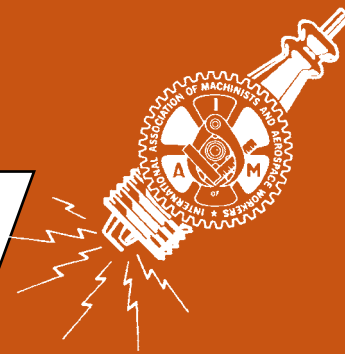


The IAM District 190

Sparkplug



VOL. 23 NO. 2



June/July/August 2021

Serving the Active and Retired Members of IAM District Lodge 190

Biden's American Rescue Plan saves multi-employer pension plans

Pension relief for Auto Industries plan, finally!

By JIM BENO
Directing Business Rep,
District Lodge 190
Chair, AI Pension Fund

After several years on the brink, the Automotive Industries (AI) Pension Plan has finally been given a reprieve and should be safe at least through 2051.

Congress has debated funding relief for multi-employer pension plans like ours for many years and finally took action with the passage of the American Rescue Plan Act of 2021. President Biden signed the bill into law as soon as it reached his desk in March.

The pension provisions of the law were based on the Butch Lewis Emergency Pension Plan Relief Act of 2021, which was backed by your Machinists Union and which had been reintroduced in different versions in Congress since 2014 but had never gained traction until now with the new administration. We thank every member of Congress who supported us on this legislation and especially President Biden, who signed it in his first hundred days in office.

We are now waiting for the gov-



ernment to release the rules and regulations that will govern how the Act is administered; these are due no later than July 9, 2021.

The Rescue Plan will create a new program for pension funds that are in "critical and declining" status, such as our AI plan. The program will be administered by the Pension Benefit Guarantee Corporation (PBGC). Upon approval of a fund's application, the PBGC will then provide a single lump-sum payment to the pension plan in an amount equal to all accrued benefits, without re-

duction, through the last day of the plan year ending in 2051. Plan participants and retirees will receive 100% of their earned pension benefits. There is no obligation on the pension plan to repay the amount and there is no cap on the amount transferred. It is structured more as a grant and not a loan as had been proposed in earlier legislation.

While we have to wait for all of the specific rules and regulations to be released by the PBGC, the Automotive Industries Pension Plan meets the eligibility requirements to partic-

ipate. Applications must be submitted no later than December 31, 2025, however, the Automotive Pension Plan will be prepared to submit its application as soon as the rules are released and can be accepted by the PBGC. The government may limit which plans can submit applications during the first two years to prioritize the most financially troubled plans. They may prioritize plans that are already insolvent or likely to be insolvent within the next five years. Our AI Plan is not currently projected to become insolvent before 2030 or 2031, almost 10 years from now. We do not at this point know when we could expect receipt of funding.

The PBGC may also create rules and conditions on pension plans relating to increases to future accrual rates, retroactive benefit improvements, allocation of plan assets, reductions in employer contribution rates, and withdrawal liability provisions.

This has been a long hard-fought battle and we now have light at the end of the tunnel. Stay tuned for future news, especially after the July 9 release date of the regulations on applying for the relief funds.



The IAM's 16-year legal battle with the Longshore Workers union at PCMC is finally over

It all began in 2005 when the International Longshore and Warehouse Union (ILWU) decided to collude with one port employer in Oakland and Tacoma to force IAM members out of their own union and into the ILWU. There was the years-long battle to determine if PCMC and PMMC were the same entity trying to pull a fast one, as the IAM contended, or were truly different entities.

As Area Director Don Crosatto explains it, "we lost the case after a 40-day trial. Then we won it on appeal. Then the case got thrown out on a

technicality and we won it again on the second appeal. In 2016, the employer agreed to a \$10.5 million settlement, distributed to employees and the benefit fund. However, the ILWU was still on the hook for the union dues that they had illegally collected, because these employees weren't properly members of that union."

"The ILWU continued to fight the battle until they lost in federal court in 2018. In 2020, there was a hearing to decide how much they owed; the ILWU appealed that, and lost. Then, in May,

Continued on Page 3



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:

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The IAM District 190

Sparkplug

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Debra Chaplan, Managing Editor

BUILDING OUR INDUSTRY

Breaking the glass ceiling for automotive machinists

By Elizabeth Touns
Director of Utilities Training Programs
Jewish Vocational Service (JVS)

Jamice Jones has a lot to be proud of. A San Francisco native and a single mother of two, Jamice achieved her career goal of becoming an Apprentice Automotive Machinist with the City and County of San Francisco. After many attempts, she has found her dream job!

Jamice and another apprentice are the first women to work for the City and County as automotive machinists. Jamice is also registered with the Advanced Manufacturing and Transportation Apprenticeships of California (AMTAC), which is affiliated with District 190 and Local Lodge 1414.

After many years of working in dead-end jobs, Jamice came across a flyer promoting the City's Automotive Pre-Apprenticeship program sponsored by ApprenticeshipSF, SFMunicipal Transportation Agency, and IAM Local 1414. At the time, Jamice was on public assistance and barely making ends meet. The flyer piqued her interest, even though she had no formal experience in the trades.

Jamice found the pre-apprenticeship challenging, juggling child care, taking college classes, and

working at her paid pre-apprenticeship job at the City's maintenance shops. Jamice attributes her success to classes at City College of San Francisco, the one-on-one support and job readiness classes from Jewish Vocational Services, and the critical mentoring from journey workers at pre-apprenticeship sites.

Jamice is now in her third month as an apprentice, currently working at the City Administration "Fire Shop," repairing fire trucks and ambulances. She hopes to complete her apprenticeship and journey out as a machinist working for the City and County of San Francisco.

For now, she reports, "I can't remember the last time I worked and felt such a mixture of fulfillment and pride. I'm working with a worker who knows everything. He

explains things very clearly and lets me do almost everything. It doesn't get any better than that. Jamice's advice to others considering apprenticeship is to "Go for it. The trades are great jobs that support families. It's never too late to reinvent yourself. Apprenticeship is available to everyone—including women like me."

For more information about this program, go to: <https://sfdhr.org/apprenticeshipsf>



Jamice Jones on the job

ORGANIZING UPDATES

Audi of Concord

In March, the six service advisors at Audi of Concord voted overwhelmingly to be represented by Local 1173 after a short organizing campaign. "The company tried to include warranty clerks in the unit, which the Labor Board denied. After the election, they filed objections that took us to a hearing," says Area Director Jesse Juarez.

"But the objections were all frivolous and their attorney rested his case in an hour. He claimed that I was trying to organize a vote yes meeting in a restaurant, which I hadn't done. Some of the guys talked about getting together, but they never did. Besides, it was a mail ballot; it wouldn't have mattered if the guys got together. We should get notification soon from the Labor Board and can begin negotiating a contract."

Winter Chevrolet Honda

The techs at this Pittsburg dealership have been union members for 50 years, but the service advisors have had an on and off-again relationship with the union. "It's been a yoyo," says Juarez. "We organized the group in 2010 and got them a first contract. Unfortunately, it was not nearly as good as the historic contract that the techs had—which is typical of first contracts. In 2015, a new manager came in and many of the advisors left. The new folks who came in decided that they no longer wanted to be represented and we disclaimed the union in 2018. Now they want a contract again."

Juarez says that this time, the union is seeking to bring them in through the Labor Board's "Armour Globe" mechanism, which would recognize that there's already a union contract in place, and would add this unit to that contract. "The company brought in an anti-union attorney who's fighting us on this, but we're confident that we'll prevail," says Juarez.

Stay tuned!

Concord Toyota

The 10 service advisors at Concord Toyota voted in an Armour-Globe election last year to join Local 1173. The company filed an appeal and was going to take it to court. "We reached an agreement and dropped our pending unfair labor practice charges. The talks for the full unit—techs and advisors—will begin at the end of June."

Tracy Toyota

Juarez says that the union won the election to represent the techs at this dealership in Tracy but the company filed objections. After going through a two-month trial, everyone is just waiting for the hearing officers to make a decision.

Ryder of Stockton

"We've been working to get a first contract for a year now," says Juarez. "Techs keep quitting because nothing's getting better, but clearly the employer doesn't want to get the contract resolved quickly, and having a skilled and committed workforce is just not their priority."

Lexus of San Diego

Juarez reports that bargaining has finally started at Lexus of San Diego and proposals have been exchanged, but the process has been deeply flawed.

The employer brought in John Boggs, an anti-union attorney that the IAM sees at too many shops. "We went out on a 3-day strike last October...those who went out have a bullseye on their back," Juarez says. The company fired three union supporters and suspended a fourth causing the union to file several unfair labor practice charges.

Recently, after the company hired a tech who didn't have Lexus experience or certifications for \$8/hour more than current employees were getting, 18 techs just happened to call in sick for a day. "It was a disaster. This employer is up to no good and the techs know it."



NEWS FROM THE TRUST FUND

Extended Election Period and Subsidized COBRA

The recently enacted American Rescue Plan Act of 2021 (ARPA) will allow for a 100% subsidy of COBRA continuation premiums effective April 1, 2021 through September 30, 2021. The subsidy applies to “assistance eligible individuals” who were eligible for continuation coverage during some or all of the subsidy period by having lost coverage because of a reduction of hours or involuntary termination of employment due to the COVID-19 pandemic. All members who lost coverage starting April 1, 2021 and forward will qualify for this subsidy.

The ARPA also requires the Welfare Plan to extend the COBRA election period to any COBRA-eligible individual that had a qualifying event effective November 1, 2019 to April 1, 2021. Qualifying members who lost coverage effective November 1, 2019 and did not elect COBRA continuation coverage will receive a notice from the Trust Fund Office that they qualify to elect COBRA effective April 1, 2021 and forward. If you feel you qualify for this special COBRA enrollment period or have any questions, please contact the Trust Fund Office at (800) 635-3105.

Blue Cross Self-Funded Plan Participants – Get an Annual Physical to Lower Your Deductible

If you are currently in the higher deductible level for your medical coverage under the Blue Cross Self-Funded plan, you can lower your deductible for the remainder of the calendar year 2021 by having an annual physical exam by your primary care physician. You must complete and submit an Exam Certification Form to the Trust Fund office. You can find the form under the Plan Documents & Forms section of the Trust Fund website at www.aitrustfunds.org.



The Trust Fund Office now offers Zoom appointments

The Trust Fund Office has been closed for walk-in appointments since March 17, 2020 due to the COVID-19 pandemic. Effective June 1, 2021, you will be able to make an appointment with the Trust Fund office through a Zoom video conference call. Appointments can be scheduled

through the www.aitrustfund.org website, with appointments available Monday - Friday from 8:30 a.m.-3:00 p.m. You will receive a private one-on-one appointment with a department

staff member to discuss all Trust Fund business including medical coverage and eligibility, pension, COBRA, and disability.

2020 Annual Pension Statements

The Automotive Industries Pension Plan will be sending their annual statements to all participants that worked for a qualifying employer in the calendar year 2020. If you did not work in the calendar year 2020, you can review your prior year contributions and vesting status by visiting the Trust Fund website at www.aitrustfunds.org.

Pension plan funding relief under the American Rescue Plan Act of 2021

As discussed on page 1, the American Rescue Plan Act provides for funding relief to Pension Plans in Critical and Declining Status, such as the Automotive Industries Pension Plan. Please be aware that the Trust Fund Office has no additional information about this funding relief or the process of applying for the funding relief, other than what is in the American Rescue Plan Act.

The Trust Fund Office will have no other information on this provision of the American Rescue Plan until the rules and regulations are sent out by the federal government in mid-July 2021.

Settlement finalized in PCMC port case

Continued from Page 1

while in the process of appealing that portion of the circuit court decision, they decided to settle the dues case for the \$2.5 million.” This latest settlement applies to about 45 members in Oakland and 75 in Tacoma.

“In early April, we got a call from ILWU’s attorneys,” explains Crosatto. “They wanted to discuss a settlement to the Outer Harbor case, which is the most recent one. They offered us 90¢ on the

dollar to settle it, which comes to about \$200K. Then we heard from members who worked at the terminal for PCMC but not for Outer Harbor. It turns out that the ILWU didn’t contact the IAM but just paid a lump sum of \$2.5 million in full to the Labor Board, who will distribute it to the members. “This is a great conclusion to a long saga. Some individuals will get close to \$30,000,” Crosatto adds.

UNION JOB BOARD

Oakland: SSA (Port of Oakland) needs power shop and crane mechanics. You can’t be scared of computers or heights! *Local 1414*

Livermore: Toyota Material Handling in Livermore is looking for mechanics. They’re particularly interested in people who want to work in the San Jose area. *Local 1414*

Alaska: PBA Maintenance in Dutch Harbor, Alaska needs a crane mechanic. Be aware: this is a remote location! *Local 1546*

Richmond: Veriflo is bringing on 5-6 people each month. *Local 1584*

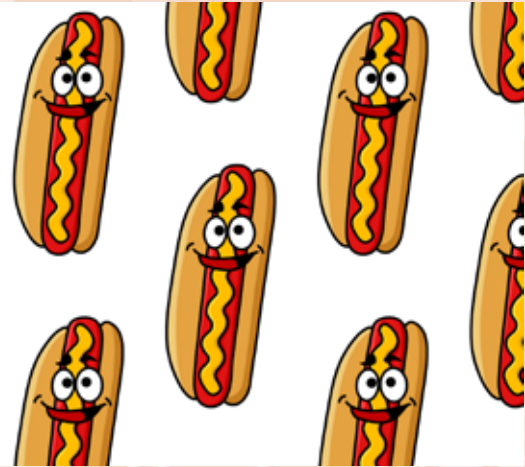
Cloverdale: MGM Brakes is having a hard time hiring. PG&E pays twice as much for tree trimming so it’s hard to find folks. But those positions are seasonal, and MGM Brakes’ are year-round. *Local 1596*

For more info about the above positions, contact Steve Older: solder1546@sbcglobal.net

BUY UNION

Union made hot dogs & more

Summer is approaching and even though the pandemic is waning (we hope), it’s still best to gather with friends and family outdoors. If you’re vaccinated, feel free to shed your mask and make the most of your grill. Here are some union-made products to make it all even more enjoyable.



Hot Dogs

- Aidel’s
- Ball Park
- Boar’s Head
- Foster Farms
- Hebrew National
- Hofmann
- Hormel
- Oscar Meyer
- Saag’s
- Safeway (store brand)

Sausages

- Gianelli
- Kroger brand

Bread & Rolls

- Bimbo/Orowhead
- Alfred Nichols Bakery
- Safeway (store brand)
- Arnold
- Francisco

Condiments

- French’s mustard
- Gulden’s mustard
- Heinz ketchup
- Jack Daniel’s BBQ sauce
- Vlasic pickles & relish

Snacks

- Munchos
- Funyuns
- Rold Gold
- Frito Lay
- Doritos
- Chex
- Mikesells Potato Chips
- Mission Tortilla Strips

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.



Local 93

Good contract at the Fort

The 72 members who work at PD Systems LLC at Fort Hunter Liggett in southern Monterey County recently ratified a new four-year contract, reports Business Rep Pedro Gonzalez.

Local 93 members have a variety of jobs at the base. These include mechanics who maintain, inspect and repair military equipment as well as the office staff who dispatch work orders and warehouse personnel who conduct inventories and handle shipping and receiving. Members also include mobile equipment servicers who inspect and inventory an array of equipment—from mobile kitchens, laundries, and showers to rolling stock including LMTV's and Humvees.

"We were able to clean up language in the contract to ensure that the employer will include health and welfare monies when paying out vacation hours. We also added language with regards to hiring and postings," says Gonzalez, who adds that they were able to increase vacation hours and reduce the number of years in each tier to be eligible for more hours. Other new language enables members to take leave without pay for medical purposes.

The bargaining unit will receive a total wage increase of 9.5% for the four-year agreement. The Heavy Equipment Mechanics and Inspectors will also receive a substantial increase in year one that will put them in line with the area wage determination.

"In all, the members were pretty happy with their new agreement," Gonzalez adds.

New deal at Labor Council

The two members who work at the South Bay Labor Council ratified their new three-year agreement. "We obtained a 4% increase for the first year and 3% in each subsequent year," says Gonzalez.

Local 801

Contract to come

In the next few months, Area Director Mark Martin and the members who work at LB&B Associates in Fallon, Nevada will head into negotiations for a new contract. "Traditionally, the company has been reasonable to deal with," says Martin.

This group is responsible for refueling Navy and Marine aircraft. Members also work as truck drivers and in other classifications.

"Hiring for these positions is always a challenge due to the remote location. Therefore, offering good wages and benefits is key, not just for our members but for the company as well," Martin adds.

Local 1101

First contract for mechanics at First Student

After voting for union representation in October 2020, the three bus mechanics at First Student in San Jose unanimously ratified their first contract, which goes into effect on May 1.

"The average wage increases are one dollar per hour for each year of the three-year agreement. In addition, if the technicians were to get all eight ASEs, they could receive up to \$2 additional dollars per hour," says Business Rep Richard Breckenridge, who adds that despite some minor struggles, negotiations went fairly well.

Welcome to the new members of Local 1101! Hopefully, when schools reopen fully, the company will bring back mechanics to reach their previous staffing levels.

Local 1173

New contract at Ryder

The four mechanics who work at Ryder Truck Rental in Rohnert Park ratified their new three-year contract in April. "Even though this location was impacted by COVID, we were able to secure improvements including a 5% wage increase over the contract term," says Business Rep Brian Fealy.

Payback time

Times were tough at Concord Mitsubishi-Kia last May, as business conditions were unstable and layoffs were being implemented. "The employer asked the members to consider taking a wage freeze and extending the contract for one year," says Fealy. "Because this employer has been fair to the bargaining unit over the years, the members were willing to help out."

Fortunately, he reports that that business is now headed back in the right direction and the future is brighter. "The employer is appreciative of the hard work and collective sacrifice of the members during the tough times and has agreed to improvements in the collective bargaining agreement," Fealy says as he describes the new three-year contract that was ratified by the eight techs in May.

"Depending on the classification, wage improvements range from 6.4-13.0% in year one, 3.0-5.75% in year two, and 3.6-5.5% in the third year. "Now everyone can focus on continuing in a positive direction," he adds.

Local 1414

Going to arbitration

When a company makes a unilateral change in a practice that has been observed for years, the union



Keeping foundry work alive

American Brass & Iron is a foundry in East Oakland. While the production workers at AB&I are members of the Molders Union, the patterns are made by Local 1584 members who were formerly in the Pattern Makers Union.

Unfortunately, since the 1980s, the work of foundries in the U.S. has declined significantly, as most American corporations started to buy their castings from low-cost countries where there are no environmental regulations and labor is cheap.



As the use of foundries for pattern makers and pattern makers were closing in on, AB&I suddenly recruited two individuals into a ship program. After sailing high marks, John Zhang and journeymen pattern maker Crosatto.

Unfortunately, there's no parent company has decided the operation to Tyler, TX.

has to grieve it. In this case, the Local took SSA Terminals into arbitration.

As Area Director Don Crosatto explains it, until last year, SSA's practice for assigning weekend overtime was to maintain separate lists for Saturday and Sunday. They'd try to get volunteers first, then the foreman works, then members would be called in based on inverse seniority. Last year, the company made a unilateral change, combining the Saturday and Sunday lists. "This impinged on the rights of the more senior mechanics to work more days than they wanted," Crosatto says. The employer had tried to implement this change during the 2018 contract talks, but dropped it quickly when the union said "no."

After a number of grievances were filed, there was a board of adjustment and then mediation. "Neither side was going to change its mind," Crosatto adds. "We had an arbitration in May that lasted for seven hours. Chief Shop Steward Walter Willis and committee members Mike Wood and Will Perez all participated. We should know the outcome in July."

Local 1484

Many open contracts

It'll be a busy summer for Area Director Kevin Kucera who has nine contracts to negotiate.

Contracts with June 30 expiration dates include International Transportation Services, MTC/Ports America, and Metropolitan Stevedore Co.

"These companies on the port have been going gangbusters since the pandemic started," says Kucera. "We've never seen volume like this before. Experts say we'll see this continue for a while before it starts to level off."

Contracts expiring on July 31 include Flexi-Van/AIMs, Oceanwide Ship Repair, and Marine Dockside.

One contract expires in August, another is pending, and the final one is the ongoing effort to get a first contract at Lexus of San Diego.

One is done

The members at Tony Demaria Electric (TDE) recently ratified a one-year contract. "These are electricians who work in the refineries," says Kucera, who adds that due to COVID, refinery work has been slow as fewer people are driving.

"Folks are just glad to be back to work," he says. "We renewed that contract and will go back to the table in December when, hopefully, we have more bargaining power."

Down and up on events

Local 1484 decided to postpone this year's annual Service Pin Recognition event due to COVID. "Our intention is to hold it again next year and recognize everybody who was due a pin in 2020 and 2021," says Kucera.

At this point, the Labor Day BBQ and march are still on. "Unless we hear differently from the County, we look forward to getting together with our friends in labor for the annual event in Wilmington."

Local Local 1528

Can contracts sealed

The 150 members at Silgan Containers in Riverbank and the 65 members at the company's Doherty facility ratified their contracts in early April and early May, just a week beyond the contracts' expiration dates.

"These agreements provide solid general wage increases, language improvements, and a reduction in the cost of benefits across

THE LOCALS



s declined, so did the need
tern maker apprentices.
ized that all the pattern
retirement age. So they re-
d recreated an apprentice-
y through the program with
nd Ivan Berejkoff are now
s,” says Area Director Don

bad news ahead. – AB&I’s
ed to move a large part of
where they make pipe for

sewers. “This move will probably include the pattern
shop in the next few years,” says Crosatto.

*The photos above are sections of the AB&I mural
that covers almost the whole block between 78th and
79th Streets on San Leandro Avenue in Oakland. It fo-
cuses on the history of the facility for nearly 100 years
and includes profiles of 20+ year employees. The photo
in the center is of new journeyman John Zhang (R) with
pattern shop manager Paul Garaventa, who’s a former
member of the union.*

the life of both contracts,” says Area
Director Mark Martin.

“I have to give thanks to both of
our committees for their outstanding
work,” Martin says. “Ema Bachmeier,
Jaime Padilla, and Matthew Salmon
did a tremendous job for the mem-
bers at Doherty. At our Riverbank lo-
cation, Matthew Dunn, Kevin Waid,
Amanda Biondi, and Jorge Garibay
were also terrific. They are all truly a
great team of negotiators, which led
to such a fine result.”

COVID had a major impact on
the can business. While produc-
tion of gallon cans at Doherty was
down due to restaurant and school
closures, business was booming at
Riverbank. “This gave the workers
increased leverage,” says Martin,
“and helped provide for a better
contract at Doherty than they might
have gotten on their own.”

Fixing the record

At J.M. Equipment in Manteca,
you will get a suspension after a
number of write-ups but those write-
ups expire after a certain time pe-
riod. Recently, a member was issued
a write-up that incurred an unpaid
3-day suspension. After reviewing
the record, Business Rep Paul Abarca
met with the HR rep who agreed to
remove the suspension.

“It’s always a good idea to reach
out to your union representative
anytime you receive discipline,” says
Abarca. “We can make sure the com-
pany treats you fairly and correctly.”

Local 1546

Cummins deal is stuck

Even after several sessions with a
federal mediator, the negotiations with
Cummins Engine have hit a logjam,
reports Area Director Don Crosatto.
Forty members work for Cummins,
which is located in San Leandro, but
members travel across Northern Cal-
ifornia to provide service.

“While the company has pro-

posed decent wage increases of
6-12% in the first year, they are ada-
mant in forcing members out of the
AI health and welfare plan and into a
substantially inferior company plan
that has much higher deductibles,
and inferior dental and disability
coverage. Importantly, it doesn’t in-
clude Kaiser, which is the plan that
75% of the members are in,” Cro-
satto explains. “This has gotten peo-
ple really upset and may end with a
strike.”

In fact, on May 27, the members
passed their second strike vote and
are ready to walk if they can’t get a
good settlement.

Crosatto added that these mem-
bers have a lot of leverage. “Our guys
know what they’re worth. With their
deep knowledge of the Cummins
equipment, they could get another
job in a heartbeat.” Stay tuned.

Contract Alaskan-style

The 14 members who work for
PBA Maintenance and do crane
maintenance for Matson’s in An-
chorage, Kodiak, and Dutch Harbor
ratified their new four-year contract.

“After months of negotiations
and significant back and forth over
every detail, we got these members a
deal that includes 75¢ wage increases
each year; the company will maintain
benefits on the health and welfare
plan for the life of the contract, and
we got two additional sick days,” says
Crosatto.

“I’d like to give a special shout
out to Elliot LaChappelle, the chief
shop steward. The members all do
really tough work that’s outdoors
in challenging weather and they’re
not shy about voicing their opin-
ions. I’d say they’re a handful but
Elliot has a lot of patience. I appre-
ciate how he has to deal with the
employer and manage members’
expectations.”

Changes at Cromer

After much talk and rumors, the
long-time owner of Cromer Material

Handling in Oakland finally sold the
company in April.

Towlift, a Cleveland-based com-
pany with both union and non-
union locations, is the new employer.
“We haven’t yet met face to face, but
they kept the management team and
all of our members,” says Crosatto,
which means that they are planning
to recognize the union. He says that
his zoom calls with top management
have been amicable. Crosatto says
that the next step is for the union to
sit down with them to negotiate the
terms and conditions of the contract.

Local 1584

New slate

After nearly 18 months in trust-
eeship, Local 1584 is emerging with a
new batch of officers who are elected,
installed, and ready to lead the local
into the future. The local also has
new office space in Local 1546’s Oak-
land building at 10260 MacArthur
Blvd., which is where they’ll be able
to hold in-person monthly meetings
when that becomes feasible.

The new officers are as follows:
President: Jerry Gutierrez; Vice Presi-
dent: Will Morris; Sec-Treas: Thomas
Swanger; Recording Secretary: Eric
Rubio; Conductor-Sentinal: Ray Ce-
laya; Trustees: Joshua Latty, Shaun
Carr; District 190 delegates: Jerry
Gutierrez, Ray Celaya.

The Local will not have full-time
office staff, but long-time Local 1546
administrator Norma Stevenson will
handle member dues and the Local’s
books on a part-time basis. Members
with office business can make an ap-
pointment to work with Norma.

Talks at Cargill

If you think about what the larg-
est privately-held company is in the
U.S., you probably wouldn’t imagine
it was Cargill, owners of Cargill Salt
in Newark. But it is.

Local 1584 represents about 25
workers there, and long-delayed talks
are finally moving ahead after previ-
ous delays that were stalled even fur-
ther by COVID.

“They closed the company pen-
sion plan to new hires in 2016, and
plan to move everyone over to an in-
ferior 401K plan,” says Crosatto. “This
will be a big issue for our members.”

A little COVID

Area Director Steve Older says that
a small COVID outbreak broke out at
Henkel, an aerospace manufacturer in
Pittsburg, reportedly brought in from
an outside contractor.

Otherwise, like across the rest of
the state, there’s been a real decline
in new COVID cases. The company
is starting to get busy again and will
go back to 12-hour day schedules
(4 days on 4 days off...with 4 hours
overtime every work day). “We can
credit the American Rescue Act for
providing the monies to shore up
aerospace work,” Older adds.

Local 1596

Worth the wait

Last June, the eight body men
and painters at Fred’s Body Shop in
Eureka agreed to help out the em-
ployer in the middle of COVID and
delay the start of negotiations.

“Thankfully business has been
improving consistently over recent
months,” says Business Rep Brian
Fealy. “Once we re-opened the talks,
we were able to gain wage improve-
ments of 7.0% over a 32-month term
and dental benefits.”

Local 2182

Getting ready for talks

Local 2182 is heading into nego-
tiations with the City of Sacramento
for two contracts: Fleet Equip-
ment Services and Building Trades.
“These members were deemed es-
sential throughout the pandemic
and worked in extremely hazardous
situations—from servicing and re-
pairing first responder equipment
to working on equipment and infra-
structure that supplies water, sewage
and storm drain service,” says Area
Director Mark Martin. “Our mem-
bers have earned respect through
their work and actions and we want it
reflected in our new contract as well.”

Almost there

Mark Martin is hopeful that
negotiations are nearing the home
stretch to reach a first contract with
Ryder Truck in Stockton. “The envi-
ronment has been contentious due to
the fact that the same managers that
caused the need to organize are still
wreaking havoc and causing prob-
lems,” he says. “It’s very likely the
grievance procedure will get a signif-
icant workout once the contract is in
effect.”

Changes at Lehigh

The 15 members who work at Le-
high Cement at the Port of Stockton
ratified a one-year contract extension
that includes a 4% wage increase.
“We learned that Lehigh Hanson is
selling their West Coast operations to
Martin Marietta,” says Business Rep
Paul Abarca. “Fortunately, they’ve
indicated that they are looking for-
ward to working with the IAM.”

1.5-year contract

The 17 members who work at
Cal Tank Line in Stockton recently
ratified a 1.5-year agreement. “It was
valuable to move the contract re-
newal date to August,” says Abarca.
“This will enable us to address the
health and welfare-associated cost
changes, typically announced at that
time of year, in future negotiations.”

In addition, all classifications
received their largest wage increases
in the history of the contract while
accepting some cost-sharing so they
could keep the Plan A Health and
Welfare benefits.



IN THE NEWS

Unemployment Benefits Are Not Creating A Worker Shortage

While some employers may be struggling to hire for one reason or another, economists say generous unemployment benefits are not the cause.

As the U.S. economy bounces back from the COVID-induced downturn, some employers say they're having a hard time finding workers.

When the COVID lockdowns started in 2020, millions of workers were losing their jobs every week, and nobody knew how bad things would get. But a few weeks after the initial lockdowns, businesses started recalling workers, millions returned to their jobs despite the extra benefits, and the jobless rate plunged.

A spate of academic studies found the extra benefits weren't stopping people from going back to work after all. It's true that the benefits amount to more than prior wages for some workers. It's just that the extra money doesn't seem to have held workers back. Economists say that if demand for workers were exceeding supply, then the price of labor would be shooting up.

But as Federal Reserve Chairman Jerome Powell said in late April, overall wage growth hasn't increased. "We don't see wages moving up yet, and presumably we would see that in a really tight labor market," Powell said at a press conference. "And we may well start to see that."

For now, unemployment remains elevated, at 6%, compared to 3.5% before the pandemic, and there were 4 million more unemployed people in March 2021 than in February 2020. That data reflects people who are trying to find jobs, not those who have removed themselves from the workforce for a number of reasons, like a lack of child care.

Yet some business owners still say there are no willing workers out there. The loudest complaints of a worker shortage now seem to come from restaurants, as more people resume their pre-pandemic dining-out habits thanks to widespread vaccination. Wages may have risen a bit faster than average this year in the hospitality industry, according to the government's employment cost index, though state minimum wage laws may have played a role. In general, restaurant work doesn't pay very much, with median wages around \$11 for servers in 2020, compared to more than \$20 across all occupations. Many restaurant jobs are also much different than they used to be, with more outside seating, for example, plus masks and new cleaning protocols. Not to mention new risks of getting sick.

Some restaurant workers recently told *Eater* that they are willing to work; they just want pay that reflects the hazards.

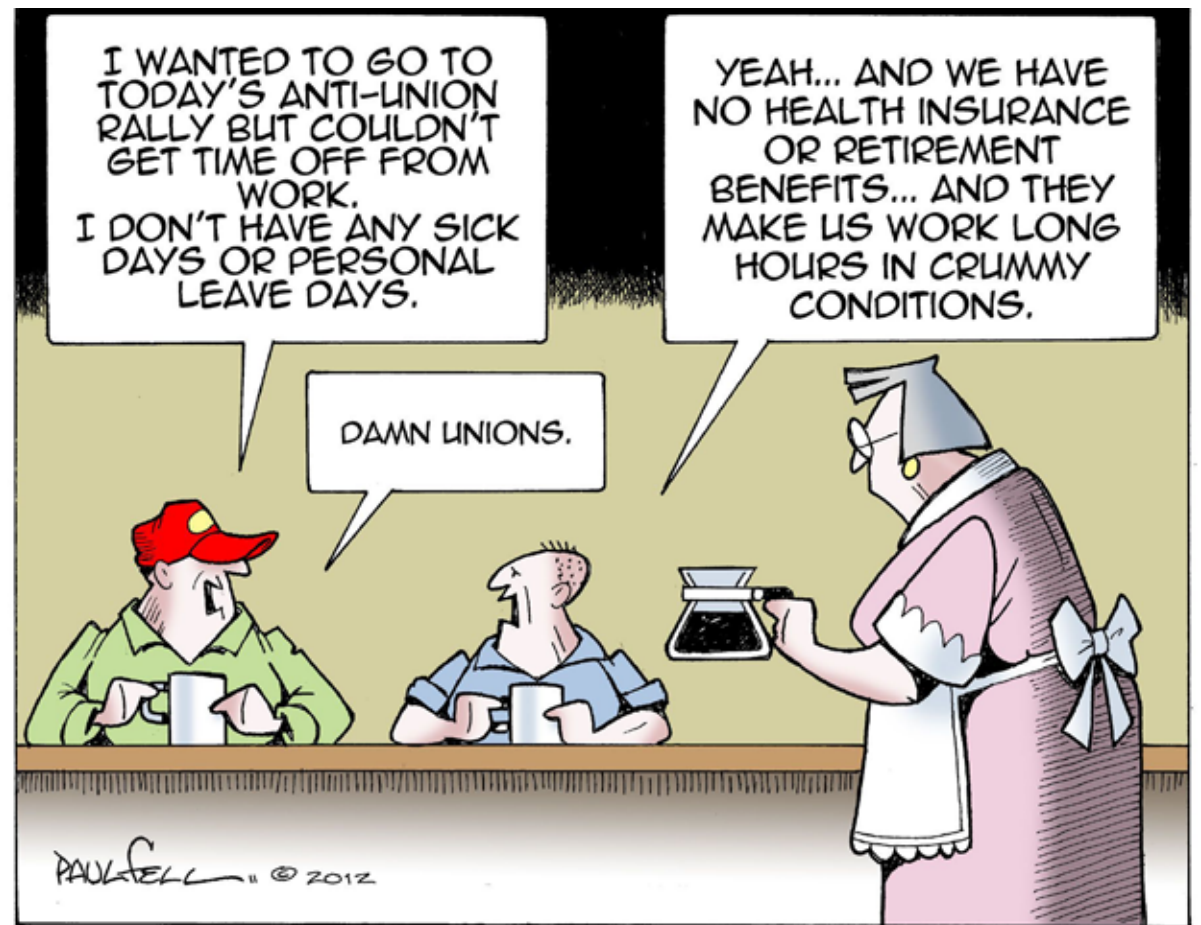
Arthur Delaney and Dave Jamieson
Huffington Post

Biden stakes claim to being America's most pro-union president ever

Just over 100 days into his presidency Joe Biden is showing that he is one of the most pro-union presidents in American history, declaring the "unions built the middle class" in his address to a joint session of Congress.

Union membership has declined precipitously in the US and accounted for about 10.8% of US employees last year, just over half the rate in 1983. Unions have also suffered notable setbacks in recent years, most recently failing to get the votes to unionize at an Amazon warehouse in Alabama.

None of this has dampened Biden's ardor for organized labor, or Republican opposition to it. On April 26, Biden issued an executive order



establishing the White House Task Force on Worker Organizing and Empowerment, a move that aims to help unions expand their ranks. The next day, Biden named Celeste Drake to head his new "Made in America" program, which is designed to steer more federal money to US manufacturers. Drake is a longtime trade expert at the AFL-CIO. Also that week, the White House issued a fact sheet saying that Biden's proposed \$2.3 trillion infrastructure plan would create many union jobs in construction, clean energy, and other fields – by, for instance, requiring companies that receive money under the legislation not to oppose unionization efforts.

Biden's new taskforce is seen as an important pro-union move. Headed by Vice-President Kamala Harris, it includes most cabinet members and aims to have the entire executive branch promote unionizing and collective bargaining. In this way, Biden is undertaking an extraordinary effort to help reverse the decades-long decline in labor unions' membership and power.

In announcing the taskforce, the White House said "the shrinking of America's middle class [is] associated with the declining percentage of workers in unions." The taskforce, officials say, will recommend ways to use existing policies and programs to promote organizing and will also explore new policies to further that goal.

"This is an all-hands-on-deck effort," Jared Bernstein, a member of the president's council of economic advisers, told the *Guardian*. "The marching order from the president is everything we do in the job market space needs to reflect the importance of unionization."

Steven Greenhouse, *The Guardian*

Biden axes Trump gig-worker rule, favoring 'employee' model

The Biden administration canceled a signature Trump-era rule that would have eased businesses' ability to legally consider workers as independent contractors, a rollback the U.S. Labor Department said was necessary to broadly extend wage protections while cracking down on employer abuses.

A final rule, issued on May 5, rescinded the regulation that would have helped preserve the workforce model of gig-economy companies such as Uber and Instacart. The administration's

top wage regulator made clear the DOL will be targeting companies for failing to treat workers as employees, enabling them to receive minimum wage and overtime protections.

In deciding questions of employee status, the Biden administration will now rely on a long-standing multi-factor test established by judicial precedent. That often-complicated analysis would have been narrowed by the Trump administration's regulation, which was published two weeks before former President Donald Trump left office but never took effect.

"By withdrawing the Independent Contractor Rule, we will help preserve essential worker rights and stop the erosion of worker protections that would have occurred had the rule gone into effect," said U.S. Secretary of Labor Marty Walsh. "Legitimate business owners play an important role in our economy but, too often, workers lose important wage and related protections when employers misclassify them as independent contractors. We remain committed to ensuring that employees are recognized clearly and correctly when they are, in fact, employees so that they receive the protections the Fair Labor Standards Act provides."

"Misclassification of employees as independent contractors presents one of the most serious problems facing workers today," said Looman, principal deputy administrator of DOL's Wage and Hour Division. "We are committed to continuing to combat misclassification, and we're particularly focused in sectors where we know workers are vulnerable and violations are rampant."

Ben Penn, *Bloomberg Law*

New Labor Secretary is not in favor of gig worker arrangements

In what could be a policy shift that is likely to impact millions of workers and raise costs for companies that depend on contractors, such as Uber and Lyft, Labor Secretary Marty Walsh, a son of Irish immigrants and a former union member and leader, said that most gig workers in the U.S. should be classified as "employees" deserving of related benefits.

"We are looking at it but in a lot of cases gig workers should be classified as employees... In some cases, they are treated respectfully and in some cases, they are not and I think it has to be



IN THE NEWS

consistent across the board,” Walsh told *Reuters*, expressing his view on the topic for the first time.

“These companies are making profits and revenue and I’m not (going to) begrudge anyone for that because that’s what we are about in America... but we also want to make sure that success trickles down to the worker,” he said. Walsh’s work at the Department of Labor is expected to have a major impact on U.S. workplace laws and regulations, including vigorous enforcement of occupational safety and health rules, overtime payments, and proper administration of employee benefit plans.

The U.S. Bureau of Labor Statistics reported in 2017 that 55 million people in the United States were gig workers - or 34% of the workforce - and was projected to rise to 43% in 2020. Walsh’s views on the issue could usher in new rulings from the department, which sets legal guidelines for how employers treat workers. Before his appointment, the Labor Department’s Wage and Hour Division rescinded a rule adopted by the Trump administration in January that would have made it easier to classify workers as independent contractors.

Nandita Bose, *Reuters*

Biden calls for passage of PRO Act, \$15 minimum wage in joint address

President Biden called for the passage of the PRO Act and for a \$15 federal minimum wage during his first address before a joint session of Congress. The PRO Act, a sweeping pro-union bill, passed the House in March. The legislation, which is the top priority of labor unions, remains stalled in the Senate.

“The American Jobs Plan is a blue-collar blueprint to build America, that’s what it says. And, it recognizes something I’ve always said... Wall Street didn’t build this country. The middle class built this country. And unions build the middle class,” Biden said.

“And that’s why I’m calling on Congress to pass the Protect the Right to Organize Act, the PRO Act, and send it to my desk to support the right to unionize. By the way, while you’re thinking about sending things to my desk, let’s raise the minimum wage to \$15,” he added. The calls are a nod to laborers and unions, a key demographic that Biden promised to elevate during his 2020 presidential campaign.

Alex Gangitano, *The Hill*

America’s Workplaces Are Still Too Dangerous

Today, even with a much larger workforce, 14 workers on average are killed on the job each day, a great improvement — although that’s still 14 deaths too many. But in recent years, progress has slowed. Fatality rates plateaued more than a decade ago.

Workers of color, particularly Black and Latino workers, are overrepresented in dangerous occupations and thus disproportionately suffer the tragic consequences. About 3.5 million workers are reported injured on the job every year, but since many injuries aren’t recorded by employers, the true number is higher.

The Covid-19 crisis serves as a reminder of the challenges of protecting the nation’s workers, millions of whom have risked their lives to provide medical care, stock grocery shelves and operate public transit. After the pandemic began, the Trump administration refused to issue new labor regulations, and OSHA did not



require employers to take steps to prevent workers from becoming infected with the coronavirus. Countless workers were sickened. Many died, and the virus spread from workplaces into communities.

During his election campaign, President Biden committed to taking strong action, but thus far has not done so, although *Politico* reported that new guidelines may be forthcoming.

OSHA’s limitations predate the pandemic. The agency’s enforcement staff is so small that if OSHA sent inspectors to every workplace, it would take 162 years to visit them all. New regulations often take 10 or more years to be finalized. The maximum fine for a serious OSHA violation is \$13,353 — petty cash to any large employer — and the criminal charge for the work-related death of an employee is a misdemeanor, not a felony.

The emergence of the online platform economy has allowed more businesses to abdicate responsibility for the people doing work on their behalf since gig workers aren’t afforded the protections available to regular employees. In addition, several other groups — independent contractors, people working on small farms, eight million public sector workers in 24 states and the District of Columbia — have no legal right to a safe workplace. Temporary workers, who are at greater risk of injury and death than traditionally employed workers, also often fall between the cracks.

OSHA needs to adapt to the changing nature of the American labor market. It can take a cue from countries like Australia and New Zealand, which have embraced a new model called “duty of care,” in which companies must ensure that their activities do not endanger the health and safety of any worker, regardless of type.

David Michaels, *Former Director of OSHA*
New York Times

Pandemic economy impacts lowest-paid workers

According to several studies of the pandemic economy conducted by the Economic Policy Institute, job losses during 2020 are not randomly

distributed across the labor market. In this year’s edition of their annual State of Working America series, EPI researchers showed how low-wage workers have been the hardest hit in the recession: In 2020, 80% of job losses were among the lowest quarter of wage earners (Gould and Kandra 2021).

Between February 2020 and February 2021, employment losses were largest among workers in the leisure and hospitality, government, and education and health services industries. Even with a partial bounceback last summer after losing more than 8 million jobs last spring, the leisure and hospitality sector still faces the largest shortfall, with nearly 3.5 million fewer jobs in February 2021 than a year prior.

Within the worst-hit sectors, workers in the lowest average wage and lowest average hour occupations were hit the worst and remain most damaged a year later. While aggregate output data (for example, gross domestic product) appears to have rebounded significantly by February 2021, the “output gap”—the difference between actual and potential economic output—that remains represents a far greater share of jobs because the still-jobless workers in the economy previously worked in some of the most disadvantaged sectors in terms of wages and weekly hours.

Within the leisure and hospitality sector, Black women, Hispanic women, and Asian Americans and Pacific Islanders (both men and women) saw disproportionate losses. Occupational segregation—the fact that these workers are less likely to be found in higher-paid management professions, even within leisure and hospitality—exposed them to the worst of the job losses.

Public-sector job losses in the pandemic recession occurred largely within the educational services sector. Within educational services, job losses were primarily among teaching professions, although notable losses also occurred in on-site employment (e.g., food and maintenance workers, bus drivers). Higher-paid management occupations saw job gains in 2020, disproportionately accruing to men within that sector.

New California law requires some businesses to rehire workers laid off during COVID

Some California employers when rehiring will have to offer jobs first to the former workers they laid off during the coronavirus pandemic under a law signed by Gov. Gavin Newsom. Those employers include hotels, large event centers, and airports, as well as janitorial, security, and maintenance workers at commercial buildings.

Companies would have to offer jobs only for a position that’s the same or similar to what their workers had before their layoff, according to the bill. “As we progress toward fully reopening our economy, it is important we maintain our focus on equity,” Newsom said in a statement. “Senate Bill 93 keeps us moving in the right direction by assuring hospitality and other workers displaced by the pandemic are prioritized to return to their workplace.”

With the hospitality industry having lost hundreds of thousands of jobs during the pandemic, the bill was a top priority of unions and labor advocates. Newsom vetoed a similar bill last year. As the industry recovers — it added more than 42,000 jobs in March — labor advocates and legislators said the bill is crucial to making sure hospitality workers aren’t left behind in the state’s recovery.

Jeong Park, *The Sacramento Bee*

Words of Wisdom

“Roughly 650 billionaires in America increased their wealth by more than \$1 trillion during this pandemic... My fellow Americans, trickle down economics has never worked, and it’s time to grow the economy from the bottom and the middle out.”

President Joe Biden

Address to Congress, April 28, 2021

www.inequality.org

IAM LOCAL UNION MEETINGS

A note about the meeting schedule:

Since the COVID shutdowns started, local unions were holding general membership meetings over Zoom or another video conferencing program. Some chose to tailgate—meeting six feet apart outdoors to meet the guidelines for social distancing. As counties enter the Yellow tier, many are starting to meet indoors again. Some locals will hold “hybrid” meetings — both in-person and on Zoom.

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.

Attention: Members of Local 1584

Notice of proposed by-laws changes

The first reading of proposed changes in Local 1584’s by-laws will be at the June 17 general membership meeting. The second reading, amendments and vote will be at the July 15 meeting.

Both meetings start at 7:00 p.m. and will held at Local 1584’s new union hall: 10260 MacArthur Blvd., Oakland, CA, 94605.

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 I90 8201 Capwell Drive Oakland, CA 94621 510-632-3661	<i>Meetings are the fourth Tuesday of each month</i> June 22 • July 27 • August 24 Executive Board Meeting: 6:30 p.m. General Delegates’ Meeting: 7:00 p.m.	Local I484 1261 Avalon Blvd. Wilmington, CA 90744 310-835-6688	Executive Board Meeting: 6:00 p.m. on the third Thursday of the month June 17 • July 15 • August 19 General Membership Meeting: 6:00 p.m. on the first Tuesday of the month June 1 • July 6 • August 3 Retirees’ Club: 1:00 p.m. on the third Wednesday of the month: June 16 • July 21 • August 18
Local 93 2102 Almaden Rd., #105 San Jose, CA 95125 408-440-8716 <i>Meetings will be held on the Bluejeans App for the foreseeable future. Email rbreckenridge1101@sbcglobal.net to learn how to join in.</i>	<i>Meetings are the second Tuesday of each month</i> June 8 • July 13 • August 10 Grievance Committee: 3:30 p.m. Executive Board Meeting: 4:30 p.m. Membership Meeting: 5:00 p.m.	Local I528 713 16th Street Modesto, CA 95354 209-529-9210 machinists2182@gmail.com	<i>Meetings are the first Wednesday of the month</i> June 2 • July 7 • August 4 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 June 19 • July 17 • August 21 Narcotics Anonymous: 5:30-6:30 p.m. every Tuesday
Local 653 5726 E. Shields Avenue Fresno, CA 93727 559-264-2815 <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>	<i>Meetings are the third Wednesday of the month</i> June 16 • July 21 • August 18 Executive Board Meeting: 5:00 p.m. Membership Meeting: 5:30 p.m.	Local I546 10260 MacArthur Blvd., Oakland, CA 94605 510-638-6705 <i>Meetings will be held on zoom for the foreseeable future. Email zr1zo6r@sbcglobal.net to learn how to join in.</i>	<i>Meetings are the first Tuesday of the month</i> June 1 • July 6 • August 3 General Membership Meeting & E Board Meetings: 6:30 p.m. Member Education Meeting: 5:30 p.m. Alcoholics Anonymous: 9 a.m. every Saturday
Local 80I 8201 Capwell Drive Oakland, CA 94621 800-655-2182	<i>Meetings are the third Thursday of the month</i> June 17 • July 15 • August 19 Membership Meeting: 4:00 p.m. <i>Meetings are held at the Carpenters’ Hall, in Reno.</i>	Local I584 10260 MacArthur Blvd., Oakland, CA 94605 510-632-3661 <i>Meetings will be held on zoom for the foreseeable future. Email zr1zo6r@sbcglobal.net to learn how to join in.</i>	<i>Meetings are the third Thursday of the month</i> June 17 • July 15 • August 19 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: June 1 • July 6 • August 3
Local II0I 2102 Almaden Rd., #105 San Jose, CA 95125 408-440-8716 <i>Meetings will be held on the Bluejeans App for the foreseeable future. Email: aab1101@att.net to learn how to join in.</i>	<i>Meetings are the second Thursday of the month</i> June 10 • July 8 • August 12 Executive Board Meeting: 5:30 p.m. General Membership Meeting: 6:30 p.m.	Local I596 1900 Bates Ave., #H Concord, CA 94520 925-687-6421LL1173@sbc-global.net <i>The Lodge will continue to hold monthly meetings on Zoom; starting with the July 2021 meeting, the Lodge will hold “hybrid” meetings (both in-person and on Zoom) on a quarterly basis. The in-person location is at the Local 38 Plumbers and Pipefitters Hall (3473 Santa Rosa Ave., Santa Rosa, CA 95407). To stay on zoom, contact the local at 925-687-6421 for the meeting number and passcode.</i>	<i>Meetings are held quarterly on the third Tuesday of the month</i> June 15 • July 20 • August 17 Executive Board Meeting: 6:00 p.m. Membership Meeting: 6:30 p.m.
Local II73 1900 Bates Ave., # H Concord, CA 94520 925-687-6421 LL1173@sbcglobal.net	Executive Board Meeting: 6:00 p.m. on the second Thursday of the month June 10 • July 8 • August 12 Membership/Shop Stewards’ Meeting: 6:30 p.m. on the second Thursday of the month June 10 • July 8 • August 12	Local 2I82 967 Venture Court Sacramento, CA 95825 916-929-1040 For dues questions, call Debbie Bird: 559-269-6386 machinists2182@gmail.com	<i>Meetings are the second Tuesday of the month</i> June 8 • July 13 • August 10 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: June 16 • July 21 • August 18
Local I4I4 150 South Boulevard San Mateo, CA 94402 650-341-2689	Shop Stewards’ Meeting: 5:30 p.m. on the third Thursday of the month June 17 • July 15 • August 19 Executive Board Meeting: 6:00 p.m. on the second Thursday of the month June 10 • July 8 • August 12 General Membership Meeting: 6:30 p.m. on the third Thursday of the month June 17 • July 15 • August 19 Retirees’ Club: 11:00 a.m. on the first Wednesday of March, June, Sept., Dec. All are welcome! June 2 • September 1 • December 1		