presented George Bioletto with the Excellence Leadership Award for his more than 35 years of outstanding service and dedication as a labor activist and Executive Board member, trustee, and delegate. Joseph Baca, a 35-year member, and Rogelio Flores, a 20-year member, also received Outstanding Service Awards.

Labor Day at the Harbor



Local 1484 turns out in force for the Harbor Labor Day parade on September 5. At right, the parade conveniently passes the union’s Wilmington office.

HEALTH & WELFARE UPDATE

Good news, again

For the second year in a row, (a first since 1996-97), there have been no increases in the AI Health and Welfare cost. This is true for all four plans: A, B, C and K.

Although Kaiser did, in fact, increase its rate this year, the plan was able to offset that increase due to a large and healthy reserve in the Blue Cross “direct pay plan.”

“The reason for this good news is that 2013 was a horrible year for the direct pay plan, with a tremendous number of really expensive claims,” says Area Director Don Crosatto. “At that time, 90 people used \$8 million in benefits, the equivalent of 63% of everything we pay in a year. As a result, the reserves that fund the plan got depleted below the amount we have mandated to keep on hand. That’s why we had a huge increase in 2014.”

Fortunately, 2013 was an abnormal year, and the nature of the claims settled back down to a more normal level. “Now, we have more than what we need to have in the bank. So, we could both hold the line and offset some of the increases needed for Kaiser and the disability plan. Further, our dental experience was good enough in our Delta Plan 9 that its cost went down 7% (\$13/month).”

Crosatto says that there were also some improvements in the vision plan; members can get

lenses and frames on a rolling 24-month period rather than on a calendar-year basis, and Costco was added to the network.

Get your physical

Members on the Direct Pay plan will soon get a mailing from Health Dynamics to take a comprehensive physical. “It takes 2-3 hours and evaluates your heart, lungs, potential for cancer, stress, nutrition, and more,” says Crosatto. “They have a coach meet you afterwards to go over the results.”

The physical is 100% paid for by the plan. If you and your spouse do it by the end of 2017, you will each receive a \$200 gift card. However, if you don’t do it, in 2018, your medical plan deductible will double.

“The theory behind this is that if you give a few thousand people these physicals, you’ll uncover a few incipient illnesses and catch them early,” Crosatto explains. “We do the person a big service to catch things early; and if the plan can uncover some pre-diabetics or tumors before they require significant treatment, this will save the plan hundreds of thousands of dollars.”

There are 9 facilities in Northern California. If one’s not nearby, you can easily arrange to have your own doctor do the exam.

RECOMMENDATIONS

Ballot Measures

In 2014, California voters passed a ballot measure designed to increase voter participation—the measure stipulated that future statewide ballot measures must be placed on a full even-year election ballot, when voter turnout is the highest. The result is that we have 17 measures on this year’s ballot. And you will find a host of city and county measures as well.

The California Labor Federation brought together all of its member unions to look at the candidates and the propositions, and they made recommendations on the propositions that impact us as workers and union members. Because ballot measures can be confusing, we just wanted you to know Labor’s stands on them. (Note: we only list propositions with labor recommendations.)

Proposition 51: YES
School Bonds. Funding for K-12 School, Community College Facilities.

Proposition 52: YES
State Fees on Hospitals. Federal Medi-Cal Matching Funds.

Proposition 53: NO
Revenue Bonds. Statewide Voter Approval. (Cor-topassi measure)

Proposition 54: NO
Legislation and Proceedings. (Munger 72-hr Rule)

Proposition 55: YES
Tax Extension to Fund Education and Healthcare (Prop. 30 extension)

Proposition 56: YES
Cigarette Tax to Fund Healthcare, Tobacco Use Prevention, Law Enforcement.

Proposition 57: YES
Criminal Sentences. Juvenile Criminal Sentencing.

Proposition 58: YES
Calif. Education for a Global Economy. (Repeal Prop. 227)

Proposition 59: YES
Campaign Finance: voter instruction. (Citizens United, non-binding)

Proposition 62: YES
Death Penalty. Repeal.

Proposition 66: NO
Death Penalty. Procedures. (Pro-death penalty)

Proposition 67: YES
Referendum to Overturn Ban on Single-Use Plastic Bags.

A few key races around the state

U.S. Senate: The Machinists join California’s unions to endorse **Kamala Harris** for U.S. Senate. Harris has a detailed policy statement on economic issues, ranging from paid family and sick leave, raising the minimum wage, strengthening social security and medicare, expanding pro-work tax credits, stopping wage theft, providing veterans with what they earned, investing in infrastructure, helping small businesses, start-ups and job creators, and many more important issues.

Loretta Sanchez, who is also a Democrat, comes from a union family and supports promoting job creation and policies that will sustain long-term economic growth and innovation. Her website is much less policy-driven than is Harris’.

State Senate: If you’re in the East Bay, Local 1546 recommends voting for Nancy Skinner for State Senate. “She has been very helpful to the union in trying to move the Berkeley Honda project forward,” says Area Director Don Crosatto. On issues like Workers Comp, Unemployment, Wage and Hour, both she and her opponent Sandré Swanson were rock solid when they were in the Assembly. “Even after she termed out of Assembly, she walked the picket line with the union at the Ford Store in San Leandro, which is not even in her district.”

Both candidates are good, but we give the nod to Skinner.



Convention Highlights

By Directing Business Rep Jim Beno

The 39th IAM convention was held in Chicago on September 5-10, 2016. About 1,212 delegates from across the nation and Canada attended.

Delegates overwhelmingly endorsed Hillary Clinton to be our next President of the United States. Clinton, who holds an honorary membership card in the Machinists Union, addressed the delegates in a video prepared for the convention.

I am the Secretary of the Law Committee and we presented more than 150 proposals that had been submitted by Local Lodges from throughout the US and Canada to the delegates to amend our Constitution. All of our recommendations were passed including the following:

- A **Membership Bill of Rights** that will ensure full member participation in the opening and ratifying of collective bargaining agreements. This codified into the IAM Constitution principals of democracy that we have always followed in negotiating contracts.
- A complete **overhaul of the nomination and election procedures for our Grand Lodge Officers**. This was necessitated by the Department of Labor’s involvement in the rerun election of officers in 2013/2014. Rerunning the election cost the union millions of dollars; the new procedures should ensure that a rerun like that need never happen again. A key change was to increase the number of Local Lodges required to nominate a candidate for office. The old rule required endorsement of only 25 Local Lodges while the new rule raises that number to 10% of all Lodges. This means that approximately 90 Local Lodges are required for a candidate to get on the ballot.

SHOP TALK: Do you vote? Why or why not?



ADRIAN REYES
ConGlobal, Inc.
Local 1484 - 1 year

“I am going to register and vote. We need to fix this county – America’s workers need a raise and stop shipping our jobs overseas.”



ALFREDO REVELES
ConGlobal, Inc.
Local 1484 - 6 months

“Yes, my vote is my voice. If I don’t look out for my own interest, who will? You don’t have a right to criticize or complain if you don’t vote.”



BOOKER CURTIS
ITS
Local 1484 - 25 years

“Yes. I am going to vote! This is about our future, our kids’ future, and the policies that support working families and our union’s future.”



ROBERT NACCA
SSA
Local 1484 - 12 years

“I am going to vote because your vote is your voice!”



THI LE
ConGlobal, Inc.
Local 1484 - 4 years

“It’s really important to go to the polls and vote. I am supporting Democratic candidates who support working people and my union.”



Local 1414 - San Mateo

Starting in high school to teach and prepare the mechanics of tomorrow



Summer interns show off their handiwork, painting flames for bus panels. Below, they're joined by the body and paint employees at MUNI's Woods shop.



In January, 2012, Local 1414 helped to re-open the only high school auto shop in San Francisco, at George Washington High. The District's previous auto shops had been closed 10 years earlier. Starting with 16 students in an after-school class open to students from across the school district, the current enrollment is 80 students in three daytime

classes, plus the afternoon class for students at all schools. Auto Shop 2 for advanced students was just initiated this semester.

For the third year, MUNI hosted a summer internship program for the students. The highly-skilled union body and paint employees at MUNI's Woods shop had an artistic project for the students—painting flames on bus panels.

"The students' excitement level went through the roof as they watched the progress of the project," says Rich Del Rosso, a Local 1414 Executive Board member and co-instructor. "And the finished product looks fantastic. The skills the students learned can be carried over into painting motorcycles, cars, guitars, whatever."

The school district is now working to raise funds to establish a 21st Century auto shop. "Right now it's a 1940s shop, but we anticipate getting new equipment and more teachers and helping build the auto tech workforce of the future," Del Rosso added.



Knowing that you need the right tools to get started in a career as an automotive tech, Local 1414 gives a toolbox and \$500 worth of tools to their top scholarship winner and the tool box to the runner up. Earning the top honor in 2016 was Piotr Sikorski (above, standing with Local 1414 Business Rep Art Gonzalez and Rich Del Rosso, retired 1414 tech and instructor. Andy Zhang (at right) was the runner-up. Both graduated from George Washington High School in June.



Local 93 - San Jose

New contracts

The 17 members who track military satellites at the Vandenberg Tracking Station ratified a new three-year contract with their employer, Five Rivers. They got wage increases of 2.5% in year one, 2% in the following two years, and 40 cents/hour added to the pension plan each year. "This was a good contract that was negotiated fairly quickly and easily," said Business Rep Richard Breckenridge.

At Industrial Machine Shop in Salinas, the four members ratified their new three-year agreement and are pleased that the company will pick up all the increases on the health and welfare plan.

Local 653 - Fresno

Contract at Hedrick's

Members at Hedrick's Collision Center ratified their new three-year agreement in July. The Techs will see a 3% wage increase for each contract year and the employer will pick up 100% of the cost to launder their uniforms. Break times will be broken out and paid separately in accordance with state law. The contract language was improved to include language enabling members to opt-out of the health and welfare with a stipend and new language on non-line work.

Business Rep Jeremy Celaya would like to thank newly-elected Shop Stewart Garroll White for his role at table.

Grievance over boots

Dan Zack, the Chief Shop Stew-

ard at the URS/Army National Guard 1106th AVCRAD site, filed a class action grievance on behalf of all bargaining unit members. The company is refusing to pay for safety boots because they never paid before they had a labor contract. Language in the current collective bargaining agreement calls on the company to provide OSHA compliant safety gear as required for use in performing work.

The union contends that the contract overrides company policy and believes that the company is not in compliance with California labor codes.

We'll let you know when a decision is reached.

Congrats to graduating apprentices

The following Local 653 members

are now officially journeymen: Jose Reyes, Fresno Truck Center; Sim Sarth, Fresno Dodge; Eric Davis, Hedrick's Chevrolet; Adan Cervantes, Sun-Maid; and Omero Avalos, Fresno Truck Center. Congratulations one and all for your dedication and hard-work.

Local 1101 - San Jose

Big back pay victory

Back in 2007, Local 1101 tried to organize Stevens Creek Chrysler/Jeep/Dodge. During the drive, the company terminated two union supporters. "We filed multiple charges against the company and kept on following through," said Business Rep Richard Breckenridge. In August, 2016, after nine years, the two members were awarded back pay from the NLRB.

Patrick Rocha, who's currently

SHOP TALK: Do you vote? Why or why not?



LEILA DONA
Serramonte Ford
Local 1414 - 4 months

"No. I just don't have time."



BILL ABBASI
Serramonte Ford
Local 1414 - 3 months

"No. I'm not a citizen."



DAN MARTINEZ
Serramonte Ford
Local 1414 - Just joined

"Absolutely yes. I vote every time. People died for me to have that right."



HENRY BUENO
Serramonte Ford
Local 1414 - 23 years

"No. I don't like the system. I don't think it's going to change. And I just don't like the candidates."



ERNESTO LOPEZ
Serramonte Ford
Local 1414 - Just starting

"Yes. I vote. To help our status and to better our country."



DINO TIO
Serramonte Ford
Local 1414 - 1 month

"Yes. I vote to make sure we get the best for us, to make sure we get the benefits we deserve and that it's for the good of the country."

THE LOCALS



working at Hertz Rent-a-Car and is a member of Local 1101, will receive \$182,036.70.

Steve Rother moved on to become an independent truck driver and ended up making more money than he would have had he stayed at a dealership. He'll be getting a check for \$33,846.15.

"This is a a major settlement for both of the guys after a nine-year battle," Breckenridge said. "I want to thank Caren Sencer, our attorney from Weinberg Roger and Rosenfeld, for working with us through late hours and over weekends to get this deal negotiated."

Breckenridge adds that the union is still battling charges with this employer. "We got a bargaining order two years ago and are still negotiating for a first contract. The shop still has 15 people who would be covered by a collective bargaining agreement. Even though only two of them are from the original group, they're all supportive of the union and want a contract already."

Local 1173 - Concord

New owner

Lawrence Volvo in Walnut Creek has been sold. "The new owner hired everybody back, which means that we have bargaining rights," said Area Director Steve Older. "They gave the majority of members raises and told the apprentices that they will continue with the apprenticeship program."

Older adds that he has met with the new owner and he feels pretty positive about maintaining the relationship with the union and dealership. "But we'll wait and see."

Facility closing

Save-Mart in Vacaville is closing their facility in late-September, impacting 13 IAM members, and 600 Teamsters and UFCW members.

"We were able to negotiate good severance packages, including one and a half weeks of severance for each year of work, and anybody asked to stay on after the closing date will get an extra \$10/hour incentive pay."

The work is shifting to a non-union facility in Lathrop. "Our guys are fork-lift techs, plant maintenance techs and truck mechanics," adds Older. "They didn't really want to move to Lathrop, although the contract stipulated that they could have."

Returned to work

Through the union's intervention, a member who was wrongfully terminated by Henkel Aerospace was returned to work with about \$5,000 in back pay.

Local 1528 - Modesto

Getting ready at Silgan Riverbank

The union will distribute contract negotiation surveys in preparation for next spring's negotiations. Keep an eye out around mid-October.

Local 1546 - Oakland

Port settlement, maybe...

At press time, it looks like there's a partial settlement in the Ports America/Outer Harbor case.

"We came to a settlement with the employer Outer Harbor (although the ILWU continues to try to throw up every possible roadblock,)" says Area Director Don Crosatto.

The settlement includes money to both the pension plan and to the former PMMC and Transbay mechanics. "Even though the terminal closed, we're still going to litigate the successorship issue - because that's what determines the jurisdiction. And we're still going after them for the back dues," Crosatto explained.

This case started in 2005 and we'll continue to report on it until it's really over.

Contract in Alaska

The 10 members at PBA Maintenance Co. in Alaska who maintain Horizon Lines (now Matson Lines' cranes) in Kodiak, Anchorage, and Dutch Harbor now have a one-year interim agreement that included a 75-cent wage increase.

"While we celebrate low oil prices

down here, it's trouble for the Alaskan economy," says Crosatto. "The volume of fish is also way down, pinching the fishing industry. Hopefully things will pick up in the next year."

Good deal at St. Francis

Over at St. Francis Electric in San Leandro, the seven members will be seeing a \$1.50/hour wage increase as they go into the second year of their three-year contract.

"The journeymen are up to \$38.98/hour, a substantial improvement of where they were a few years ago," Crosatto says. "We got a much larger ball of money for benefits, and they really benefited from the last two years of not having to pay any health and welfare cost increases."

Local 1584 - San Leandro

New assignments for Local 1584 shops

With Business Rep Garry Horrocks retiring, the District has decided not to hire a new Business Rep, but instead to split the Local's shops among current experienced reps. Here's who'll be representing you.

Steve Older: A&B Die Casting, Veriflo, Phillips 66, Henckel Corporation.

Brian Fealy: Union Tank Car, Chem-Trade Solutions (formerly General Chemical), GP Gypsum, Phillips 66.

Don Crosatto: American Brass & Iron, Ashlock Company, Diamond Manufacturing

Skip Hatch: Atlas Pacific (Used to be in Emeryville...now in Modesto)

Robbie Pintos: Cargill Salt, George Martin Company, Morton Salt

Pat Woodward: First Student Oakland, Knopp Inc., Oakland Machine Works.

If you work at one of those shops and need to find your rep, call District 190 at 510-632-3661 to get connected.

Local 1596 - Petaluma

Contract updates

Area Director Tom Brandon reports

that the Local is still in negotiations with Northbay Nissan and Henry Curtis Ford in Petaluma, and talks are scheduled to start soon at Petaluma Poultry.

Local 2182 - Sacramento

Not a recycled contract

The 50 members at Sims Recycling Solutions in Roseville were voting on a tentative three-year agreement as press time approached.

The contract included a two-tiered wage increase: those making more than \$15/hour will get a 27 cent/hour increase and those making less than \$15/hour would get a \$.55 increase each year of the contract. Equity adjustments added increases for some classifications. "These wage increases are much higher than what we've been able to get before," said Business Rep Skip Hatch, who explains that this is a fairly low-paying industry, although trained people get paid accordingly.

The employees had set the priority on the benefits and Hatch was pleased to report that the team got the employer to cap the employee share of health and welfare at \$40/month for all three years, with an extra \$14/month for disability. Currently, the members' cost is \$32/month.

"The Bargaining Committee did an excellent job identifying areas where we needed to make language improvements," Hatch said. "The company was fair to deal with. They recognized some of the pitfalls that we were trying to correct and didn't fight us on them. This was definitely one of the better talks that I've had with this company."

Good deal at Elm Ford

Area Director Mark Martin reports that he reached a one-year contract with Elm Ford in Woodland. "With some adjustments on health benefits, the employee share of costs will go from about \$260 per month to 0. We were also successful in negotiating a \$0.70 an hour raise." Martin thanks to shop steward John Keeble for his help on this one.



ONGSON
nte Ford
- 2 1/2 years

o get what's
o try and
e can get
we deserve
air."



ZARNEE CHANG
Serramonte Ford
Local 1414 - 3 months

"No. I'm not sure why. I just don't follow political stuff."



RAMIL PASCUA
Serramonte Ford
Local 1414 - 1 year

"Oh yeah. To get a better president who will take care of the economy."



KEANU KENELA
Serramonte Ford
Local 1414 - Just started

"Yes. To make sure this country stays good and not get rammed by Donald Trump."



LEO ALVAREZ
Serramonte Ford
Local 1414 - 8 years

"Yes. It makes a difference. Every vote counts. Too bad everybody doesn't vote. I love this country. It's the best place in the world to live."



MANUAL LOPEZ
Serramonte Ford
Local 1414 - 15 years

"No. I never go vote. I don't have a chance. If there's still time, I'll register. It's important - especially this time."



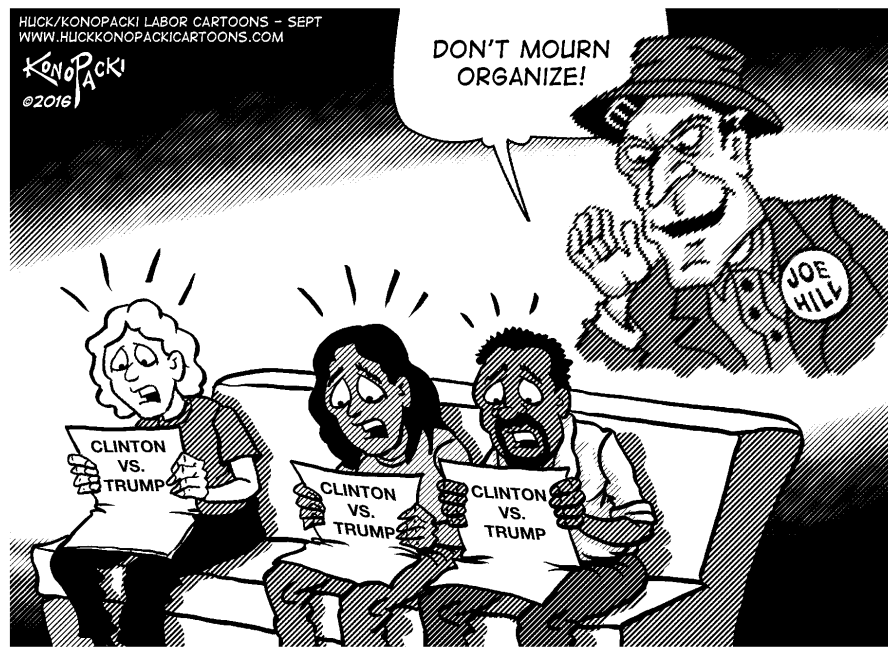
IN THE NEWS

Inflatable rat is protected free speech

In a victory for unions engaging in picketing and informational campaigns, the U.S. Court of Appeal for the Seventh Circuit found that a union has a First Amendment right to display an inflatable rat balloon. The decision in *Laborers Local Union No. 330 v. Town of Grand Chute* (August, 2016), overturned a lower court decision that dismissed the union's claims.

The lawsuit challenged a demand by the town of Grand Chute that Laborers' Local 330 remove an inflatable rat that was being used as part of an area standards campaign against a masonry contractor. The rat was located on a public right-of-way adjacent to the construction project where the contractor was working. Grand Chute demanded the rat be removed, alleging that the rat violated a local sign ordinance.

The union took the matter to federal court claiming a violation of the Union's rights under the First Amendment to engage in speech on public property. The union pointed out that Grand Chute did not enforce the sign ordinance against



other signs and was, in essence, targeting the union's First Amendment speech. The District Court dismissed the complaint, finding that the sign ordinance had the purpose of protecting community aesthetics and safety.

The Court of Appeal overturned the District Court's decision, returned the case back to the District Court, and provided extensive guidelines for reviewing the case on remand.

*Nathan Eisenberg, Attorney
Previan Law Firm*

Labor law violators can't get federal contracts

Under a new Obama executive order, companies that want to bid on contracts will have to disclose to the government whether they ran afoul of laws covering workplace safety, workplace discrimination, labor organizing rights, or minimum wage and overtime during the previous three years. The necessary disclosures would include an official finding by a federal agency, a judg-

ment from a court or an award from an arbitrator.

The new regulations cover only "the most egregious" violations. For instance, if an employer had been cited by the Occupational Safety and Health Administration, it would have to disclose a violation deemed "serious" or "willful," but not the more common, run-of-the-mill violations that tend to pop up through inspections. The administration estimates that less than 10 percent of contractors will run into problems because of the provisions.

You break the government's law, you can't get the government's business. That seems sensible enough. However, some business groups vehemently oppose the regulation and lobbied to have it watered down or spiked. Along with Republicans in Congress, they have dubbed it the "blacklisting rule," claiming it would add more red tape and unfairly prevent firms from securing federal contracts.

Thanks to the president's executive order, though, worker protection laws will increasingly have teeth, at least for companies that want to do business with the government.

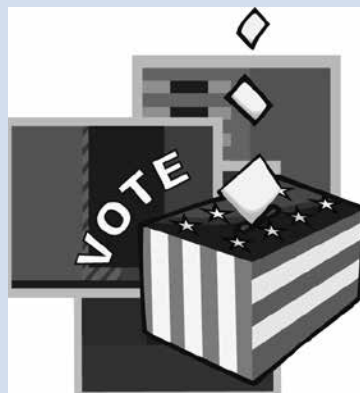
By Laura Clawson, Daily KOS Labor

THE FOLLOWING ELECTION REGULATIONS WILL BE OBSERVED FOR ALL LOCAL LODGE & DISTRICT ELECTIONS:

Absentee Ballots: In accordance with Election of Officers, Article II, Section 3 of the IAM Constitution, members who reside in outlying districts more than 25 miles from the designated balloting place, members who are either confined because of verified illness or on leave qualifying under U.S. and Canadian family leave laws, or on vacation, or on official IAM business approved by the Local Lodge, District Lodge, or Grand Lodge, or on an employer travel assignment, or reserve military leave, as the case may be, shall be furnished absentee ballots.

Any member entitled to vote by absentee ballot must request a ballot in writing. Your written request for absentee ballot must be mailed to your local lodge (see addresses in Calendar on Page 8), and include

the following: "Please send me an absentee ballot." Provide your: Name • Address • City/State/Zip • Book # • Signature. You must also include the reason you are making the request.



The Request for Absentee Ballot must be delivered to the Recording Secretary of your Local Lodge in person or by mail

no later than ten (10) days prior to the election.

Completed Absentee Ballots for District Delegates and for your Local Lodge elections must be received by the Local Lodge prior to closing of voting at your Local Lodge's first meeting in December.

Qualifications to become a Candidate for Election: In accordance with Article XII, Section 2, of the Local Lodge By-laws, to be eligible a member shall attend at least fifty percent (50%) of the regular Local Lodge meetings held during the twelve (12) month period ending the date of close of nominations.

Qualifications to Vote: Only members in good standing and free from delinquency of any nature to the Local Lodge shall be allowed to vote.

SHOP TALK: Do you vote? Why or why not?



SAM THAI TRAN
Serramonte Ford
Local 1414 – 30 years

"No. I don't know anything about it. I don't follow politics."



REYGEN PARDILLA
Serramonte Ford
Local 1414-1 1/2 years

"Yes. It's important for me to put my piece out. If I have a problem, I should have a voice on it."



JOHNATHAN MIRANDA
Serramonte Ford
Local 1414 – 1 year

"No. I haven't had the time to vote."



EDDIE BRETADO
Serramonte Ford
Local 1414 – 9 months

"Yes. Every vote counts. If you complain and you don't vote, then there's no purpose in complaining."



ANTHONY VERNENGO
Serramonte Ford
Local 1414 – 1 year

"No. I'm just lazy. I don't have time."



FERDINAND LAMPA
Serramonte Ford
Local 1414 – 9 years

"Yes. Every four years. To get the changes we need. There are so many important issues."



LOCAL AND DISTRICT ELECTION NOTICES

Elections of all Local Officers shall be for a period of three (3) years, with officers being installed at the January, 2017 monthly membership meeting.

Local Lodge 93

Nominations of Officers and Executive Board: Tuesday, November 8, 2016, shall be held at the regular Membership Meeting. Nominations will be held at Local Lodge 93, 2102 Almaden Rd., #105, San Jose, CA.

Election: Tuesday, December 13, 2016, shall be held at the regular Membership meeting. A voting booth shall be maintained at the Local Lodge Union Hall from the hours of 8:00 a.m. until the close of regular order of business.

Local Lodge 653

Nominations of Officers and Executive Board: Wednesday, November 9, 2016 at the General Membership Meeting which starts at 5:30 p.m. at the union office, 544 West Olive, Fresno, CA.

Election: Wednesday, December 21, 2016. The election shall take place at the union office from 10:00 a.m. to 5:30 p.m., at which time the tellers shall count the ballots and post the results.

Local Lodge 1101

Nominations of Officers and Executive Board: Thursday, November 10, 2016 at the General Membership Meeting which starts at 6:30 p.m. at the union office, 2102 Almaden Rd., #105, San Jose, CA.

Election: Thursday, December 8, 2016. The election shall take place at the union office between 10:00 a.m. and 6:30 p.m., at which time the tellers shall count the ballots and post the results.

Local Lodge 1173

Nominations of Officers and Executive Board: Thursday, November 10, 2016, at the regular Membership/Shop Stewards' Meeting. Nomination of Officers, Executive Board Members, Audit Committee and Delegates to California Conference of Machinists will be held at Local Lodge 1173 Headquarters, 1900 Bates Avenue, Suite H, Concord, CA.

Election: Thursday, December 8, 2016, shall be held at the regular Membership/Shop Stewards' meeting. A voting booth shall be maintained at the Local Lodge Union Hall from the hours of 8:00 a.m. until the close of regular order of business.

Local Lodge 1414

Nominations of Officers and Executive Board: Thursday, November 17, 2016 at the Regular Membership Meeting at 6:30 p.m. at 150 South Boulevard, San Mateo, CA.

Election: The elections shall be conducted from 8 a.m. to 8 p.m. on Thursday, December 15, 2016 at your Union Hall.

Local Lodge 1528

Notice of proposed bylaws changes

Please be advised that at Local 1528's general membership meeting on November 2, 2016 at 7:00 p.m., the reading of proposed bylaw changes will take place. The second reading and vote will take place on December 7, 2016, at the general membership meeting.

The meeting will be held at the offices of IAM Local Lodge 1528, located at 713 16th Street, Modesto, CA, 95354.

Local Lodge 1584

Nominations of Officers and Executive Board: Thursday, October 20, 2016 at the Regular Membership Meeting at 7:00 p.m. at 436 McCormick Street, San Leandro, CA.

Election: The elections shall be conducted from 9 a.m. to 7 p.m. on Thursday, November 17, 2016 at your Union Hall, after which time the tellers shall count the ballots and post the results.

Local Lodge 1596

Nominations of Officers and Executive Board: Tuesday, November 15, 2016, shall be held at the regular Membership Meeting. Nomination of Officers, Executive Board Members, Audit Committee and Delegates to California Conference of Machinists and the Recording Secretary shall read the names of the nominees at the close of the nominations. Nominations will be held at Local Lodge 1596, 4210 Petaluma Blvd. N., Petaluma, CA.

Election: Tuesday, December 20, 2016. Polls will be open from 12:00-7:00 p.m. Members of this Lodge desiring to vote shall submit their dues book.

Attention Members of Local Lodges 93, 653, 801, 1101, 1173, 1414, 1484, 1528, 1546, 1584, 1596, 2005, 2182

Nomination & Election of District Lodge 190 Delegates

In accordance with Article II, Sections 1,2,3,4 and 5 of the District Lodge 190 Bylaws, you are hereby notified that at its first meeting in November, 2016 each Local Lodge shall nominate candidates for District Lodge Delegates.

At its first meeting in December, 2016, each Local Lodge shall elect the number of delegates that they are entitled to by a secret ballot vote of its members in good standing. (See calendar on Page 8 for the specific dates for your local.)

Subject to qualifications and eligibility as required by applicable civil law or as specified in the IAM Constitution, every member in "good standing" in a Local Lodge affiliated with this District shall be eligible for nomination and election as a District Lodge delegate from his or her Local Lodge provided that the nominee has been a "good standing" member of his or her Local Lodge for at least one (1) year prior to the date of nominations and is working at the trade as defined in the IAM Constitution. The candidates who receive the highest vote at a secret ballot election for delegate within their respective Local Lodges shall be declared elected.

Those candidates with the next highest number of votes may be alternate delegates. Members are required to attend 50% or more of their regular Local Lodge meetings held during the 12-month period ending the date of close of nominations in order to qualify as delegates.

Absentee ballots: See rules for eligibility in box on page 6. You must send your written request to the Recording Secretary of your Local Lodge 30 days before the Local's first meeting in December.

Your ballot must be received prior to the close of the election at that meeting.

The term of office shall be a period of four (4) years.

*Glenn Gandolfo
Secretary-Treasurer*

SHOP TALK: Do you vote? Why or why not?



CARL SEIKE
Serramonte Ford
Local 1414 – 31 years

"Yes. So I can get my way!"



ALAN CRESCI
Serramonte Ford
Local 1414 – 10 years

"I have at one time, but I don't think it's that important. It doesn't make a difference."



GUILLERMO ORTEGA
Serramonte Ford
Local 1414 – 2 years

"Of course. It's my American duty to vote. Being first generation here and having come from a country where your vote didn't count, it's important to vote here."



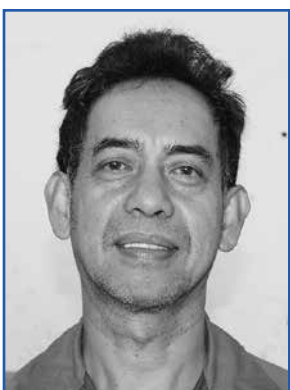
CARLO CAMILOSA
Serramonte Ford
Local 1414 – 5 years

"No. The state is solid Democratic, so does it matter if I vote? Each person's vote should be heard, but that doesn't happen with the Electoral College."



JAMES JOHNSON
Serramonte Ford
Local 1414 – 16 years

"Yes. Because the country is a mess and is not getting any better soon. I don't think my vote matters because of the Electoral College."



ALMER MALLARI
Serramonte Ford
Local 1414 – 11 years

"No. I don't have time. I've been a citizen for 20 years and haven't voted. This year may be my first time."



ATPA is the administrator for the Automotive Industries Health & Welfare and Pension Trust Funds. Contact us at 510-836-2484.

MOVING? Or need to report a member recently deceased...

Send the mailing label on this newspaper to your local union office. Please note: 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!

See calendar below for your local union's address.

Save the Date
 Note: New Month and Venue
32nd Annual Michael & Joyce Day Memorial
Guide Dogs of America
Charity Golf Tournament
Thursday, October 27, 2016
Poppy Ridge Golf Course
Livermore
 For more info, call: 510-632-3661

UNION MEETINGS

District Lodge 190

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

Meetings are the fourth Tuesday of each month
 October 25 • November 22 • December 14*
Executive Board Meeting: 6:30 p.m.
General Delegates' Meeting: 7:00 p.m.

* NOTE: December meeting date change due to holidays.

Local 1484

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

Executive Board Meeting: 6:00 p.m. on the third Thursday of the month
 October 20 • November 17 • December 15
General Membership Meeting: 6:00 p.m. on the first Tuesday of the month
 October 4 • November 1 • December 6
Retirees' Club: 1:00 p.m. on the third Wednesday of the month: October 19 • November 16 • December 21

Local 93

2102 Almaden Rd., #105
 San Jose, CA 95125
 408-723-4900

Meetings are the second Tuesday of each month
 October 11 • November 8 • December 13
Grievance Committee: 3:30 p.m.
Executive Board Meeting: 4:30 p.m.
Membership Meeting: 5:00 p.m.

Local 1528

713 16th Street
 Modesto, CA 95354
 209-529-9210

Meetings are the first Wednesday of the month
 September 7 • October 5 • November 2
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
 October 15 • November 19 • December 18
Narcotics Anonymous: 5:30-6:30 p.m. every Tuesday

Local 653

544 West Olive
 Fresno, CA 93728
 559-264-2815

Meetings are the third Wednesday of the month except November
 October 19 • November 9 • December 21
Executive Board Meeting: 5:00 p.m.
Membership Meeting: 5:30 p.m.

Local 1546

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

Meetings are the first Tuesday of the month
 October 4 • November 1 • December 6
General Membership Meeting: 7:00 p.m.
Member Education Meeting: 5:30 p.m.
Executive Board Meeting: 6:30 p.m. on the Thursday preceding membership meeting
 September 29 • October 27 • December 1
Retiree Club Pot Luck Luncheon: 12 noon on the first Wednesday of each month
 October 5 • November 2 • December 7
Alcoholics Anonymous: 9 a.m. every Saturday

Local 801

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

Meetings are the third Thursday of the month
 October 20 • November 17 • December 15
Membership Meeting: 4:00 p.m.
Meetings are held at the Carpenters' Hall, in Reno.

Local 1584

436 McCormick Street
 San Leandro, CA 94577
 510-635-2064

Meetings are the third Thursday of the month
 October 20 • November 17 • December 15
Membership Meeting: 7:00 p.m.
Executive Board Meeting: 6:00 p.m.
Retirees' Club: 12:30 p.m. on the first Tuesday of the month: October 4 • November 1 • December 6

Local 1101

2102 Almaden Rd., #105
 San Jose, CA 95125
 408-723-4900

Meetings are the second Thursday of the month
 October 13 • November 10 • December 8
Executive Board Meeting: 5:30 p.m.
General Membership Meeting: 6:30 p.m.

Note: Office hours are now 8 a.m.—4:30 p.m. Monday through Friday. The office remains open during lunch.

Local 1584

436 McCormick Street
 San Leandro, CA 94577
 510-635-2064

Meetings are the third Tuesday of the month
 October 18 • November 15 • December 20
Executive Board Meeting: 6:00 p.m.
Membership Meeting: 6:30 p.m.

Local 1173

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

Executive Board Meeting: 6:00 p.m. on the second Thursday of the month
 October 13 • November 10 • December 8
Membership/Shop Stewards' Meeting: 6:30 p.m. on the second Thursday of the month
 October 13 • November 10 • December 8

Local 1596

4210 Petaluma Blvd. No.
 Petaluma, CA 94952
 707-795-0086

Meetings are held the third Sunday of each month at the Veterans Memorial Hall: 1605 7th Street, Livingston, CA 95334.
 October 16 • November 20 • December 18
Executive Board Meetings: Noon
General Membership Meetings: 1:00 p.m.

Local 1414

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

Shop Stewards' Meeting: 5:30 p.m. on the third Thursday of the month
 October 20 • November 17 • December 15
Executive Board Meeting: 6:00 p.m. on the second Thursday of the month
 October 13 • November 10 • December 8
General Membership Meeting: 6:30 p.m. on the third Thursday of the month
 October 20 • November 17 • December 15
Retirees' Club: 11:00 a.m. on the first Wednesday of March, June, Sept., Dec. All are welcome!
 December 7 • March 1, 2017

Local 2005

544 West Olive
 Fresno, CA 93728
 Business Office: 559-264-2815
 In plant office: 209-394-6941

Local 2182

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

Meetings are the second Tuesday of the month
 October 11 • November 8 • December 13
Executive Board Meeting: 6:00 p.m.
General Membership Meeting: 7:00 p.m.
Retirees' VISTA CLUB: 11:00 a.m. on the third Wednesday of each month:
 October 19 • November 16 • December 21