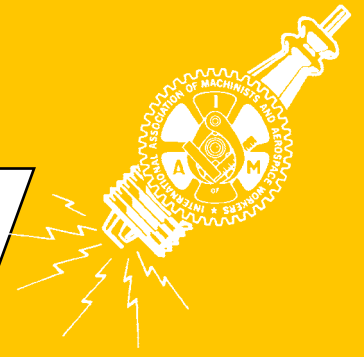


The IAM District 190

Sparkplug



VOL. 23 NO. 1



March/April/May 2021

Serving the Active and Retired Members of IAM District Lodge 190

New leadership in agencies will work to ensure workers' rights

What a difference an election makes!

From leadership appointments to overturning Trump executive orders, the Biden administration has been busy restoring calm and caring to the agencies that oversee working conditions and unions.

On Day One in office, President Joe Biden fired NLRB General Counsel Peter Robb, a move that was widely applauded by unions and working people. Back in the 1980's, Robb was a key player in busting the PATCO union and brought that same anti-union spirit to the NLRB. Robb had completely changed the position from one that defends workers' rights to one that goes after unions.

Robb also had an unhealthy obsession with outlawing Scabby the Rat. He repeatedly encouraged employers' attorneys to file charges that he could use to build the case that an inflatable rodent is illegally coercive.

In his place, Biden appointed Peter Ohr to serve as Acting NLRB General Counsel—Ohr was a regional director for the NLRB and has a long history of pro-worker decisions. He took immediate action to overturn some of Robb's decisions.

Nearly a month later, Biden picked a new General Counsel, Jennifer Abruzzo. She has a long history of working for the NLRB and for unions. She currently works as Special Counsel for Strategic Initiatives for the Communications Workers of America (CWA) where she was the union's point person on dealing with issues that come before the NLRB.

In a novel move, Biden appointed a labor leader to lead the Department of Labor—Marty Walsh, the Mayor of Boston. Walsh previously led Laborers' Local 223 and headed up the Boston Metropolitan District Building Trades Council.

California's current Labor Secretary, Julie Su,



While perhaps not the most important issue of the day, Scabby the Rat is now safe for use at union events. Trump's NLRB General Counsel wanted to ban the rats; Biden's acting counsel, Peter Ohr, moved to drop all complaints about Scabby and let the rat reign supreme at picket lines and rallies. (Photo from an IAM 2018 picket line with Scabby at Cromer.)

was named Deputy Secretary of Labor. Su's career as a lawyer focused on working with low-wage and immigrant workers. One of her biggest cases involved helping 72 enslaved Thai garment workers win a multi-million-dollar lawsuit against clothing companies.

Biden selected a Steelworker to lead OSHA, and named the former head of the Minnesota Building Trades Council to head up the Wage and Hour Division. He has also made new appointments at the Equal Employment Opportunity Commission, the Federal Labor Relations Authority and other agencies.

Unlike in the previous administration, none of these appointments are of people determined to dismantle the agencies they are charged with leading.

For the first time, after a year-long fight by unions, OSHA was ordered to create a COVID safety standard. This will not only create a uniform standard for safety during COVID, but it will also allow workers a new avenue to protect themselves from bosses who refuse to put proper safety procedures

in place. He also instituted a federal mask mandate for everyone involved in interstate travel.

Just a few other immediate changes that Biden instituted by Executive Order include:

- strengthening the federal government's Buy American Provisions;
- implementing a \$15 minimum Wage for federal contractors; reinstating federal diversity and inclusion training;
- allowing federal unions to bargain again;
- enabling workers to refuse dangerous work and still qualify for unemployment insurance, such as with a COVID-19 outbreak.

These are just some of the things that President Biden has done in his first month in office. While it is a good start, Biden has a lot more on his agenda to be completed over the next 47 months, including a major infrastructure project, COVID relief and stimulus, a minimum wage hike, and the passage of the PRO Act (Protect the Right to Organize), which will expand workers' rights on the job and protects the right to choose union representation.

Coronavirus relief plan could save the pensions of one million people

In unveiling the Butch Lewis Emergency Pension Plan Relief Act of 2021, the House Ways & Means Committee took the first step towards ensuring that millions of retirees and active workers who have played by the rules will receive the pension benefits they earned through years of hard work.

The Pension Benefit Guaranty Corporation (PBGC) estimates that more than 100 multi-employer pension plans, including many IAM plans, are in "critical and declining status" and will become insolvent without the ability to pay the earned benefits of current and future retirees.

Congressional Democrats are moving a \$1.9 trillion coronavirus relief plan through a process known as budget reconciliation, hoping to send it to President Biden's desk in March. Unions and their Democratic allies have fought for several years to pass this very pension fix, but were

blocked by then-Senate Majority Leader Mitch McConnell (R-KY.)

Now that Democrats control the House and have the barest of majorities in the Senate, they are attempting to use the budget reconciliation process to pass a package in the Senate with a simple majority, avoiding a filibuster that would normally require 60 votes to overcome.

"This legislation will appropriately and adequately address the multi-employer pension crisis by providing a lifeline to plans in critical financial status ... without cutting the earned benefit promises made to our nation's retirees and working families," said IAM International President Robert Martinez Jr. in a letter to Congress. "Not only will this legislation shore up critical status plans, but it should protect healthy plans from sliding into insolvency due to the current, unprecedented economic situation."

Periodicals postage paid at Oakland, USPS 007966



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

Twitter

Union Organizer: @union1484

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



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

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

The IAM District 190

Sparkplug

The Sparkplug (USPS 007966) is published four times per year by District Lodge 190, International Association of Machinists, Oakland, CA, a non-profit organization. Periodicals postage paid at Oakland. Subscriptions are \$3 per year.

The Sparkplug is the official publication of District Lodge 190 and its affiliated local lodges and notification of any meeting or election in this paper shall constitute official notice per Article B, Section 4 of the IAMAW Constitution and Articles V and VII of District Lodge 190 By-Laws.

Postmaster: Send address corrections to: The Sparkplug, 8201 Capwell Street, Oakland, CA 94621.



Debra Chaplan, Managing Editor



COVID-19 INFO

Situation improving, not out of the woods yet

While the numbers of new cases is going down, more than half a million people in the U.S. have lost their lives to COVID-19 and now is **not** the time to let up our vigilance against spreading the virus.

As this paper goes to press, 6,600 Californians are getting infected each day, which is down from 41,600 per day at peak in mid-January! However, workplace outbreaks are still occurring and the new variants of the virus appear to be more infectious than the original.

Business Reps report seeing numerous outbreaks (more than three cases in 14 days) in IAM shops. The State of California has mandated that employers develop and implement a COVID-19 Prevention Program (CPP) that must be made available at the workplace to employees, authorized employee representatives and Cal/OSHA immediately upon request.

It's important that all workers know their rights to a safe workplace. You have the right to refuse to work unsafely and the union will back you up.

COVID cases on the job

If a worker becomes sick with COVID-19, the employer must:

- Determine who else may have been exposed
- Notify workers of the potential exposure within one business day
- Provide testing to exposed workers
- Investigate how other workers may have been exposed
- Take additional measures to protect workers

If a Worker tests positive or becomes sick with COVID-19, the worker must be excluded from the workplace until:

- It has been at least 10 days since symptoms first appeared AND
- The symptoms have improved AND
- The worker hasn't had a fever of 100.4 or greater for at least 24 hours (and is not taking fever-reducing medications)

If a worker has tested positive but never got symptoms, the worker can return to work when at least 10 days have passed since their first positive test. A worker does not need to have a negative COVID test to return to work.

Co-workers must be notified within one business day in a manner normally used for communication. They must be told of their possible exposure, what they need to do in terms of quarantining and testing, and learn about benefits options. No names should be shared to maintain confidentiality.

The Vaccine

Getting a COVID-19 vaccine is one of the most important ways to stop the pandemic. The available

vaccines are highly effective at preventing COVID-19 and may protect those who do get COVID-19 infection from serious illness. At press time, about 15% of Californians have received their first dose.

COVID-19 vaccines have a 94% chance of keeping you from getting COVID-19. But they have other benefits, too:

- In the rare case that you do still get COVID-19, the vaccine may help keep you from getting seriously ill.
- Getting vaccinated yourself may also protect people around you, particularly those at increased risk for severe illness from COVID-19.
- The vaccine is an important tool to help us get back to some kind of normal.

The future

We don't know what the "new normal" will look like. At this point, even with "herd immunity," which is still a distant dream, public health specialists don't anticipate that the virus will be completely eradicated. More likely, their hope is that the vaccine will contain the virus and future effects will be mitigated by annual booster shots.

Therefore, even after you get vaccinated (and definitely before), make sure to continue to:

- wear face coverings (these days, two masks are recommended to fight the new variants);
- maintain physical distancing (6 feet);
- wash hands often;
- ensure that shared workspaces are cleaned and disinfected.

Your safety and that of your family is just around the corner. Don't take chances; stay safe!

Web Resources about COVID

Laws and resources about COVID at work: dir.ca.gov/dosh/Coronavirus/

General info about health effects and the vaccine: cdc.gov/coronavirus/2019-ncov/

Another useful CDC/FEMA website: Coronavirus.gov

Websites about finding government benefits if you or a family member gets COVID:

Federal: benefits.gov

California: edd.ca.gov/about_edd/coronavirus-2019/faqs/disability-paid-family-leave.htm

District 190 urges governor to vaccinate port workers now

In a letter to Governor Newsom sent by DBR Jim Beno and California Labor Fed Secretary-Treasurer Art Pulaski in February, the union is seeking to get workers at the Ports of Los Angeles, Long Beach and Oakland designated as essential workers who are eligible to get vaccinated as soon as possible.

The letter indicates that more than 700 IAM members "work as mechanics in the Ports of LA, Long Beach and Oakland, maintaining the cranes and equipment that keep these vital hubs of commerce open. Dozens of our members have been stricken with COVID -19 and several have died

from it. Nonetheless, the mechanics we represent have stepped up to the plate and done their best to keep the cargo moving."

"While we realize that almost every occupation is jockeying for top priority in getting vaccinated, we wanted to remind you of the vital role our Ports play in the comeback story of the California economy post-COVID and of the necessity to keep ALL the workers on the waterfront on the job. Accordingly, we are asking that you give a high level of priority for COVID vaccination to all front-line workers, mechanics and longshoremen, in California's Ports."

NEWS FROM THE TRUST FUND

New Employee Assistance Program Provider

The Board of Trustees has replaced Managed Health Network (MHN) with HMC HealthWorks as the new Employee Assistance Program (EAP) vendor for all employees. The new provider will begin offering services on or after April 1, 2021.

The EAP is a resource to help those enrolled in medical coverage through the Fund to address a broad range of personal difficulties that may be causing distress. The EAP offers up to three (3) professional, confidential counseling sessions per employee per incident, with a network of professionals including licensed psychologists, social workers, and marriage and family therapists. In addition, they can offer advice around legal/financial issues, as well as eldercare/childcare. These confidential counseling services are free, with no deductible, copay or coinsurance.



HMC HealthWorks will be sending additional information directly to participants on the services that can be provided, as well as a dedicated member portal that will have additional resources.

2020 Year End Tax Forms

Below is a listing of the 2020 Year-End tax forms that were mailed out by the Trust Fund Office to qualified participants as of January 31, 2021, as required by law.

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

This form is distributed to all plan participants who are currently in pay status or who retired in the calendar year 2020 under the Automotive Industries Pension Plan. In addition to mailing these forms, all 1099-R Forms have been uploaded to every retiree’s individual account on the benefit website and can be printed directly from the site. Visit www.aitrustfunds.org for details on how to obtain a copy electronically. (Prior year forms available through the website will be following IRS guidance and only provide truncated taxpayer identification numbers. However, the complete identification number will be provided to the IRS. This action is being taken to reduce the risk of identity theft.)

- **Individual Account Retirement Pension Plan – 1099-R**

This form is distributed to all participants who took a distribution from their Individual Account Retirement Pension Plan in the calendar year 2020.

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

This form is distributed to all plan participants that received Short Term Disability payments from

the Welfare Plan in the calendar year 2020. This form will not include any additional payments

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

This form is distributed to all plan participants that participated and received medical and prescription drug coverage under the plan in the calendar year 2020. If you were a member of the self-funded medical plan, you will receive this form from the Trust Fund Office. If you were a member of Kaiser, this form will be mailed directly from Kaiser.

Please contact the Trust Fund Office at 800-635-3105 should you need any assistance receiving a duplicate copy of any of the above forms. Consult your tax professional if you have questions about what impact any of the above forms will have on your tax obligation for the calendar year 2020.

COVID-19 National Emergency Extended for Testing and Treatment Services

The declared National Emergency due to the COVID-19 pandemic has been extended into April 2021 by the Department of Health and Human Services. This means that the coverage provided by the Plan for testing and medical treatment relating to COVID-19 have also been extended.

Services for COVID-19 testing provided at In-Network and Out-of-Network providers and facilities will continue to be covered at 100% of the allowed charges with no cost sharing to you or your eligible dependents.

Services for COVID-19 treatment provided at In-Network providers and facilities will continue to be covered at 100% of the allowed charges with no cost sharing to you or your eligible dependents.

Resources for the Blue Cross Plan and the Kaiser Medical Plan can be found on the Trust Fund website at www.aitrustfunds.org.

Visit the Centers for Disease Control and Prevention (CDC) for the latest information regarding the COVID-19 pandemic: cdc.gov/coronavirus/2019-ncov or the State of California’s COVID-19 webpage: covid19.ca.gov

Reminder: Update Your Address with the Trust Fund Office

You should update your address with the Trust Fund Office within 30 days of moving to your new residence. You can submit your address change directly through the Trust Fund website at www.aitrustfunds.org by logging onto your personal account and completing the online form.

Good news chart for the 401K plan

Economies go up and down and that has a major impact on Fund returns. Long after a disastrous 2008 when investment income was negative \$6 million, the fund came into 2021 with well over \$10 million in growth, and the growth rate for the year was 13%.

Employer contributions are also significantly higher, going from about \$4.3 million to over \$7.3 million.

Here’s a quick review of the Fund’s history, based on audited financials (except for 2020, which has not yet been audited).

Year	Fund Balance	Contributions	Net Invest. Income
2008	\$ 26,082,084	\$ 4,328,137	\$ -6,220,393
2009	28,238,417	4,056,760	440,595
2010	32,529,521	3,893,721	2,293,973
2011	33,004,685	4,197,128	-792,603
2012	42,664,783	5,874,552	6,463,504
2013	51,863,009	5,129,381	6,812,515
2014	59,256,984	5,225,470	5,217,275
2015	56,296,302	5,172,535	-3,099,087
2016	63,930,952	5,425,181	5,088,413
2017	75,077,707	6,256,189	8,550,674
2018	84,922,927	6,587,124	6,882,399
2019	87,089,758	7,325,285	893,592
2020	100,088,679	7,349,199	10,612,573

District celebrates 25th Anniversary of 401K Plan

In the mid 1990s, as 401K plans were becoming more common, members started asking why the IAM didn’t offer one. “I thought that was a good question and brought it up to District 190 leadership,” recalls Area Director Don Crosatto. “At the time, the Automotive Industries pension was riding high. While some business reps thought a 401K offering might create competition for the pension plans, then-DBR Mike Day agreed that it would be a good supplementary benefit. That allowed us to move forward with creating it,” Crosatto says.

Developing a multi-employer plan like this from scratch took more than a year. The group had to identify an administrator and investment consultants and get tax approvals. That initial investment of time has paid off; the founding group named Kaufmann & Goble to serve as the administrator, and while they’re now known as Northwest Plan Services, many of the same people are still there. Similarly, Gena Harper and Carla Koren, formerly of Dean Witter and now with Morgan Stanley, have been the investment consultants from the beginning.

Crosatto says that for the first two years, the administrator did not bill the union for their services because there would have been no money to pay them.

The plan opened for business in October 1996. McKeivitt Volvo in Berkeley was the first shop to sign up. The first person to sign up was Jim Auhuna, who was the shop steward there and a prime mover. (Unfortunately, Jim died of a heart attack a few years back.)

Slowly but surely, the business reps started signing up shops by bargaining the plan into more union contracts. For the first ten years or so, the 401K plan did not allow employer match contributions; this avoided direct competition with the pension plans. That eventually changed as more and more companies were moving away from defined benefit pensions and toward defined contribution 401K plans.

“Several of the dealerships migrated out of the pension plan and over to the 401K,” Crosatto says, “but many employers contribute to both.” The amount of money coming in from employers has steadily grown to where it’s almost equivalent to what employees put in.

Over the past 25 years, the plan has steadily grown to about 1,200 participants who contribute about \$7.5 million each year. As 2020 came to a close, the plan crossed the \$100 million threshold and it is currently tallied at over \$108 million. Even as people retire and cash out—members withdrew \$6.3 million in 2020 and \$6.2 million in 2019—the plan still continues to steadily grow.

The average balance held by members is \$37,000. “Our highest account holder, who works at a very small body shop, has \$878,000,” Crosatto says.

“I’m pleased and proud of this plan’s success over the years,” Crosatto adds. “We started with nothing but a vision and with the California Machinists 401K Plan, we ultimately created an important retirement benefit for our members.”

AROUND THE LOCALS

Local 1101 - San Jose

Contracts in the works

Two first contracts are on the path to being concluded, reports Business Rep Richard Breckenridge. "We're negotiating a new contract for the Parts Department at Stevens Creek Lexus, and with First Student in San Jose."

Trouble with COVID

Breckenridge also reports that companies are "doing stupid stuff" around COVID, and it's just frustrating. "Of course, we're seeing far too many layoffs. But we're also dealing with stuff like UPS telling members to use vacation time for COVID leave, promising that it will be re-paid, and then they don't. We'll keep fighting until these companies do the right thing."

Locals 1173/1546/1101

More Ryder contracts

Ryder has seven contracts in the Bay Area with three locals and about 80 members. The contracts for San Francisco, Hayward North, Benicia, and San Jose are all complete.

The contracts for the Rohnert Park and Petaluma shops need to get finished, and Local 1546 Business Rep Pat Woodward and Local 1173's Brian Fealy are setting dates for that now.

The Hayward South contract was completed and the 13 members there ratified it in February. "We got 3 percent increases each year for the three-year agreement," says Woodward. "And there were no changes in

Local 1546 sets up zoom room

It's hard to get perspective from this picture, but this TV is a 76-incher and it's ideal for zoom meetings and negotiations. Local 1546's "zoom room" enables a group to sit six feet apart, see the screen, and have a camera move among the different participants automatically.

"We've not only held Executive Board and General Membership meetings on this, we've also been doing negotiations on it," says Business Rep Robbie Pintos. "Importantly, everything is hard wired, so we don't have to worry about spotty internet service, or bandwidth problems."

In February, Pintos reports that the pension consultant made a presentation and did Q&A over zoom for the membership meeting. "Previously, he'd fly in from Indiana. This is so much more convenient for presentations like that."



Local 1546's new zoom room makes socially-distanced meetings possible.

the health and welfare or 401K plans, which are both company plans."

Woodward says that the members had turned down the first contract that the company proposed. "We took a strike vote, but then the talks were interrupted by the holiday season. When we got back together after the holidays, we made this deal."

Woodward says that the union sought some additional minor new improvements but "we didn't get them this time. Maybe with the next contract."

Local 1173

Getting what's owed

A member who was working at Macy's Transmission in Martinez left that facility to work for another shop. But, he quickly discovered that shop wasn't paying him the

vacation pay he had accrued and was due.

"He had to file a complaint with the Labor Commissioner. I was glad to help him with his testimony," says Business Rep Brian Fealy. "The good news is that he prevailed."

Contract open

The contract with Cole European in Walnut Creek has opened for negotiations.

Local 1414

Fighting for MUNI jobs

Local 1414 is putting together a presentation for MUNI to show that the IAM members who have been under contract with the transit agency for years to repair and service buses, cable cars, and trains should continue to stick with their union. "Apparently,

an electricians union local is trying to horn in on our work," says Business Rep Mark Jayne. "The meeting for us to prove our case is currently slated for March 9. Stay tuned!"

Layoffs rescinded

Due to the pandemic and the sudden dropoff of transit riders, Golden Gate Transit was fully prepared to layoff 150 positions, which included about 110 drivers, 12 mechanics, and several empty slots.

Fortunately, the agency received a large stimulus check in December that enabled the agency to avert the layoffs.

COVID workshop

The Local sponsored a zoom workshop in February for stewards and business reps on workers rights during COVID. "The laws keep changing and we need to keep our

ORGANIZING WINS

Audi of Concord

The union filed with the Labor Board to represent the service writers at Audi of Concord. "The employer is trying to dilute the unit by bringing in warranty clerks and clerical workers," says Area Director for Organizing Jesse Juarez. The hearing is scheduled as this paper goes to press.

"The dealership wants an in-person election, despite the Labor Board working remotely. They're just looking for ways to delay and throw obstacles into worker organizing," says Juarez. "Hopefully this will change with new Labor Board."

Chula Vista Honda

There's a lot of bad news at Chula Vista Honda. The employer announced the sale of the dealership to the Kaizen Auto Group, which is a Canadian auto group, and closed the deal in February.

"We did what's called 'effects bargaining' to get our members some severance," said Juarez. "After three weeks, we were able to get them some money, but it wasn't a great settlement."

The new owners only hired back only one member, so the union will have to re-organize the shop with the new techs.

Concord Toyota Advisors

The Labor Board certified the election where the service advisors voted to have union representation. "We had to get a motion of summary judgment to get them back to the table," says Juarez. "Their anti-union lawyer keeps filing frivolous appeals just to delay the process. It's so annoying."

Ryder Stockton

Juarez reports that bargaining here is moving ahead smoothly and "we're closing the gap. It's all down to economics."

Tracy Toyota

The union recently finished a two-month trial over whether foremen were supervisors, which would disqualify them from being in the union, a decision that was made before the union election. "Their lawyer said yes, they should be disqualified and that the whole election should be tossed because it was tainted by having the foremen vote," said Juarez.

"However this gets decided, it has appeal written all over it," Juarez adds. "Having to go through this shows just how unbalanced the process has been during the Trump administration."

Lexus of San Diego

After two elections at this Lexus dealership, where the techs voted for union representation both times, the employer has done all they can to delay the inevitable. "They say they want to work something out, but they keep on playing games," says Juarez. "Now they're fighting us on who we've designated to be on the bargaining team. It's ridiculous."

Union organizing isn't about signing cards – it's about empowering people and changing lives.

stewards and ourselves as current as possible,” says Business Rep Mark Jayne.

Many thanks to the Labor Occupational Health Program at UC Berkeley for developing a thorough and excellent presentation, much of which is reflected on page 2 of this paper.

Local 1528

Can contracts opening

Due to the pandemic, the members at Silgan in Riverbank got a one-year extension last year, rather than opening up their contract. A side-result of the extension was that the contract due date more closely aligns with Modesto’s contract—now separated by a month instead of a year.

“With canned goods flying off store shelves and production volume up by 30%, we fully expect to see improvements to these contracts that protect benefits and provide for meaningful increases,” says Area Director Mark Martin. “Last year, some employees literally went for more than a month without a day off. We’ll keep you posted on the developments.”

Local 2182

Troubling calculations

Area Director Mark Martin reports that

the union has issues with how Harrold Ford is calculating productivity. “One of many issues is how break times are dealt with,” he says. “We may need to file labor commissioner claims over this issue.” Stay tuned.

Issue resolved in Sacramento

In the last issue of *The Sparkplug*, we reported that the City of Sacramento’s policy on “vehicle transfers” meant that some employees had to take home city-owned vehicles for a week but could not use them for personal use and had no means of getting their personal vehicles home.

Martin says that the union was successful in resolving the issue which, he says, was a great hardship on members. “The restrictions on City vehicle use means a member couldn’t have non-City personnel riding in the vehicle nor could they use it for personal use. But they also couldn’t access their personal vehicle,” he explained.

Initially, the City deemed the issue to be the employee’s problem. But after the union sat down with the city and informed them of how the policy actually impacted workers, the City changed the policy and the weekly transfers no longer occur.

“Many thanks to our Shop Stewards Brad and Dave Hoekstra for their efforts on this one,” says Martin.

Local 1546

Stylishly masking up the union way



With the *Sparkplug* logo on the right and the IAM logo on the left, Local 1546 proudly unveiled its new blue and gold masks, which are becoming all the rage during the pandemic.

The masks mark the Local’s first 100 years of representing members in the East Bay and beyond.

Made in America with union labor, the Local is distributing masks to all its members.



JOB NOTICES

Local 1528

Geiger Manufacturing is hiring Journeyman and Apprentice Machinists. Located in Stockton, Geiger Manufacturing has been serving the San Joaquin Valley since 1904. The firm has always operated as both a jobbing shop for the repair and maintenance of heavy industrial equipment, and as a manufacturer of special machinery built to the customer’s specifications. We have gained a nationwide reputation for the excellent work of our skilled experienced machinists. The size and variety of our machine tools allows Geiger’s to handle large and difficult jobs. The open floor space in the shops increase the efficiency in lay-out and assembly. If you are interested in learning a skilled trade that creates (from a block of metal) and repairs the parts and equipment that makes the world function, then apply in person at 1110 E. Scotts Ave, Stockton, CA—Monday through Friday 8:00 am to 5:00 pm.

Local 2182

Clutch Brake Xchange (CBX), located in Stockton, is currently looking for a parts counterman. CBX provides a pension, 401k match, along with 100% of the health plan costs which includes medical, dental, prescription drug, vision, life insurance, and supplemental disability insurance. Please apply in person at CBX, 900 N. Shaw Rd., Stockton.

BUY UNION

Pet food and supplies

Treat your pets right and support working families. The following list of pet products are made by members of the United Food and Commercial Workers (UFCW) and the Bakery, Confectionery, Tobacco Workers and Grain Millers (BCTGM).



- 9 Lives
- Alpo
- Anchor
- Beggin’ Strips
- Chew-eez
- Fancy Feast
- Fresh Step
- Friskies
- Milk-Bone Dog Biscuits
- Nature’s Recipe
- Purina Animal Feeds
- Purina Beneful
- Purina Cat Chow
- Purina Dog Chow
- Purina Mills Animal Feeds
- Purina One
- Purina Pro Plan
- Purina Puppy Chow
- Sanderson Farms
- Skippy
- Snausages
- Tidy Cat’s
- Wayne Farms

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

Union enrollment has declined for decades, but union workers still earn 19% more

With the pandemic continuing to rage, interest in labor unions appears to be on the rise. In January, hundreds of Google employees voted to unionize, and in February, thousands of Amazon workers in Alabama are expected to do the same. These movements buck a decades-long trend of union enrollment decline. Bureau of Labor Statistics (BLS) data indicates that in 1983, 20.1% of employed Americans were members of a union. By 2019, that share had decreased by roughly half to 10.3%. But in 2020, that share ticked up slightly to 10.8%. Even as the share of employed Americans who were represented by a union declined, union wages remained solid. The BLS reports that on average, in 2019, union workers earned roughly \$1,095 per week, while nonunion workers earned closer to \$892. Put another way, nonunion workers made just 81 cents for every dollar union workers made.

Abigail Johnson Hess, CNBC

Millions of jobs probably aren't coming back

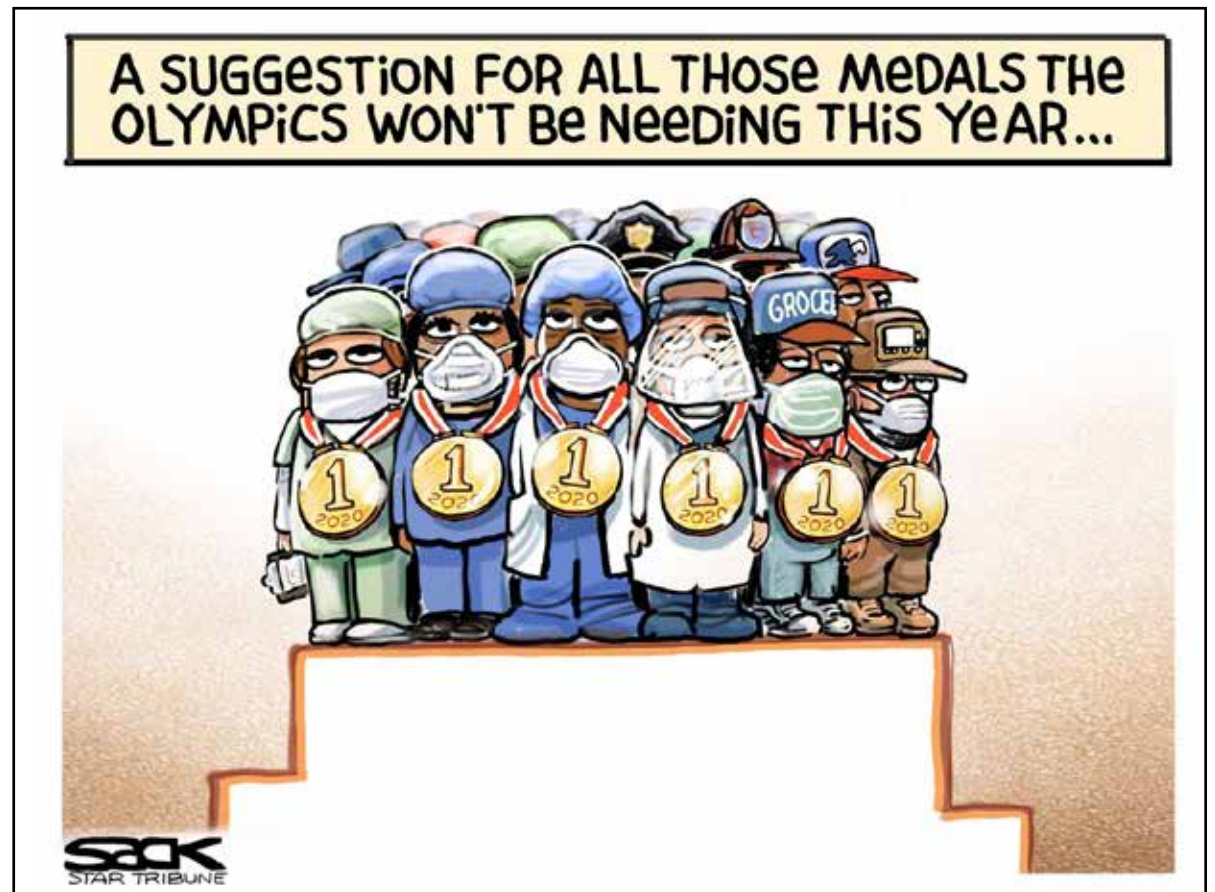
Millions of jobs that have been shortchanged or wiped out entirely by the coronavirus pandemic are unlikely to come back, economists warn, setting up a massive need for career changes and retraining in the United States. The coronavirus pandemic has triggered permanent shifts in how and where people work. Businesses are planning for a future where more people are working from home, traveling less for business, or replacing workers with robots. All of these modifications mean many workers will not be able to do the same job they did before the pandemic, even after much of the U.S. population gets vaccinated against the deadly virus. Microsoft founder-turned-philanthropist Bill Gates raised eyebrows in November when he predicted that half of business travel and 30 percent of “days in the office” would go away forever. That forecast no longer seems far-fetched. A recent study by the McKinsey Global Institute says that 20 percent of business travel won't come back and about 20 percent of workers could end up working from home indefinitely. These shifts mean fewer jobs at hotels, restaurants and downtown shops, in addition to ongoing automation of office support roles and some factory jobs. The nation's unemployed are starting to react to these big shifts. Two-thirds of the jobless say they have seriously considered changing their occupation or field of work, according to the Pew Research Center. That is a significant increase from the Great Recession era, when 52 percent said they were considering such a change.

Heather Long, Washington Post

The Gig Economy Is Coming for Millions of American Jobs

For the 2020 election, the companies Uber, Lyft, DoorDash, and Instacart spent a record \$200 million campaigning for a ballot measure that would exempt them from current California law governing gig workers, arguing in ads and in-app messages that keeping drivers contractors would protect their ability to work.

They won: Proposition 22 now limits their drivers in California to a set of sub-employee alternative perks such as an “earnings guarantee” that doesn't count the time or gas they burn waiting between trips. Prop 22 also insulates itself



from future reform efforts by preempting local laws and requiring that any tweaks by the state legislature comport with its intent and pass with a seven-eighths supermajority. All this has left many drivers feeling beholden to bosses' whims as employees, without the corresponding protections. Employees in related fields are already feeling the effects. In December, Albertsons Cos., the supermarket chain, started informing delivery drivers they'd be replaced by contractors. In California, hundreds of Albertsons employees are being swapped for DoorDash Inc. workers, according to the United Food & Commercial Workers union. Albertsons declined to comment on the layoff figures but says that the move is happening in multiple states to “help us create a more efficient operation” and that affected workers are being offered other jobs there. (Some workers dispute that last part.) Startups such as Jyve Corp., which sends contractors to grocery stores to stock shelves in lieu of employees, are seeking similar exemptions. Companies in a range of industries could use the Prop 22 model to undermine or eliminate employment protections. A week after the election, Shawn Carolan, a partner at early Uber investor Menlo Ventures, wrote an op-ed heralding the potential to spread Prop 22's vision of work “from agriculture to zookeeping,” including to “nursing, executive assistance, tutoring, programming, restaurant work and design.” The Coalition for Workforce Innovation, a lobbying group that seeks to enable wider use of contract labor, includes trade groups representing Amazon.com, Apple, AT&T, Comcast NBCUniversal, CVS Health, General Motors, Nike, Rite Aid, Starbucks, T-Mobile, Verizon Communications, and Walmart, as well as construction, finance, media, sales, and trucking interests. Now gig companies are pressing their advantage. While pushing Prop 22 as a national model, they're also aiming to secure deals with unions in New York and California that could codify some form of union representation as well as benefits without making workers employees.

Meanwhile, the Service Employees International Union, the SEIU California State Council, and four gig drivers renewed their challenge to Proposition 22 in Alameda Superior Court. The California Supreme Court on Feb. 3 declined to directly take up their case before it worked its way through lower courts. The lawsuit claims

that the voter-approved Proposition 22—which allows gig companies to avoid the state's stringent “ABC” worker classification test—limits workers' rights and the power of government officials, and violates specific parts of the California constitution. For example, the suit claims it limits the legislature's right to grant workers the right to organize, and keeps drivers from accessing the state's workers' compensation program. It also says Proposition 22 violates a constitutional provision that requires ballot initiatives to address only a single subject. “With Prop 22, Uber, Lyft, DoorDash and the other gig giants overreached by writing a law that violates our state's constitution and puts corporate profits ahead of workers' safety and basic rights,” one of the plaintiffs, gig driver Saori Okawa, said in a statement. The groups cite two examples of previous constitutional challenges to ballot measures, including one that denied undocumented immigrants access to basic education and healthcare, and another that denied marriage equality to same-sex couples. Those measures were ultimately struck down through litigation or legislation.

Josh Eidelson, Bloomberg Businessweek & Erin Mulvaney, Bloomberg Law

U.S. labor laws need a major update; the PRO Act is a great start

The Protecting the Right to Organize (PRO) Act, introduced on Feb. 4, will free Americans to build better lives and curtail the scorched-earth campaigns that employers wage to keep unions out at any cost. The PRO Act, backed by President Biden and pro-worker majorities in the House and the Senate, will impose stiff financial penalties on companies that retaliate against organizers and require the National Labor Relations Board (NLRB) to fast-track legal proceedings for workers suspended or fired for union activism. It also empowers workers to file their own civil lawsuits against employers that violate their labor rights. The legislation will bar employers from permanently replacing workers during labor disputes, eliminating a threat that companies often use to thwart organizing campaigns. And the PRO Act will empower the NLRB to force corporations into bargaining with workers if they interfere in union drives. That means an end to the mandatory town hall meetings that employers regularly



IN THE NEWS

use to disparage organized labor and hector workers into voting against unions. A growing number of Americans, many of whom saw unions step up to protect members during the COVID-19 pandemic, seek the safe working conditions and other protections they can only achieve by organizing.

Tom Conway, Salon

The Amazon warehouse union vote in Alabama is a big deal

Voting opened on February 8 and mail-in ballots for the union drive at Amazon’s Bessemer, Alabama distribution facility will be counted by the Labor Board on March 30. Will those 6,000 warehouse workers be the first Amazon facility to unionize?

The union—the Retail, Wholesale, and Distribution Workers Union (RWDSU)—says that at least 80 percent of the workers in the warehouse are Black, which is why they say the drive is as much about civil rights as about labor rights, creating a campaign that’s all about respect and dignity on the job.

Among others, this campaign has earned the support of The National Football League Players Association, the union that represents more than 2,000 NFL players in the U.S. That union released a video offering their support for the union vote “Everyone deserves to have a voice and we’re proud that you’re even considering taking the step to unionize,” JC Tretter, a center for the Cleveland Browns and president of the NFLPA, said.

Not surprisingly, Amazon has vigorously contested the effort, post-



ing anti-unionization flyers throughout the factory, most noticeably in the bathroom.

Not stopping there, Amazon changed the timing of a traffic light outside the warehouse, according to reporting by More Perfect Union, who confirmed it with Jefferson County officials. Union organizers at the site had previously accused the company of altering the timing so that pro-union workers would not be able to canvass workers while stopped at the light. Apparently, Amazon notified the county of traffic delays during shift changes and asked for the light to be changed. On December 15, the county increased the green light duration in an effort to clear workers off the worksite faster.

While the company unsuccessfully fought for an in-person vote, they prevailed on the USPS to install a mail box at the door where workers enter the facility. Not surprisingly,

it’s in plain site of management so they can see who’s dropping their ballots in the mail.

To further bolster its efforts, Amazon brought on a set of well-trained union suppression consultants. In January, the Seattle-based conglomerate retained a consultant named Russell Brown to help thwart the union election by helping persuade Amazon’s Alabama employees not to join the RWDSU. He is paid \$3,200 per day, plus expenses, for the work. Brown is the head of RWP Labor, which touts itself as a specialty firm that assists companies in “maintaining a union free workplace.” The firm, partially funded by the notorious Koch brothers, brags that it has won many previous anti-union drives and specializes in training company leaders, persuading employees, and developing corporate social responsibility plans devised to prevent union interference.

The mega-rich have already recovered from the pandemic. It may take the poor a decade to do so

Nine months. That’s how long it took the world’s top 1,000 billionaires to recoup their fortunes after the coronavirus pandemic hit. More than a decade is how long it could take the world’s poorest to recover, according to Oxfam International’s annual inequality report.

The report lays out the virus’ disparate impact around the globe. The pandemic could increase economic inequality in almost every country at once, the first time this has happened, Oxfam found. “We stand to witness the greatest rise in inequality since records began. The deep divide between the rich and poor is proving as deadly as the virus,” said Gabriela Bucher, Oxfam’s executive director.

“Rigged economies are funneling wealth to a rich elite who are riding out the pandemic in luxury, while those on the front line of the pandemic — shop assistants, health care workers, and market vendors — are struggling to pay the bills and put food on the table.”

The coronavirus, which has infected nearly 100 million people and killed more than 2.1 million globally, has thrust inequality into the spotlight. How people cope has differed by race, by gender and by income. For instance, close to 22,000 Black and Hispanic Americans would still be alive, as of December, if these groups died of the virus at the same rate as White Americans, according to Oxfam.

Tami Luhby, CNN

Election for IAM General Secretary-Treasurer

All members encouraged to vote

On April 24, there will be an election for the office of General Secretary-Treasurer for the International Association of Machinists (IAMAW).

“Democracy is a defining value of our organization. We have a long and proud tradition of being a member-driven organization. Our commitment to democracy is on display every time we hold elections,” wrote Western Territory Vice President Gary Allen in a letter to all IAM Locals. “Our Territory can be a significant factor in this election if we all turn out to vote.”

In-person voting will take place on April 24 from 6-8 a.m. and 6-8 p.m. at every Local Union hall. In the midst of the COVID-19 pandemic, members have the right — and are encouraged — to vote by absentee ballot.

Absentee ballot request forms must be received by Monday, April 12, 2021. However, given ongoing delays with the U.S. Postal Service mail delivery, it is critically important that members requesting an absentee ballot submit their request promptly, and then return their individual completed ballot as soon as possible after it is received. Completed absentee ballots for the election must be postmarked by Thursday, April 22, 2021, and received by Thursday, April 29, 2021.

An **Absentee Ballot Request Form** is available on this page or at: golAM.org/grand-lodge-elections

ABSENTEE BALLOT REQUEST FORM

You must mail this Request Form to IAM, P.O. Box 1540 Upper Marlboro, MD 20773 10 days prior to the nomination/voting date set forth in the Notice of Nominations and Elections.

Absentee Ballots for the April election must be postmarked by Thursday, April 22, 2021 and received by Thursday, April 29, 2021.

Please print and carefully enter the requested information. Complete information is needed to process your request.

Local Lodge Number: _____ Membership Card Number: _____

Name: _____

Email: _____

Street Address: _____

City: _____ State: _____ Zip: _____

- I request an absentee ballot for the April 24 election for the following reason(s).
(Check all that apply:)
- I reside more than 25 miles from the designated local lodge polling location.
- I am confined due to an illness or injury, including concerns related 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.

Signature: _____
(Must be signed)

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.

38.5% Combined increase in U.S. billionaire fortunes since mid-March, 2020, when COVID restrictions first went into place.

Real incomes for rank-and-file private-sector employees dropped 1% from mid-March to mid-December

Source: Institute for Policy Studies and Americans for Tax Reform, January 25, 2021
www.inequality.org

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	
<p>District Lodge 190 8201 Capwell Drive Oakland, CA 94621 510-632-3661</p>	<p>Meetings are the fourth Tuesday of each month March 23 • April 27 • May 25 Executive Board Meeting: 6:30 p.m. General Delegates' Meeting: 7:00 p.m.</p>
<p>Local 93 2102 Almaden Rd., #105 San Jose, CA 95125 408-440-8716</p> <p><i>Meetings will be held on the Bluejeans App for the foreseeable future. Email rbreckenridge1101@sbcglobal.net to learn how to join in.</i></p>	<p>Meetings are the second Tuesday of each month March 9 • April 6 • May 11 Grievance Committee: 3:30 p.m. Executive Board Meeting: 4:30 p.m. Membership Meeting: 5:00 p.m.</p>
<p>Local 653 5726 E. Shields Avenue Fresno, CA 93727 559-264-2815</p> <p><i>Local lodge meetings will be held via zoom. Please send your email address to iamaw653@comcast.net for info on how to register.</i></p>	<p>Meetings are the third Wednesday of the month March 16 • April 21 • May 19 Executive Board Meeting: 5:00 p.m. Membership Meeting: 5:30 p.m.</p>
<p>Local 801 8201 Capwell Drive Oakland, CA 94621 800-655-2182</p>	<p>Meetings are the third Thursday of the month March 18 • April 15 • May 20 Membership Meeting: 4:00 p.m. <i>Meetings are held at the Carpenters' Hall, in Reno.</i></p>
<p>Local 1101 2102 Almaden Rd., #105 San Jose, CA 95125 408-440-8716</p> <p><i>Meetings will be held on the Bluejeans App for the foreseeable future. Email: aab1101@att.net to learn how to join in.</i></p>	<p>Meetings are the second Thursday of the month March 11 • April 8 • May 13 Executive Board Meeting: 5:30 p.m. General Membership Meeting: 6:30 p.m.</p>
<p>Local 1173 1900 Bates Ave., # H Concord, CA 94520 925-687-6421 LL1173@sbcglobal.net</p>	<p>Executive Board Meeting: 6:00 p.m. on the second Thursday of the month March 11 • April 8 • May 13 Membership/Shop Stewards' Meeting: 6:30 p.m. on the second Thursday of the month March 11 • April 8 • May 13</p>
<p>Local 1414 150 South Boulevard San Mateo, CA 94402 650-341-2689</p>	<p>Shop Stewards' Meeting: 5:30 p.m. on the third Thursday of the month March 18 • April 15 • May 20 Executive Board Meeting: 6:00 p.m. on the second Thursday of the month March 11 • April 8 • May 13 General Membership Meeting: 6:30 p.m. on the third Thursday of the month March 18 • April 15 • May 20 Retirees' Club: 11:00 a.m. on the first Wednesday of March, June, Sept., Dec. All are welcome! March 3 • June 2 • September 1 • December 1</p>
<p>Local 1484 1261 Avalon Blvd. Wilmington, CA 90744 310-835-6688</p>	<p>Executive Board Meeting: 6:00 p.m. on the third Thursday of the month March 18 • April 15 • May 20 General Membership Meeting: 6:00 p.m. on the first Tuesday of the month March 1 • April 6 • May 4 Retirees' Club: 1:00 p.m. on the third Wednesday of the month: March 16 • April 21 • May 19</p>
<p>Local 1528 713 16th Street Modesto, CA 95354 209-529-9210 machinists2182@gmail.com</p>	<p>Meetings are the first Wednesday of the month Dec. 2 • January 5 • February 2 • March 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 March 19 • April 18 • May 16 Narcotics Anonymous: 5:30-6:30 p.m. every Tuesday</p>
<p>Local 1546 10260 MacArthur Blvd., Oakland, CA 94605 510-638-6705</p>	<p>Meetings are the first Tuesday of the month March 1 • April 6 • May 4 General Membership Meeting & E Board Meetings: 6:30 p.m. Member Education Meeting: 5:30 p.m. Alcoholics Anonymous: 9 a.m. every Saturday</p> <p><i>Meetings will be held on zoom for the foreseeable future. Email zr1zo6r@sbcglobal.net to learn how to join in.</i></p>
<p>Local 1584 8201 Capwell Drive Oakland, CA 94621 510-632-3661</p>	<p>Meetings are the third Thursday of the month March 18 • April 15 • May 20 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: March 1 • April 6 • May 4 Note: Address for meetings and sending dues checks: 8201 Capwell, Oakland, 94621</p>
<p>Local 1596 1900 Bates Ave., #H Concord, CA 94520 925-687-6421 LL1173@sbcglobal.net</p>	<p>Meetings are the third Tuesday of the month March 15 • April 20 • May 18 Executive Board Meeting: 6:00 p.m. Membership Meeting: 6:30 p.m.</p>
<p>Local 2182 967 Venture Court Sacramento, CA 95825 916-929-1040 For dues questions, call Debbie Bird: 559-269-6386 machinists2182@gmail.com</p>	<p>Meetings are the second Tuesday of the month March 9 • April 6 • May 11 Executive Board Meeting: 6:00 p.m. General Membership Meeting: 7:00 p.m. Retirees' VISTA CLUB: 11:00 a.m. on the third Wednesday of each month: March 16 • April 21 • May 19</p>