

Voting 2020: More important than ever



By JIM BENO
IAM District 190
Directing Business Rep

It's election time again and this will be my last national election editorial to our members before my retirement in 2022. As I have said each time before, my intention is not to tell anyone how to vote—this is at the root of our democracy. Rather, I am going to tell you how I am going to vote and why.

In March of this year, our union conducted its first ever union-wide membership endorsement vote for President of the United States. Our members spoke clearly and unequivocally when they endorsed Joe Biden for President. Whether Democrat, Republican, Independent, or no party affiliation, they endorsed Joe Biden and I wholeheartedly support and stand by their choice.

Our great country and our very democracy is at a crossroads. We were GREAT before Trump was elected and in just four years, under his failed leadership, our nation is looked at by citizens throughout the world as a third world country. Trump tries to scare us about what would happen to us under a Biden Presidency, but just look around you right now at what has happened under the Trump Presidency. It couldn't get any worse.

We have chaos in the streets of several of our cities across this country. We have a weak President who does nothing to address the fundamental issues of the protests and who likes to look big and bad by making threats and hiding behind the military (and hiding in his White House bunker)—fanning the flames of unrest. We have a President who is not a unifier. He is a divider, only looking out for his self-interest.

We have a viral pandemic that is raging out of control in our country due to the ignorance and inaction of our current President. He admits that he downplayed the seriousness of the COVID pandemic supposedly to avoid panic; instead he refused to heed his scientific advisers and he pitted state against state for supplies. Adding insult to injury, he spread false and deadly conspiracy theories only to lead our country to the top of the world's Covid-19 casualty list. Our rate is higher than many third world countries.



If you think the virus is a hoax, just talk to our own union members here in California who have been stricken and hospitalized by it.

When it comes to our pocketbook and worker issues, again, Trump and his broken promises have directly affected the lives and livelihoods of working people across this nation. In 2016, he promised that we would not lose one manufacturing plant. Since he was elected President, more than 50 Machinist Union facilities have shut down, throwing thousands of our members out of work.

We don't need a so-called billionaire who hides his tax returns or a self-proclaimed genius who hides his college grades. We don't need a businessman who bankrupted several casinos or a self-

proclaimed patriot who dodged the draft.

We need a true leader—one who is morally fit and who believes in the rule of law. We need someone who can get us out of the mess that has been created over the past four years.

We need Joe Biden, and that's who I'll be voting for.

I hope you will join me. We need for every member to vote and make sure that your family votes as well. With vote-by-mail, it's easier to vote than ever before.

This year, several important issues are on the ballot. The most important, in terms of the future of work, is Prop 22. See pages two and three for why you should vote NO on 22, and for labor's other recommendations.

Registering & Voting is Easy

Check your voter registration information at VoterStatus.sos.ca.gov

Register to vote or make updates to your registration: RegisterToVote.ca.gov

Sign-up for ballot tracking: WheresMyBallot.sos.ca.gov

Last day to register: **October 19**. Register early to get an Absentee/Vote-by-Mail Ballot — a better option than standing in line.

'Vote by mail' mailing period: **Oct. 5-27**

In-person Election: **Tuesday, November 3**

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

Issue	Joe Biden	Donald Trump
Collective Bargaining	Biden will seek to engage the Labor Board to dramatically reduce worker misclassification. He will force employers to the bargaining table if they're found to be bargaining in bad faith.	Upending 70 years of board doctrines, Trump's Labor Board empowers employers to make unilateral changes upon contract expiration and allows employers to withdraw union recognition if they "believe" the union does not have majority support.
"Right to Work" laws	Biden says he will work to repeal the Taft-Hartley provisions that allow states to impose "right to work" laws.	If a National Right to Work law comes to his desk, Trump has said that he'd sign it.
Safety on the Job	Biden has called for doubling the number of OSHA investigators, and will work with state and local governments to ensure comprehensive protections for frontline workers.	Trump's team has gotten rid of several OSHA safety standards and reduced the number of OSHA investigations. This has increased worker deaths.
The National Labor Relations Board	Biden will appoint members to the NLRB who will protect, rather than sabotage, worker organizing, collective bargaining, and workers' rights to engage in concerted activity whether or not they belong to a union. Biden supports the PRO Act, which will make it easier for workers who choose to unionize to do so.	Trump appointed a Littler Mendelson attorney to the Labor Board, which now consistently sides with management over workers. They doubled the time it takes to get a union election and have worked to break federal unions.





Get your IAM news on the web!

Visit the District 190 website at: iamdistrict190.org
The International IAM website is at: 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/Local1101
Local 1173: facebook.com/pages/Machinists-Union-Local-1173
Local 1546: facebook.com/iam1546
Local 1584: facebook.com/IAMLocal1584

Twitter
Union Organizer: @union1484



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:

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The IAM District 190
Sparkplug

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Debra Chaplan, Managing Editor



RECOMMENDATIONS

LOCAL ELECTION ENDORSEMENTS

For the Union's recommendations on state and federal races (State Assembly, State Senate and Congress), go to www.calaborfed.org
For Local races, check with your Local Central Labor Council.

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 12 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.

Proposition 14: No Recommendation
Authorizes Bonds to Continue Funding Stem Cell and Other Medical Research.

Proposition 15: YES
Increases Funding for Public Schools, Community Colleges, and Local Government Services by Changing Tax Assessment of Commercial and Industrial Property.

Proposition 16: YES
Authorizes California to Repeal Proposition 209 and Restore Affirmative Action.

Proposition 17: YES
Authorizes California Voting Rights Restoration for Persons on Parole.

Proposition 18: YES
California Voting for 17-Year-Olds.

Proposition 19: YES
Property Tax Transfers, Exemptions, and Revenue for Wildfire Agencies and Counties.

Proposition 20: NO
Restricts Parole for Non-violent Offenders. Authorizes Felony Sentences for Certain Offenses Currently Treated Only as Misdemeanors.

Proposition 21: No Recommendation
Expands Local Government's Authority to Enact Rent Control on Residential Property.

Proposition 22: NO
Changes Employment Classification Rules for App-based Transportation and Delivery Drivers.

Proposition 23: YES
Authorizes State Regulation of Kidney Dialysis Clinics. Establishes Minimum Staffing and Other Requirements.

Proposition 24: No Recommendation
Amends Consumer Privacy Laws.

Proposition 25: YES
Referendum to Overturn 2018 Law that Replaced Money Bail System with a System Based on Public Safety Risk.

Celebrating Labor Day By Helping the Community



Although the traditional Labor Day Parade was cancelled, unions still came out in force that day in Wilmington near the Port of LA. Local 1484 members joined their sisters and brothers in labor to distribute food boxes to 4,000 families who have been impacted by COVID-19. The event was sponsored by the Los Angeles Labor Council.

"Today, we honor the contributions of American workers, especially those who have fought tirelessly on the frontlines of COVID," said Local 1484 President Rudolph Morales. "Let's show our gratitude by exercising our right to vote, and elect champions that will rebuild an economy that works for EVERYONE this November."

"Special thanks to President Rudy Morales, Recording Secretary Javier Contreras and his son Richard, Adrian Reyes from CGI and the leadership and members of District Lodge 725 for representing the Machinists at this special day," added Area Director Kevin Kucera.



RECOMMENDATIONS

Prop 22: Why you must vote NO!

By now, you may have seen one of the TV commercials featuring a food-delivery driver talking about how he values his job and how “the politicians” are trying to take it away.

If you haven’t seen it yet, chances are that you will, because Uber, Lyft, Doordash and other so-called “gig economy” corporations are planning to spend a record-busting \$180.4 million to spread their misleading message about Proposition 22 on the November ballot.

Prop 22 was put on the ballot by Uber and Lyft to exempt themselves from AB5. This law, that unions fought hard to get passed in 2019, seeks to end the misclassification of workers as “independent contractors,” and make all companies—including the ride-hailing app companies—pay into unemployment, medicare and social security just like our good union employers do.

The fact is, **Proposition 22 isn’t about preserving anyone’s job**, like the commercials say. Instead, it’s about undermining basic labor law Californians have put into place over decades to protect workers. We’re talking about fundamental protections like unemployment insurance, worker’s compensation, meal breaks and safety equipment. These **billion-dollar corporations** desperately want to avoid having to provide real jobs, and they’re trying to write a special law just for themselves so they can continue to avoid their responsibility.

If they get away with it, the door will be wide open for companies in virtually every industry to destroy middle-class jobs and replace them with low-wage, dead-end gigs to be filled by folks who aren’t guaranteed a minimum wage, can receive no overtime no matter how long they work, and have to pay all their Social Security and Medicare taxes out of their own pockets.

The stakes are high, and we can’t let them get away with it. That’s why Californians must vote No on Proposition 22.

The gig corporations have fought every step of the way in their attempt to avoid responsibility. They’ve lost in the California Supreme Court, they’ve been sued by the California Attorney General and they’ve been rebuffed by the Legislature and Gov. Gavin Newsom. Their last-ditch hope is to throw tens of

millions of dollars into a ballot initiative to try to fool voters about what they’re trying to do.

They are spending all this money at the same time that taxpayers have had to dig deep in our pockets to provide unemployment benefits for their drivers – because these companies insisted on pretending their drivers aren’t their employees.

According to a University of California study done earlier this year, **had Uber and Lyft faced up to their responsibility, they would have paid \$413 million into the state’s Unemployment Insurance fund** between 2014 and 2019. But they didn’t. When the pandemic came, it was **taxpayers who had to pay for emergency aid to out-of-work drivers.**

In addition, even as they spend their millions on a deceptive political campaign, they have failed to provide drivers with gloves, masks and other safety equipment the drivers need to protect themselves, their families and the public.

On those commercials, you will hear gig drivers say how they value the flexibility of their work hours. This is a talking point the gig corporations have used repeatedly, asserting that they are acting to protect the interests of their drivers. However, there’s **nothing in current law that precludes the companies from paying their workers as employees while keeping their flexible work hours.** It’s a sham!

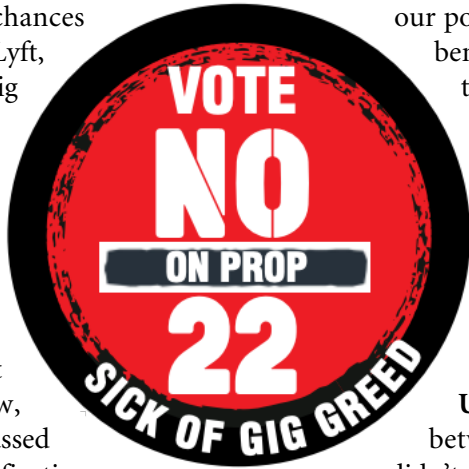
Make no mistake: Uber, Lyft and Doordash wrote Proposition 22 to benefit themselves, not their drivers.

These companies are sophisticated, and incredibly wealthy. Uber just spent \$2.65 billion to acquire a food delivery company. They’re not hurting for cash. They’re looking to expand into every industry, threatening to turn millions of good jobs into sub-minimum wage gigs.

These companies are breaking the law, and they’re trying to buy themselves a new law that applies only to themselves. Come November 3, California voters must send them a strong, clear message: When it comes to shortchanging your workers, the gig is up.

Vote NO on 22!

For more info, go to: sickofgigreed.com



Answers to California election questions

Q: How do I request a mail-in ballot in California?

A: A ballot will be automatically sent to you as long as you’re registered to vote at the correct address 15 days before Election Day.

If you do not register to vote 15 days beforehand – by Oct. 19 – then you can still vote, just not by mail. You’ll need to register to vote in person and fill out a provisional ballot.

Q: When will I receive my mail-in ballot?

A: Counties must begin sending ballots to voters by Oct. 5. Ballots will be sent to military overseas voters on Sept. 19.

Q: When should I send my ballot in to make sure it’s counted?

A: The Secretary of State recommends mailing your ballot by October 27. However, you have until election day to mail it in. Officials will count ballots that are postmarked by then for up to 17 days after Election Day.

Ballots are considered first-class mail, and though there is a space to put a stamp voters do not have to pay for postage. However, if you’re mailing your ballot late, you’ll need to place a stamp on it so that it will get post-marked. The Postal Service website says first-class mail should be delivered in one to three business days, but there’s a disclaimer on the site that some deliveries may take longer due to the pandemic.

Brian Voigt, a legislative liaison for the union that represents mail carriers, said he wasn’t confident a week would be enough time and voters should plan to mail in their ballots as soon as they can.

“The ballot is going to be sent out in October, and if you know already who you’re going to be voting for, then fill it out and get it back as soon as you can,” Voigt said.

Ballots may also be placed in local drop boxes if voters prefer not to mail them. You can find locations at sos.ca.gov.

Q: How will I know if my ballot is counted after I send it in?

A: You may track your ballot at:

WheresMyBallot.sos.ca.gov

If your county receives your ballot and notices an error, they will try to contact you to have you correct it. (Be sure to sign the outer envelope when you mail in the ballot.)

Q: If ballots can still be counted 17 days after Election Day, how long will it take to know election results?

A: It’ll be a long November. While some landslide races may be unofficially called quickly, official election results are not due until 30 days after Election Day. Some contested races will take that long, as the vast majority of voting is likely to happen through the mail and ballots could come in well after Nov. 3.

In the 2018 general election, 65% of California ballots were cast by mail. That number grew to 72% in the 2020 March primary—and that was before the pandemic hit.

The vote counting process in California is an open one, so people should have confidence in the election results. Some Republicans in 2018, including Trump, called foul as Democrats made late gains in seven contested California House races. But more Democratic votes rolling in later than Republican ones is a normal trend and not evidence of fraud, experts have said.

Adapting to the pandemic....District 190 is on the case!

When the pandemic hit and the state issued shelter-in-place orders in mid-March, IAM District 190 immediately closed the District’s Oakland office and all of the Local offices across the state. “That doesn’t mean that our work stopped, or even slowed down,” says Directing Business Rep Jim Beno. “The vast majority of our members were deemed ‘essential’ and had to go to work, and we needed to ensure that they had what they needed to work safely. And for those who were laid off, our business reps needed to make sure that companies were meeting the guidelines of the contracts.”

Initially, bargaining was put on hold, especially when management representatives were located out of state. Then, Business Reps worked to get contracts extended, just dealing with wage and benefit increases, in hopes that the economy would bounce back before opening up the contract.

As the months rolled on, they started holding more negotiations and grievances on Zoom, “which creates its own challenges,” says Business Rep Brian Fealy. “When you’re doing in-person talks, you read

people and you read the room. That aspect is taken away on Zoom. Basically we have to adapt.”

So far, arbitrations have continued to be in-person events. “It’s a court setting. Not everyone needs to be in the room at the same time,” says Beno.

District 190 and most of the Local unions are holding their meetings on Zoom or a similar program. Several Locals will have officer elections this year, and all must elect their delegates to the District Lodge. Nominations may take place in person or on-line in November, and if elections are necessary, they will likely be in-person or by absentee ballot in December. Check with your Local Lodge.

“For the first 3-4 months, we didn’t have any members turn up positive,” says Fealy. “But lately, there has been an uptick of COVID cases and members are being affected.” So far, there has only been one fatality: 21-year member of Local 1546, Jimmy Soto.

Fealy’s advice: “Keep wearing your masks. Wash your hands. Follow the guidelines. Do the best you can—this is not going away any time soon.”

AROUND THE LOCALS



Local 1484

COVID troubles

When the pandemic hit, about 75 members at numerous shops around the Local were immediately laid off. “The good news,” reports Area Director Kevin Kucera, “50 of them have already been hired back.”

“At one shop, an entire department got COVID,” he says. “But mostly, there are cases here and there that have gotten dealt with appropriately.”

“Through it all, the Local maintains its commitment to stepping up organizing and doing the political work needed before the November election.

Local 1528

Increased need for cans

Since sheltering in place started and restaurant service has been limited, consumer demand for canned goods has shot through the roof. Silgan Containers in Riverbank has been a recipient of that growth, with a 30% increase in orders for their cans.

“As a result, the overtime demands have also escalated precipitously,” says Area Director Mark Martin. “Our members are working lots of 12 hour days, 7 days a week, to the point where some of our members haven’t had a day off since July 4th.” Martin expects this to be a major issue next year when they have to get back to the bargaining table.

Contract at JM Equipment

The members at JM Equipment ratified their new three-year agreement in March, just before the pandemic hit. “The agreement raises

wages 3% each year,” says Business Rep Paul Abarca.

When COVID forced so many closures, JM quickly furloughed 12 members. Fortunately, they have brought back all but four (three in Manteca and one in West Sacramento.) “The company reports that it has been hit hard this year as customers are reluctant to spend money,” adds Abarca. “This has slowed the return process for the remaining employees.”

A few more contracts

Business Rep Paul Abarca reports that the members at Brooks Body Shop in Stockton ratified a three-year agreement at the end of March. They’ll get a 3% raise in year one while maintaining their health and welfare benefits, with wage and benefit re-openers in the following years.

In August, the members at Precision Stripping and Coating in Lodi got a one-year contract extension that includes a 5.5% increase.

Local 1546

Contract at Aramark

Area Director Don Crosatto reports that the five members at Aramark in Hayward have a new three-year contract that will get them \$2.10 in wage increases over the contract term. “The company, which supplies linens and uniforms, has suffered a significant loss of business due to the pandemic, but, in fact, the shop hasn’t suffered any loss of work,” he says.

Their health and welfare split was unchanged and they gained first day coverage on sick leave.

Progress on first contract

The Local has made substantial progress on first contract negotia-

tions with MV Transportation, the contractor for WestCAT—the bus transit system for Northwest Contra Costa County.

“The negotiations have been tough because ridership is down by 80% and they haven’t collected fares since March,” Crosatto says. “The language is all worked out and we’re dealing with economics now. While they’re below the area standard for mechanics, the employer is proposing decent wage adjustments. We’re hopeful to have a contract soon.”

Two waterfront victories

Crosatto reports two victories in the on-going waterfront saga with PCMC. On July 9, in a very quick decision, the Labor Board ruled that any IAM members who worked for more than a half-month and paid dues to the Longshore Workers Union (ILWU) needed to be reimbursed for any dues they paid to the ILWU. “With interest, we believe that will come to \$3 million paid directly to those members,” Crosatto says, adding that the ILWU filed a 74-page appeal. “It’s likely that this will delay the case for another year, but the interest will continue to pile up.”

The second case took place in Seattle and had to do with work jurisdiction at SSA’s Terminal 5. “This was a significant win because it’s the first time that we will take a terminal away from the ILWU,” Crosatto explains.

Local 1584

Shop closes

Sadly, after being a union shop for more than 60 years, San Leandro-based Diamond Manufacturing lost its main client and had to close its doors. At 88 years of age, owner

Jim Ogelvie has been a member of the Machinists for 61 years.

In all, sadly, four Machinists, including Ogelvie and his son, and four Boilermakers are now out of work.

Local 1596

New contract at Henry Curtis Ford

The members at Henry Curtis Ford finally ratified a contract after their last one was never signed in 2015. “It’s a long, sad story,” says Area Director Steve Older. “The employer honored the 2015 contract that we had negotiated, but never officially signed it.”

Older says that, in addition to some significant raises, the new contract puts in place a 4-year tiered system that will automatically move new techs through training and into journeyman status.

Local 2182

Taking advantage

Area Director Mark Martin reports that the negotiations with Harrold Ford have been tough-going. “With COVID impacting the industry as a whole, the employer is seeking to take advantage of a bad situation,” he says. “We’re reaching a critical stage. There will be more news to come.”

Working on first contract

Following a tough organizing campaign, Mark Martin reports that talks are progressing for a first contract at Ryder Truck in Stockton.

“Many thanks to our Shop Steward, Arnold Cantu, for all of his efforts in dealing with the workplace issues and for his help at the bargaining table,” says Martin. “We’re

continued on page 5

ORGANIZING WINS

Tracy Toyota

After the techs at Tracy Toyota went on strike for 60 days, they finally got the union election that they struck for. But that wasn’t all. “The company wanted to expand the unit thinking that this would dilute the vote,” says Area Director for Organizing Jesse Juarez. “But instead, the service and parts employees joined the techs and the wall-to-wall group voted for the union by a 70% margin.”

The dealership’s owner, former football player Ronnie Lott, had brought in the notorious union buster John Boggs to stifle the union drive. “He continued to disrespect the process, filing numerous frivolous objections that would delay the certification,” Juarez explains, adding that Ronnie Lott is one of the worst employers he’s ever encountered. “He’s running the place into the ground and won’t call the techs back to work,” Juarez adds. “Without enough certified mechanics, they can’t get work done and they’re getting horrible reviews.”

In August, the Labor Board issued a com-

plaint against the dealership for not rehiring the techs. “As a result, not only did they have to reinstate a few of the techs, they’ll have to make them whole for unlawfully trying to permanently replace them,” Juarez says.

He adds that the union is doing all it can to get the employer to the bargaining table. “These workers want to work and they want a union. We’re there for them.” More to come!

Penske Honda Chula Vista

The techs at this Honda dealership near San Diego will be holding an all-mail ballot union election—the ballots get mailed on September 21, and the Labor Board will count the vote on October 13.

“As soon as we marched on the boss to let him know the techs wanted union representation, the employer hired direct persuaders who started holding meetings. These techs are tired of the bad pay they get, and the wage and hour violations they’ve had to endure,” says Area Director Kevin Kucera. “Of course, the company is trying to bribe

their way out of unionization. We’re hopeful, though, that the group will stay strong.”

Lexus of San Diego

In another long saga, the techs at this Penske dealership voted for the union in February, but the employer filed frivolous objections. “Rather than fight those out, we agreed to a new election, which was held in May,” says Juarez. “We won it by 100% and the Labor Board certified it. Then the company filed more objections.”

Now, Juarez says that they’re just refusing to bargain and are thumbing their nose at labor law. “It’s all about delaying. It’s now September and we’re still in limbo waiting for the Labor Board.”

Honda of Valencia in Santa Clarita

“There were some pandemic layoffs and it’s been hard to get to the table because of COVID,” Juarez reports. “But, we’re still in bargaining for a first contract at this dealership.”

Continued from page 4

continuing to make significant progress on language, but we'll have to see how things go when we head into economics."

Unfortunately, due to the pandemic, Ryder's business has taken a significant hit and there are techs currently out on layoff.

Just in time

The members at Riverview International in West Sacramento ratified a three-year agreement at the end of March, just before COVID closed-down in-person meetings.

"The group will average 10% in wage increases over the life of the contract while maintaining their health and welfare ben-

efits," said Business Rep Paul Abarca. "We got lucky closing negotiations when we did."

A concrete contract

The A&A Ready-Mixed Concrete contract was ratified in May for three more years. "The members will see at least 5% in wage increases in each year of the agreement," says Business Rep Paul Abarca. "We also secured additional money per hour for Swing and Graveyard shifts." There were also improvements in vacation and funeral leave.

"The members have done an amazing job at the Port of West Sacramento and the employer rewarded it in their wages," Abarca adds.

HEALTH & WELFARE UPDATE

Welfare Plan Actions during COVID-19 (COVID-19) Pandemic

It has been six months since the COVID-19 (COVID-19) changed how we go about our daily lives. During this time, the Board of Trustees of the Automotive Industries Welfare and Pension Plans have continued to monitor the impact of the pandemic and have continued to provide relief for the members and dependents who rely on the Plans for benefits.

Blue Cross

Members in the **Blue Cross Direct Pay Plan** will continue to have all testing for diagnosis of COVID-19 covered at 100% (both In-Network and Out-of-Network) and In-Network COVID-19 treatment covered at 100% until the National Emergency is declared over.

The Trustees have also extended the Co-payment waiver whenever Blue Cross LiveHealth Online telehealth services are used. **The Co-payment is waived for all treatment, not just relating to COVID-19.**

Kaiser

For participants who have elected coverage in the Kaiser medical plan, please visit <https://healthy.kaiserpermanente.org/northern-california/health-wellness/COVID-19-information> for information on how Kaiser is assisting participants during the COVID-19 pandemic.

Important Resources

- Resources for the Blue Cross Plan and the Kaiser Medical Plan can be found on the Trust Fund website at www.aitrust-funds.org.
- Visit the Center to Disease Control and Prevention (CDC) for the latest information regarding the COVID-19 pandemic <https://www.cdc.gov/COVID-19/2019-ncov/index.html> or the State of California webpage dedicated to COVID-19 at <https://covid19.ca.gov/>

Individual Account Retirement Plan-COVID-19 Distributions

For all participants in the Automotive Industries Individual Account Retirement Plan, as of April 1, 2020, if you have been diagnosed with COVID-19 by a test ap-

proved by the Centers for Disease Control and Prevention (CDC), have a spouse or dependent who is diagnosed with COVID-19 by such test, or if you have experienced adverse financial consequences as a result of COVID-19, you may be able to take a distribution not to exceed the lesser of (i) 50% of your Individual Account balance, or (ii) \$100,000. This temporary COVID-19 Distribution is available from April 1, 2020 to December 31, 2020, in accordance with the CARES Act.

To apply you will need to certify in writing that you meet one of the following criteria:

- You are diagnosed with COVID-19 by a test approved by the CDC;
- Your spouse or dependent is diagnosed with COVID-19 by such a test; or
- You experience adverse financial consequences as a result of COVID-19 because you, your spouse, or a member of your household:
 - was quarantined, furloughed, laid off;
 - had a reduction in work hours, or closure or reduced hours of business;
 - was unable to work due to lack of childcare;
 - had a reduction in pay or self-employment income; or
 - other factors as determined by the Secretary of the Treasury.

If you believe that you may qualify to take this distribution, you should contact the Trust Fund Office for an application at 800-635-3105.

Reminder: All Your Benefit Information Is Online

All your benefit information is available on the Trust Fund website: www.aitrust-funds.org All relevant information regarding plan benefits is available at the website page.

If you are a participant in any of the related plans: Welfare, Pension, Individual Account Pension Plan or Michael J. Day, the Plan has created a personal account page containing your information that can be accessed once a "User Account" is created. If eligible, there is a downloadable application for benefits available on the website.

BUY UNION

Union-made sweets

Everybody gets giddy as the calendar creeps toward November. The scary costumes, the jack-o-lanterns... what's not to love about Halloween? Whether this year's celebration is a door-to-door affair, or takes place virtually, the candy show must go on. The sweetest treats are those made by companies that treat their workers fairly and give them a voice on the job. So, whether your favorites are chocolates, suckers, sweets or sours, you've got union-made choices. Let's all sweeten our way to a stronger America this Halloween!



- 5th Avenue
- Abba-Zaba
- Almond Roca
- Baby Ruth
- Big Hunk
- Butterfinger
- Cadbury
- Caramello
- Clark Bar
- Ghirardelli Chocolate
- Hershey's Kisses
- Hershey's Hugs
- Hershey's Nuggets
- Jelly Belly
- Kit Kat
- LOOK!
- Mallo Cups
- Mary Jane
- Mighty Malts
- Necco Wafers
- Red Vines
- Rolo
- Russell Stover
- See's Candies
- Smarties
- Sour Punch
- Super Ropes
- Tootsie Rolls
- U-NO
- York Peppermint Patties
- Zagnut

For many more great tips about union products and services, go to Labor 411 at **Labor411.org**. This great resource tracks and promotes a wide range of union-made consumer products.



IN THE NEWS

Postal workers are speaking out to save democracy

As Postmaster General Louis DeJoy slows down mail delivery to help Donald Trump accomplish his goal of undermining mail-in voting and continuing the decades-long Republican war on the U.S. Postal Service, postal workers have sounded the alarm. “You don’t just go and tell management, ‘Hey, I saw that. That’s not allowed,’” Scott Adams, an American Postal Workers Union Local president in Maine told the Portland Press-Herald’s Bill Nemitz. “At some point you have to hold their feet to the fire and say, ‘I’m telling you, and I have been telling you, you follow the rules. And when you don’t, we’re blowing it up.’”

It’s not just in Maine. Postal workers in other locations are pushing back against DeJoy and Trump’s sabotage, as in the Milwaukee area where workers organized and refused to follow the new rules. With DeJoy having removed many sorting machines, though, it’ll take more than workers doing their jobs—against the rules—to fix things. As American Postal Workers Union President Mark Dimondstein told *The American Prospect*, “Can the union do something specifically about what machines they have or don’t have in the post office? No. Can the union be part of a movement to share with the public what’s really going on and be part of a movement for change? We’ve seen that in the last month.”

Laura Clawson, Daily Kos Labor

NLRB: Employers cannot prohibit workers from talking badly about them

The National Labor Relations Board has issued a decision in favor of employees who talk negatively about their employers.

The employer in the case had a policy that prohibited “Statements either oral or in writing, which are intended to injure the reputation of the Company or its management personnel with customers or employees.”

The NLRB found the rule unlawful, holding that:

“The rule’s prohibition against statements to other employees ‘that are intended to injure the reputation of the Company or its management personnel’ significantly restricts Section 7 rights [of the National Labor Relations Act]. ‘It is axiomatic that discussing terms and conditions of employment with co-workers lies at the heart of protected Section 7 activity.’”

The NLRB continued, “Such discussions are often inseparably linked to complaints about the employer itself and the managers who establish and enforce those terms and conditions . . . The rule thus potentially interferes with the exercise



of the right to engage in activities that lie at the core of Section 7 of the Act. No justification outweighs this significant impairment of Section 7 rights.”

Sahid Fawaz, Labor411.org

NBA’s deal with players union includes big win for voting rights

Several cities with NBA arenas could see those facilities turned into in-person voting sites this fall, thanks to a deal reached Friday between players and franchise officials to resume the NBA playoffs this weekend.

The NBA and NBA Players’ Association announced the agreement — which also includes the establishment of a social justice coalition and an NBA ad campaign promoting civic engagement — after several playoff games were put on hold in August due to team boycotts. The player strike was in protest of a Wisconsin police officer shooting of Jacob Blake, a black man who appeared to show no immediate threat. With four bullets in his back, he was left paralyzed.

“In every city where the league franchise owns and controls the arena property, team governors will continue to work with local elections officials to convert the facility into a voting location for the 2020 general election to allow for a safe in-person voting option for communities vulnerable to COVID,” the statement announcing the new deal said.

While some, including White House senior advisor Jared Kushner, dismissed the NBA strike, the benefits this agreement stands to bring voters—including voters of color—are concrete and significant.

One of Kentucky’s most populous counties hosted in-person voting in a sporting arena for its June primary and it proved to be an effective approach in the pandemic to keep wait times low while keeping voters and workers spaced out to limit COVID-19 transmission.

Furthermore, NBA arenas are

often located near public transportation, making them accessible to low-income voters.

Georgia election officials had already announced a plan with the NBA Hawks to use their Atlanta arena for early voting, and since then, a civic engagement group launched by NBA star LeBron James has helped craft deals to use sporting facilities in other parts of the country for voting.

These partnerships between election officials and sporting facilities have also facilitated the use of arena employees as poll workers, helping to solve the poll worker shortage COVID-19 has caused.

The announcement acknowledged that there might be legal or logistical challenges in some NBA hometowns in transforming those arenas into voting sites.

“If a deadline has passed, team governors will work with local elections officials to find another election-related use for the facility,” the announcement said.

Tierney Sneed, Talking Points Memo

Families First COVID-19 Response Act: Employer Paid Leave Requirements

The Families First COVID-19 Response Act (FFCRA) requires certain employers to provide their employees with paid sick leave or expanded family and medical leave for specified reasons related to COVID-19. These provisions will apply through December 31, 2020.

Generally, the Act provides that covered employers must provide to all employees:

- Two weeks (up to 80 hours) of paid sick leave at the employee’s regular rate of pay where the employee is unable to work because the employee is quarantined, and/or experiencing COVID-19 symptoms and seeking a medical diagnosis; or
- Two weeks (up to 80 hours) of paid sick leave at two-thirds the employee’s regular rate of pay because the employee is unable to work because of a bona fide need to care for an individual subject to quarantine, or care for a child (under 18 years of age) whose school or child care provider is closed.

A covered employer must provide to employees that it has employed for at least 30 days:

- Up to an additional 10 weeks of paid expanded family and medical leave at two-thirds the employee’s regular rate of pay.

Covered Employers: The paid sick leave and expanded family and medical leave provisions of the FFCRA apply to certain public employers, and private employers with fewer than 500 employees.

Small businesses with fewer than 50 employees may qualify for

exemption from the requirement to provide leave due to school closings or child care unavailability if the leave requirements would jeopardize the viability of the business as a going concern.

A full-time employee is eligible for up to 80 hours of leave, and a part-time employee is eligible for the number of hours of leave that the employee works on average over a two-week period.

To find out if you are eligible for FFCRA coverage, go to: www.dol.gov/agencies/whd/ffcra/benefits-eligibility-webtool

President’s policy does nothing to fix historically high UI claims

The week of August 17, 1.4 million workers applied for unemployment insurance (UI) benefits. Breaking that down: 892,000 applied for regular state unemployment insurance (not seasonally adjusted), and 543,000 applied for Pandemic Unemployment Assistance (PUA).

Republicans in the Senate allowed the across-the-board \$600 increase in weekly UI benefits to expire at the end of July. That means people on UI are now forced to get by on the meager benefits which are in place without the extra payment, which are typically around 40% of their pre-virus earnings. It goes without saying that most folks can’t exist on 40% of prior earnings without experiencing a sharp drop in living standards and enormous pain.

In response to the Senate’s inaction, President Trump issued a sham of an executive memorandum. It was purported to give recipients an additional \$300 in benefits. But in reality, even this drastically reduced benefit is only available to recipients in a handful of small states, and only for a few weeks. The executive memorandum is a false promise that actually does more harm than good because it diverts attention from the desperate need for the real relief that can only come through legislation.

This is cruel, and terrible economics. The extra \$600 was supporting a huge amount of spending by people who now have to make drastic cuts. The spending made possible by the \$600 was supporting 5.1 million jobs. Cutting that \$600 means cutting those jobs—it means the workers who were providing the goods and services that UI recipients were spending that \$600 on lose their jobs. We remain 12.9 million jobs below where we were before the virus hit, and the unemployment rate is higher than it ever was during the Great Recession. Now isn’t the time to cut benefits that support jobs.

Heidi Shierholz, Economic Policy Institute



DISTRICT & LOCAL LODGE ELECTIONS

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

Nomination & Election of District Lodge 190 Delegates

In accordance with Article II, Section 1,2,3,4 of the District Lodge 190 Bylaws, you are hereby notified that nominations for District Lodge Delegates shall take place at the first meeting in November for each Local Lodge affiliated with District Lodge 190. At the first meeting in December each Local Lodge shall elect the number of Delegates that they are entitled to, as determined by the District Lodge, by secret ballot vote of the members in "good standing." Members should contact the Local Lodge to verify the date and location of these meetings (as listed on Page 8) because, due to COVID, they may be held in person or on Zoom.

The candidate(s) who receive the highest votes for Delegate within their respective Local Lodge shall be declared elected. Those candidates with the next highest number of votes may be alternate delegates.

Subject to qualifications and eligibility required by applicable civil law or the IAM Constitution and in "good standing" of their Local Lodge for at least one (1) year prior to the date of nominations and "working at the trade" as defined in the IAM Constitution are eligible to serve. Members are required to attend 50% or more of their regular lodge meetings held during the 12-month period ending the date of close of nominations.

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

Members are entitled to an absentee ballot as provided for in the IAM Constitution, which includes Covid-19. Also, members who are delinquent in dues payments starting April 1 and extending through September 30 as a result of layoff, your membership and voting rights have been extended through November. Remember, nominations can be submitted in writing.

*Glenn Gandolfo
Secretary-Treasurer*

Local Lodge 653 Nominations and Election

Nominations for the following offices shall take place at the Local Union Hall (or on-line) on November 18, 2020.

President • Vice President • Secretary/Treasurer • Recording Secretary • Conductor/Sentinel • Three (3) Trustees • Audit Committee

The election will be held on December 17, 2020 at the general membership meeting.

Local Lodge 1596 Nominations and Election

Nominations for the following offices shall take place at the Local Union Hall (or on-line) on November 17, 2020.

President • Vice President • Secretary/Treasurer • Recording Secretary • Conductor/Sentinel • Three (3) Trustees • Audit Committee

The election will be held on December 15, 2020 at the general membership meeting.

Local Lodge 1484 Nominations and Election

Nominations for Local Lodge 1484 Executive Board will take place at the November General Meeting held on November 3, 2020. The election will be held on December 1, 2020. In both cases, the Local hopes to be able to hold in-person meetings at the Union Hall, but will hold either or both meetings on Zoom, as needed. Check with the Local before the meeting.

President • Vice President • Secretary Treasurer • Recording Secretary •

Conductor-Sentinel • Senior Trustee/Delegate • Five (5) Trustees •

California Conference of Machinists Delegates (Up to 3)

Los Angeles County Federation of Labor Delegates (Up to 2)

Orange County Federation of Labor Delegates (Up to 1)

SD-Imperial Counties Labor Council, AFL-CIO (Up to 3)

District 190 Delegate (Up to 2)

Bylaws Committee • Audit Committee • Retiree Representative •

Events Chairperson • Organizing Chairperson

For all of the rules governing the nominations and elections, check out Article M of the Local 1484 By-Laws. Contact the local if you need a copy.

Local Lodge 1528 Nominations and Election

Nominations of Officers and Executive Board will be held on Wednesday November 4, 2020 at 7 p.m. at the regular membership meeting.

Election of officers and Executive board will be held December 2, 2020 at the regular membership meeting at 7 p.m.

Offices to be elected include: President • Vice President • Secretary/Treasurer • Recording Secretary • Three (3) Trustees • Conductor-Sentinel • Executive Board.

General membership meetings are held at the Union Hall: 713 16th Street, Modesto, CA 95354, or if necessary, will be held on-line.

Local Lodge 2182 Nominations and Election

At our regular meeting on Tuesday, November 10, 2020 at 7:00 p.m., nominations will be held for the following positions: President, Vice President, Recording Secretary, Secretary/Treasurer, Conductor/Sentinel, Executive Board (three to be elected), Building Committee (five to be elected), and Audit Committee (three to be elected).

Election of officers will be held at the regular meeting in December, which is December 8, 2020. Polls will be open from 12:00 noon to 9:00 p.m. (Double check if this will be held in-person or by mail ballot.)

The following election regulations will be observed:

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.

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. Reasons may include:

- I reside more than 25 miles from the designated local lodge polling location.
- I am confined due to an illness or injury (including concerns about voting in person due to Covid-19)
- I will be on family leave.
- I will be on vacation (active employees only).
- I will be on official IAM business
- I will be on employer assignment at work.
- I will be on military leave.

I am retired and will be more than 25 miles from my residence.

The Request for Absentee Ballot must be delivered to the Recording Secretary of your Local Lodge in person or by mail no later than thirty (30) 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 Vote: Only members in good standing and free from delinquency of any nature to the Local Lodge shall be allowed to vote.

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 in advance to ensure that you're registered to join them on-line. See the list below to find the email address of the Local and let them know that you want to participate in your on-line union meeting.



IN MEMORIAM

District Lodge 190 extends its condolences to the families of the following former IAM staff:

- Bud Willis, Retired Business Representative for Locals 1492 and 1173
- Julie Quayle, Retired Secretary of the District 190 Apprenticeship office
- Jose Rodriguez, Retired Grand Lodge Rep and Local 1546 member

We also recognize the District's first COVID fatality:

- Jimmy Soto, a mechanic at Honda of Oakland, 56 years old and a 21-year member of Local 1546.

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.

UNION MEETINGS

District Lodge 190

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

Meetings are the fourth Tuesday of each month

October 27 • November 24 • December 16

Executive Board Meeting: 6:30 p.m.

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

(Note: The December meeting was changed due to the 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 15 • November 19 • December 17

General Membership Meeting: 6:00 p.m. on the first Tuesday of the month

October 6 • November 3 • December 1

Retirees' Club: 1:00 p.m. on the third Wednesday of the month: October 21 • November 18 • December 16

Local 93

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

Meetings are the second Tuesday of each month

October 13 • November 24 • December 8

Grievance Committee: 3:30 p.m.

Executive Board Meeting: 4:30 p.m.

Membership Meeting: 5:00 p.m.

Meetings will be held on the Bluejeans App for the foreseeable future. Email rbreckenridge1101@sbcglobal.net to learn how to join in.

Local 1528

713 16th Street
Modesto, CA 95354
209-529-9210
machinists2182@gmail.com

Meetings are the first Wednesday of the month

October 7 • November 4 • December 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 17 • November 21 • December 20

Narcotics Anonymous: 5:30-6:30 p.m. every Tuesday

Local 653

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

Meetings are the third Wednesday of the month

October 21 • November 18 • December 16

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 6 • November 3 • December 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

October 1 • October 29 • November 26

Retiree Club Pot Luck Luncheon: 12 noon on the first Wednesday of each month

October 7 • November 4 • December 2

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 15 • November 19 • December 17

Membership Meeting: 4:00 p.m.

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

Local 1584

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

Meetings are the third Thursday of the month

October 15 • November 19 • December 17

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 6 • November 3 • December 1

Local 1596

1900 Bates Ave., #H
Concord, CA 94520
925-687-6421
LL1173@sbcglobal.net

Meetings are the third Tuesday of the month

October 20 • November 17 • December 15

Executive Board Meeting: 6:00 p.m.

Membership Meeting: 6:30 p.m.

Local 1101

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

Meetings are the second Thursday of the month

October 8 • November 12 • December 10

Executive Board Meeting: 5:30 p.m.

General Membership Meeting: 6:30 p.m.

Meetings will be held on the Bluejeans App for the foreseeable future. Email aab1101@att.net to learn how to join in.

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 8 • November 12 • December 10

Membership/Shop Stewards' Meeting: 6:30 p.m. on the second Thursday of the month

October 8 • November 12 • December 10

LL1173@sbcglobal.net

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 15 • November 19 • December 17

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

October 8 • November 12 • December 10

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

October 15 • November 19 • December 17

Retirees' Club: 11:00 a.m. on the first Wednesday of March, June, Sept., Dec. All are welcome!

December 2

Local 2182

967 Venture Court
Sacramento, CA 95825
916--929-1040
machinists2182@gmail.com

Meetings are the second Tuesday of the month

October 13 • November 10 • December 8

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 21 • November 18 • December 16