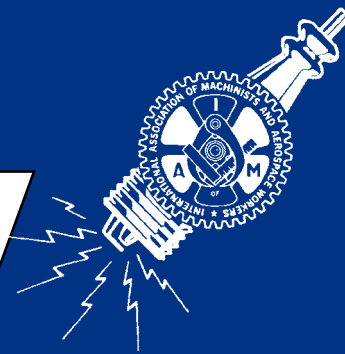


The IAM District 190

# Sparkplug



VOL. 23 NO. 3



September/October/November 2021

Serving the Active and Retired Members of IAM District Lodge 190

# VOTE "NO" ON THE RECALL

**Governor Newsom worked with unions to build the country's strongest COVID-19 protections for essential workers. He stood with us – now it's time for us to stand with him!**

## How Governor Newsom stands with workers:

- Strict enforcement of labor laws to protect workers;
- Expanded COVID-related paid sick leave;
- Signed legislation to keep workers safe and shut down unsafe workplaces;
- Supported unions and local groups to get vaccines to essential workers;
- California's COVID rate is now the LOWEST in the nation.

## From the picket lines to the Capitol, here's how Governor Newsom takes action on the toughest issues facing working people:

- Signed a bill to crack down on worker misclassification and restore basic rights to millions of workers
- Championed the California Racial Justice Act to reform the criminal justice system, signing it into law
- Helped to protect working people from corporate greed, increased funding to schools, expanded health care, promoted affordable housing and more



## Who's behind the recall:

- Recall donors are a who's who of anti-union special interests. The wealthy corporate backers of the recall have been working for decades to undermine California's strong worker protection laws. The anti-union recall backers want to lower wages, eliminate health and safety laws and kill union jobs.

## How the Recall will work...

Ballots will be mailed on August 16 to every Californian. You may vote by mail (postage is paid), or you may wait until September 11-14 to vote in person or to drop off your ballot in person.

Your ballot will have two questions:

- 1) Do you support the Recall? If you vote NO, then you are supporting Governor Gavin Newsom and your ballot is complete.
- 2) If you vote YES, then you will vote for one of the 46 candidates running to replace him. All of those candidates are anti-union.

If Newsom does NOT garner a 50%-plus one vote majority, then whoever has the most votes of the 46 will become the governor....they could have 5%, 10%, or 20% of the total votes cast.

We urge you to vote NO as soon as you get your ballot and return it by mail. Don't just think about it – DO IT!





## 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](http://www.iamlocal1101.org)

**Local 1414:** [www.iam1414.org](http://www.iam1414.org)

**Local 1584:** [www.iamlocal1584.com](http://www.iamlocal1584.com)

### Twitter

Union Organizer: @union1484

### Facebook pages:

**Local 1101:** [facebook.com/Local1101](https://facebook.com/Local1101)

**Local 1173:** [facebook.com/pages/Machinists-Union-Local-1173](https://facebook.com/pages/Machinists-Union-Local-1173)

**Local 1546:** [facebook.com/iam1546](https://facebook.com/iam1546)

**Local 1584:** [facebook.com/IAMLocal1584](https://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](mailto:dchaplan@mindspring.com)

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The IAM District 190

## Sparkplug

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



Debra Chaplan, Managing Editor

# The recall election is bad for California and bad for IAM members – Just vote no!

By JIM BENO

District Lodge 190 — Dir. Business Rep

Millionaire Republicans who want to roll back the clock on California's worker protections are funneling big money into a campaign to recall Gov. Gavin Newsom. Let me be clear: If they succeed, we'll lose many of the big gains we made on higher wages, pensions, health and safety, and more.

To protect our contract, wages, and health care, I ask that you join me in voting NO on the Recall.

**Who is behind this Recall?** It is a national network of very rich anti-union funders who are taking aim at our pensions, wages, health care and voting rights. They have spent millions to put this special election Recall on the ballot.

**Why?** Because they couldn't win in the last election with a union-busting candidate, they put a "special election" on the ballot, which always has a much lower voter turn-out by union members. They want to control California by pulling a fast one on California's working folks. It ticks me off. I hope it does the same to you.

**How does the special Recall election work?** There are two questions on the Recall ballot. First: Should Governor Newsom be recalled? My answer is "NO!"

Second: Who do you vote for to replace Governor Newsom? My answer to that is, "NONE of them!"

All the candidates trying to replace the Governor have one thing in common: A long history of attacking unions. And an anti-union candidate could win with only 10%

of votes cast!

That means someone with an extreme anti-union agenda could sneak into office and attack everything we've worked so hard for as a union. One of the leading replacement candidates, right-wing radio talk show host and Trump backer Larry Elder, said it's a "big myth that unions help workers." And he said there should be NO minimum wage.

California's laws to protect workers are the strongest in the nation. Under Gov. Newsom's leadership, we've secured major gains for our members and all workers. But this Recall isn't really about Gavin Newsom or any one individual. It's about millionaire funders trying to strip away our wins on wages, health care, and pensions to make themselves even richer.

According to the latest polls, those who support the Recall are highly motivated to vote in this election. Those who oppose the recall are much less bought into the process. Apathy could be the real winner in September.

We can't afford to allow wealthy anti-union special interests to seize control of California. Please join the Machinists union and VOTE NO! on the anti-worker Recall!

Together we will STOP this Republican power grab! And stop a Trump-follower from taking over California!

Ballots will be mailed around August 16. When your ballot arrives, please join other union members by returning your ballot right away (no postage necessary) and VOTE NO on the Recall!



## IN MEMORIAM

### Richard Trumka President, AFL-CIO

*"There is nothing stronger than the American labor movement. United, we cannot and we will not be turned aside. We'll work for it, sisters and brothers. We'll stand for it. Together. Each of us. To bring out the best in America. To bring out the best in ourselves, and each other."*

– Richard Trumka

The labor movement, the AFL-CIO, and the nation lost a legend on August 5. Rich Trumka, President of the AFL-CIO since 2009, devoted his life to working people, from his early days as president of the United Mine Workers of America to his unparalleled leadership as the voice of America's labor movement. He was a relentless champion of workers' rights, workplace safety, worker-centered trade, democracy and so much more. He was also a devoted father, grandfather, husband, brother, coach, colleague, and friend.

"Today, workers across the world mourn the loss of a labor movement giant and working people's champion, AFL-CIO President Richard Trumka," said International IAM President Robert Martinez, Jr. "Rich revitalized the labor movement and stood toe-to-toe against any enemy standing in the way of dignity and justice on the job. He made life better for working people across



From Left: California Labor Federation Secretary-Treasurer Art Pulaski; District 190 Directing Business Rep Jim Beno; and AFL-CIO President Rich Trumka

our nation and the world. Our heart goes out to his family, friends, and the entire AFL-CIO.

"The IAM will forever be grateful to President Trumka for standing up for IAM members all across our different industries. Rich marched on our picket lines and helped lead efforts to improve the lives of working families. He was a fighter for change, and his work will never be forgotten. The IAM will honor Rich in a way he would want us to—fighting like hell to pass his legacy legislation, the Protecting the Right to Organize Act."



## NEWS FROM THE TRUST FUND

### Employee Assistance Program Services Available Online

HMC HealthWorks is providing all Employee Assistance Program (EAP) services for eligible employees and their dependents.

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, legal/financial advice and eldercare/child-care advice is offered. These confidential counseling services are free, with no deductible, copay, or coinsurance.

HMC HealthWorks can be reached online at <https://hmc.personaladvantage.com> and using the Access Code: AUTOMOTIVE. They can also be reached by calling 888-690-1349.

### No Increase to Employer Contribution Rates for Welfare Benefits

The employer contribution rates for all Welfare Plan benefits (medical, prescription, dental, orthodontic, vision, life insurance, and short-term disability) are reviewed annually by the Trustees and are updated in September of each year.

Due to the favorable cost experience of the plan over the past year, the Trustees have determined that there will be no increase in the employer contribution rates for the upcoming rate period. If you have a contract that requires cost sharing of welfare benefits, there will be no change to your cost-sharing portion for the rate period of September 2021–August 2022.

### Orthodontic Benefit to be Increased to \$3,000 Effective January 1, 2022

Effective January 1, 2022, the benefit will be increased from the current benefit of \$2,500 per lifetime to \$3,000 per lifetime. The Orthodontic benefit is self-funded 100% by the Welfare Plan and

administered through the Trust Fund Office. The benefit covers all related orthodontic services such as x-rays, photographs, tracing, study models, and banding—for children and adults.

### Subsidized COBRA Available through September 30, 2021

The American Rescue Plan Act (ARPA) provides an employee who lost their job due to a COVID-related event a 100% subsidy of their COBRA premium. The COBRA election forms sent from the Trust Fund Office have been updated to include all the required forms to apply for this subsidy. A completed form must be submitted with your COBRA election in order to qualify for the subsidy.

If you have questions about the subsidy and if you qualify, please contact the Trust Fund Office at 800-635-3105.

### Pension Plan Searching for Former Participants

The Automotive Industries Pension Plan currently has approximately 2,000 participants who are entitled to receive a pension payment under the Plan but have not made application for their money. If you know someone who used to work in the industry during the 1970s or 1980s, is over age 65 and is not receiving a pension payment from the Trust Fund, they could be missing out on a monthly payment from the Plan. Have them contact the Trust Fund Office at 800-635-3105 for a review of their work history to see if they are eligible.

### Reminder: Trust Fund Office Still Closed for Walk-in Appointments

The Trust Fund Offices have been closed to walk-in appointments due to the COVID-19 pandemic. To service members effectively, the Trust Fund Office has made Zoom appointments available so you can talk directly with a staff member about your specific benefit questions. Please visit the Trust Fund webpage at [www.aitrustfunds.org](http://www.aitrustfunds.org) and click on the “Contact Us” icon to set up your appointment.

## Some good healthcare news

“For the 3rd year running, Automotive Industries (AI) has had no increase in the Health Plan rates—for Plan A or for any of the other plans,” reports Area Director Don Crosatto. Due to COVID, utilization rates at Kaiser were down 25% for outpatients and 29% for inpatient care. “People were

either less sick or putting off trips to the doctor or dentist.”

Crosatto adds that across the District, about 100 members got COVID; only a few were hospitalized and none were in the ICU.

## California Machinists 401(k): Website changes coming in October

The Administrative Office (formerly Kaufmann and Goble/KandG) was acquired by NWPS (Northwest Plan Services) and, as part of the rebranding, will be transitioning the Plan to a new system and new website. There will also be a new mobile app associated with the plan. For those who prefer to use the automated phone system, this will change to a live representative line as well.

#### Important Items:

1) You will receive a mailing with instructions on how to re-register on the new website ([www.nwps401k.com](http://www.nwps401k.com)). Read this carefully so that you can access the new site starting on or around October 1. If you have any issues with re-registration, contact the NWPS Resource Center for assistance.

2) If you would like to keep copies of your quarterly statements from before 2018, you can

download these directly from the current website ([www.kandg.com](http://www.kandg.com)) until September 29. After that time, you will need to request them from NWPS.

3) You will receive information on the new mobile app with your September Quarterly Statement.

4) If you have moved, be sure to update the address on your account. If possible, do so before September 1 to help ensure a smooth re-registration on the new website.

5) If you have had any other life changes, (marriage, divorce, birth, adoption, etc.), please make sure your beneficiary information is current.

If you have any questions about your account, please contact the Administrative Office at 1-800-767-1170, Select Option 3 for the California Machinists 401(k) Plan.

## Meet District 190's new Apprenticeship Coordinator



Darren Rees is excited to give back to the program where he got his start.

It's not often that you can go back to where you started and mentor those who are novices like you once were. Darren Rees has found himself doing this not once, but twice.

Darren got interested in auto mechanics as a student at Castro Valley High School. After a career in the field, he was ready for a change and was offered a position to teach Automotive Technology at the same high school, which he's been doing joyously for the past seven years.

It wasn't long after high school that Darren joined Local 1546 and became an automotive apprentice. He completed his apprenticeship in 2000 and worked as a GM mechanic at various Chevy dealerships. He got active in the union and became Shop Steward at Central Chevrolet. That was a tough place to work, but he was recognized as Shop Steward of the Year in 2005. He ultimately moved to work in San Jose and became a member of Local 1101 until he left to become a teacher.

When Jon Fowkes announced that he was ready to retire from running the apprenticeship program, the committee started to think about his replacement. That's when Business Rep Robby Pintos reached out to his former co-worker Darren.

“Again, I thought of the important impact the apprenticeship program had on my life and career, and I really wanted to play a role in building and strengthening it,” Darren says. “But I was afraid that if I left the Castro Valley High program, they might not be able to find a replacement for me. So, I'm working both jobs part-time.”

“The challenge with this job is that it's extremely dynamic, and there are a lot of moving pieces,” Darren says. “We currently have about 125 apprentices spread from Santa Rosa down to Long Beach and out to Fresno. We have apprentices at Skyline, Laney, College of Alameda, Chabot, Fresno City, and Santa Ana. In addition to auto mechanics, we had some pattern makers at AB&I Foundry, crane mechanics, and heavy-duty mechanics.”

Darren says his goal is to be hands-on with teaching and to be a mentor. One requirement of the program is to complete 4 ASE certifications; some apprentices are having trouble meeting this goal. “I want to follow up and make sure they have the resources to be successful.”

Besides balancing the two jobs, Darren is an avid motorsports enthusiast. He runs a B/Gas drag racer in the NHRA Heritage Race Series.

“You've got to practice what you preach.... If you're going to teach it, talk about it, mentor it...you've got to do it! I won't just teach it from a book—I've done the work and I do it as a hobby. It's authentic,” he says with pride.





Strike at Cummins helps members reach some goals, but not the most important

They had one goal for being on strike—to keep their medical plan. Unfortunately, that’s the one goal they couldn’t achieve.

On June 8, the 33 mechanics at Cummins went on strike in front of the San Leandro facility. The unit includes workers who do field tech service, transportation, shop (trucks, buses, motor homes), power generation (industrial/marine/transit) and more.

After two weeks on strike, a federal mediator reached out to both sides and initiated talks. “The union made a proposal that gave employees a choice between keeping their Automotive Industries Health Plan or moving to the company health plan, capping the amount of money members would have to contribute,” says Area Director Don Crosatto. “The company almost immediately rejected our proposal out of hand.”

Off the record discussions with the mediator confirmed that the company was adamant about taking the employees out of the AI health plan, “not for financial reasons, but just because,” he said. “We’re the last of their 100 branches to have our own health plan. But senior management wanted to implement a “One Cummins” policy that meant that all benefits were standardized. “There are a lot of benefits to standardized



Local 1546 members at Cummins on the second day of their 3-week strike.

policies, hours, and job classifications,” Crosatto acknowledged. “But with health care, different regions have different needs.”

After another week on strike, “it became obvious that we wouldn’t win the war with a \$20B corporation.” The strike had reduced the company’s business by 80-90%, and they could only find six scabs after holding a nationwide search. Unfortunately, some of our members were starting to get fatigued and were looking for other places to work.

In the end, the union was able to get an extra \$2,000 ratification bonus, on top of the \$8,000 already on the table. We also got wage increases

of 6-12% the first year, with an average increase of 3% each of the subsequent years. We also improved on-call pay, and the pathway for advancement between job categories. But we lost the AI health plan.”

Crosatto wanted to applaud the members for taking a strong stand. “We were the first and only unit to strike over this issue. It was a good effort that certainly resulted in a sweeter contract otherwise.”

Shop Steward Mike Nelson has been with Cummins for 21 years. He arrived not long after the last strike in the late 1990s. “During 18 months of talks, I’ve worked to keep everyone informed. We were definitely united.”

According to 15-year field service tech Jon Roth, the contract had expired in November 2019. “We had reached agreement on everything but the health care. We weren’t making any progress, but then the pandemic put a hold on negotiations. We all worked through the pandemic, and without a contract, didn’t get any raises. We finally resumed talks in April 2021, but the health care plan was still the sticking point.”

Field Service Tech Louis Huaman has been at Cummins for 40 years. His concern was that “the older guys kept this good health plan going for us. We wanted to keep it going for the younger guys.”

Local 653

New contractor at Army National Guard

As of July, the members who work at the Army National Guard facility in Fresno have a new contractor—IAP Worldwide Services lost the contract and PAE is taking over.

“Unfortunately we’re off to a rocky start,” says Business Rep Jeremy Celaya. “For unknown reasons, about 10 members did not get rehired. Fortunately, we had reached a bridge agreement to have the members who were not rehired placed on a recall list for 18 months.”

Celaya says that the Local has issued a formal information request to learn why the members were not rehired when there is a minimum staffing requirement. Further, he will communicate with the COR to make sure that the new employer is abiding by their contract with the Guard.

Bimbo’s talks

The Bimbo’s Bakery contract

is open, and at press time, Celaya is waiting on the company to lock down dates for the talks. “Members are looking for general wage and pension increases with status quo on the health insurance,” he says.

Local 1101

New contract at Lexus shop

The 48 members at Stevens Creek Lexus ratified a new three-year agreement on June 29. “There were no takeaways, and they got wage increases of \$.75 in year one, \$1.25 in year two, and \$1.50 in year three,” says Business Rep Richard Breckenridge.

“The company tried to match what we have for market wages down here,” Breckenridge adds. “Fortunately, the company didn’t come in and try to fight us.”

Open contracts

Breckenridge reports that he has lots of contracts open and in ongoing negotiations. These include Ste-

vens Creek BMW/Honda, Avis, and Normandin Chrysler/Dodge/Jeep.

Local 1173

Negotiations with six shops

At press time, the members at Cole European went on strike for two days and may have a new contract that they can live with. See box below for details.

**Concord Toyota and Concord Honda:** Talks at these Sonic stores are just getting underway. “We’ve always negotiated these contracts separately, but the shops’ attorney is very busy and wants to combine them, along with some of the San Jose shops,” says Area Director Steve Older. “We’re not going for it.”

**Audi of Concord and Winter Chevrolet-Honda** both have open contracts that will now include the Service Advisors.

**Lehmers Concord Buick GMC** has an open contract as well.

Local 1414

New company, new contract

In the spring, the San Francisco Unified School District announced that First Student would no longer hold the school bus contract; that honor would go to Zun Services. “We were concerned about what that might mean for our eight bus mechanics and whether the new company would keep them and the union,” says Area Director Pedro Mendez. “The guys stayed strong, and pretty quickly, the company decided to maintain everybody’s employment and negotiate a contract with Local 1414.”

The contract is the same as what they had with First Student, including good wages, the pension and 401K plans, and maintenance of benefits on the health and welfare.

“The guys quickly approved their new contract; we have a good relationship and now we have a contract and it’s a done deal,” Mendez says.

Local 1173

Solidarity nets members at Cole European better contract



The bargaining unit at Cole European rejected the employer’s latest offer and voted to strike on Tuesday, August 10. At noon time on Thursday, the Local 1173 members walked off the job and continued to picket the worksite as of Friday afternoon.

By about 3 p.m. on Friday, the union and the employer negotiated an agreement that will return the members to work on Monday.

“We still have a few details to work out and the members need to ratify the agreement, but we are on the right track,” said Business Rep Brian Fealy. We’ll report the results in the next issue of the *Sparkplug*.



THE LOCALS

He adds that this company just ordered 250 new buses and 40 vans. They’ve got a lot of money and are primed to grow across the country.

New contract at dry dock

The members at Harborland (formerly Puglia), a dockside ship repair in San Francisco, ratified their new three-year contract in July.

“They got a \$1 wage increase in year one, and \$1.25 in each of the next two years, which is more than we’ve gotten in a long time,” says Area Director Steve Older. “This is a joint contract with the Boilermakers. It seems like they’ll be busy for a while.”

Local 1528

Vacation trouble

With work volumes and can production causing 7-day 12-hour work weeks, Silgan Containers in Riverbank is trying to change how vacations are handled, reports Area Director Mark Martin.

“Our members had the ability to choose whether or not they wanted to be considered for overtime work the weekend before and the weekend after their vacation week. The company chose to ignore this with one of our members and scheduled him for overtime the weekend his vacation started. If we can’t resolve this issue, we will be going to arbitration,” Martin adds. “All the required overtime, the push for production is no excuse for jacking someone over on their much-needed vacation.”

Good contract extension

Rather than wait until the three-year contract expired in November, Applied Aerospace in Stockton asked if the union would consider a contract extension instead.

“After meeting with the company, we were able to come to terms with a 7% wage increase in the first year and 5% wage increase in the second year of a two-year extension,” says Business Rep Paul Abarca. “We were also able to maintain their current health and welfare cost-share with the company picking up any increases.”

The 230 members ratified the extension in August.

Local 1546

U-Turn at Cromer

In the last issue of the Sparkplug, Area Director Don Crosatto reported that he was hopeful to work out a deal with the new owners of Cromer Material Handling in Oakland. “But I was led down the primrose path,” he now says. “I had some positive talks with the attorney, but ultimately, this was a stalling tactic. We could only get one inconsequential zoom meeting and nobody from the new company was there.”

Crosatto reports that the new owners brought in a union-buster from Detroit to do direct persuasion. “They promised \$10/hour raises and said they would fix all problems...as long as our members got out of the union. But a comparison of the two health insurance programs shows that our members would be paying \$9-15/hour more in health costs, and they’d be losing their pension and 401K plans as well.”

Crosatto reports that the new company re-hired all but two of the Cromer staff at their regular rate of pay, and therefore, the union filed unfair labor practice charges. “Our position is that the new owner is a clear successor, which means they get Cromer’s contract including the pension.”

Other talks

Crosatto reports that the Hayward Honda negotiations are on a slow boat to China.

The eight members at Central Concrete just voted down a \$2/hour wage increase. “We’re going back to the table,” Crosatto says.

Talks at Oceanwide, a joint contract with the Boilermakers, are just starting, reports Area Director Steve Older.

Local 1584

Smoother sailing

The last time contract talks were

Local 1414’s newest journeyperson



Congratulations to Jonathan Miranda, Local 1414’s newest journeyman. Jonathan works as a Heavy Duty Automotive Mechanic for San Francisco Municipal Transportation Agency (SFMTA). Jonathan received journeyperson’s certificates from both the IAM and from the State of California.

“It took longer than anticipated to get the certificates” says Local 1414 Business Rep Mark Jayne, “but Jonathan was very excited to get them and his compadres were happy and proud of his accomplishments.”

open at Henkel in Bay Point, it took a nine-week strike to get a good deal. “We’ve built a strong relationship with the company and I’m much more optimistic this time around,” Area Director Steve Older.

Local 1596

More contract news

The members who work on trucks at Chuck’s Wheel & Brake in Santa Rosa ratified their new year contract.

Talks are going well at Van Beber Bros. Steel in Petaluma. “Many similar operations across the Bay Area are closing down, so this is one of the few left that is capable of doing this kind of work,” says Older.

Overall, Older says that recent talks have almost all been quite difficult due to COVID and having to hold the talks remotely. “We had been trying to move to in-person talks, though it looks like we’re heading back in the wrong direction for a while.”

Local 2182

Looking for the cutting edge

Area Director Mark Martin reports that the union had our first ses-

sion with Toyota Material Handling in Sacramento.

“We anticipate reaching a fair and reasonable settlement with this employer. With what’s happening with wages in the area, there’s a strong need for increases that keep this group on the cutting edge. We’ve delivered a premium product and are equally deserving of a premium contract,” he adds.

One done, one getting started

Business Rep Paul Abarca reports that the nine members who work at Ralph Panella Leasing in Stockton recently ratified a two-year contract renewal that includes 3% wage increases each year. Their contract had expired at the end of 2020.

Abarca also says that the City of Sacramento’s contract expired in June but the city had not been willing to start negotiations. Finally, in early August, the city gave word that they were ready to sit down for the talks. “We look forward to meeting with the members to go over proposals and getting negotiations started soon thereafter,” Abarca adds.

Take the Recall Quiz

- ☐ Yes
- ☐ No

With all the problems California is facing – homelessness, wildfires, drought, pandemic, unemployment – do you think that holding a \$300 million election right now is the best way to use taxpayer dollars—especially when a regularly scheduled election is set for 2022?

- ☐ Yes
- ☐ No

The Republican candidate currently leading in the polls has said that the minimum wage should be \$0. Do you really want to get rid of worker protections, including the minimum wage?

- ☐ Yes
- ☐ No

The donors backing the Recall – and all of the potential candidates – are strongly anti-union and anti-worker. Is that what you want for California’s future?

- ☐ Yes
- ☐ No

If a majority vote Yes on the Recall, Newsom’s replacement could win with a tiny percentage of the vote. Is that what you call “democracy?”

If you said NO to any of those questions, then you have to vote NO on the recall.





IN THE NEWS



"Before we start our wages negotiation talks, the lads would like to congratulate the chairman on his 83% salary increase."

States that cut unemployment early aren't seeing a hiring boom, but who gets hired is changing

The 20 Republican-led states that reduced unemployment benefits in June did not see an immediate spike in overall hiring, but early evidence suggests something did change: The teen hiring boom slowed in those states, and workers 25 and older returned to work more quickly.

A new analysis by payroll processor Gusto, conducted for *The Washington Post*, found that small restaurants and hospitality businesses in states such as Missouri, which ended the extra unemployment benefits early, saw a jump in the hiring of workers over age 25. The uptick in hiring of older workers was roughly offset by the slower hiring of teens in these states. In contrast, restaurants and hospitality businesses in states such as Kansas, where the full benefits remain, have been hiring a lot more teenagers who are less experienced and less likely to qualify for unemployment aid.

The findings suggest hiring is likely to remain difficult for some time, especially in the lower-paying hospitality sector. The analysis also adds perspective to the teen hiring boom, revealing that more generous unemployment payments played a role in keeping more experienced workers on the sidelines, forcing employers to turn to younger workers. It indicates teen hiring could slow further in September, as unemployment benefits are reduced across the country and young people return to school.

So far, early data suggests that cutting the benefits given to Americans who lost their jobs during the covid-19 pandemic has not led to a big pickup in hiring. The 20 states that reduced benefits in June had the same pace of hiring as the mostly Democrat-led states that kept the extra \$300-a-week unemployment payments in place, according to state-level data from the Labor Department.

Heather Long & Andrew Van Dam, *Washington Post*

Biden administration moves to tilt pay and power toward workers

President Biden is advancing a series of regulatory changes aimed at increasing workers' pay and gaining them other benefits, moves that opponents say could burden businesses amid an uneven economic recovery. The rule changes, most of which are still in progress, would affect workers such as federal contractors, tipped employees, and workers who are jointly employed, such as those with jobs at franchised brands.

In some cases, the changes seek to reverse Trump administration efforts. In others, the Labor Department is working to implement its own rules. These include the agency's recent announcement that it had begun the process of raising the minimum wage for federal contractors to \$15 an hour and ensuring it will continue rising to keep pace with inflation. The regulatory actions represent the administration's "commitment to respecting and protecting workers' rights, health and safety," said Labor Secretary Marty Walsh.

Mr. Biden has proposed other policies aimed at tilting the balance of power toward workers from employers, including raising the federal minimum wage for private-sector employees, increasing wages for caregivers, and making it easier for workers to organize labor unions. However, those changes would require congressional approval, a difficult undertaking in a narrowly divided Senate. Regulatory action allows the administration to see part of its agenda implemented without the need for Congress to pass legislation.

Amara Omeokwe, *Wall Street Journal*

Uber and Lyft drivers join day-long strike over working conditions

The workers are calling for better wages and congressional support of the PRO Act, a bill that would provide protections for workers who at-

tempt to unionize, including members of the gig economy. The bill has stalled indefinitely after passing in the US House in March.

"App-based workers are fed up with exploitation from big tech companies," said Eve Aruguete a driver from Oakland and member of organizing group Rideshare Drivers United. "Misclassification is like concrete, keeping us underground. The PRO Act is the jackhammer that will break that concrete apart, allowing app-based workers to organize."

The strike began in early August with workers in California, Boston, Las Vegas, Denver, and Austin refusing to take orders. Rallies took place across several cities. Hundreds of workers rallied outside of Los Angeles International Airport and at Uber's headquarters in San Francisco, where drivers blocked the street with cars emblazoned with slogans such as "strike for dignity" and "Uber and Lyft are driving us into poverty"

Kari Paul, *The Guardian*

Jeff Bezos thanks Amazon workers and customers for making him so rich he can go to space

On July 27, Amazon founder Jeff Bezos became the second billionaire in as many weeks to sort of go to space. The world's richest man spent several minutes in zero gravity on Tuesday aboard a rocket developed by his company Blue Origin.

Going to space, or almost-space, is not, in itself, anything new—Alan Shepard became the first American to leave the atmosphere 60 years ago; four different current or former United States senators have been up there since. Perhaps the most striking thing about Bezos' efforts is how low the bar has been set that a joyride that lasted shorter than a bathroom break at Amazon can be seen as an international news event.

It's easy to be cynical about all of this, but in fairness, no one could put it more cynically than Jeff Bezos. After he landed safely, the newly-minted spaceman sat for an interview, and sounding somewhat punch-drunk off the thrill of the experience, concisely summed up the whole affair: "I also want to thank every Amazon employee and every Amazon customer because you guys paid for all of this," he said.

This is the end product of all the sweat and sacrifice—of delivery workers peeing in bottles, of warehouse workers staring at propaganda about their boss while using the toilet, of people doing manual labor for \$15 an hour, of humans getting injured at his factories and then being forced into a Kafkaesque company healthcare system, of Amazon employees working to hide their co-workers' injuries, of economic concentration and runaway inequality, of a tax system that is designed to allow someone to become the world's richest person while sometimes paying no income tax at all.

Tim Murphy, *Mother Jones*



The North Bay Labor Council's Annual Labor Day event will be both in-person and on zoom. Pick up your breakfast burrito and attend the program virtually.

Monday, September 6, 2021  
Food Pick-up at Teamsters Local 665  
1371 Neotomas Ave., Santa Rosa  
Breakfast Pick-up 7:30-9 AM  
Program 9:30-10:30 AM

As the *Sparkplug* goes to press, we don't have information about other live and virtual Labor Day celebrations, but we know they'll be happening. Check with your Local Union, or go to: [www.calaborfed.org](http://www.calaborfed.org)





## IN THE NEWS

### Scabby the Rat, union protest icon, survives legal challenge from Trump appointee

Scabby the Rat lives to see another day. The beloved inflatable rodent, a fixture at U.S. labor protests for decades, survived near-extermination in July when the National Labor Relations Board (NLRB) ruled that the use of Scabby in labor disputes was legal.

The case before the NLRB could have effectively banned Scabby's presence outside businesses on the grounds that the rat was so off-putting and intimidating as to be "unlawfully coercive." But the board ultimately found in favor of the International Union of Operating Engineers Local 150, which had deployed the 12-foot rat outside an Indiana RV trade show in 2018. The target of the union's protest, RV parts supplier Lippert Components, filed a complaint with the labor board due to the bad publicity drawn by Scabby. But in a 3-1 decision, the board ruled to dismiss the complaint, saying that to do otherwise could infringe on the union's First Amendment rights.

"[T]he courts have consistently deemed banners and inflatable rats to fall within the realm of protected speech, rather than that of intimidation," the board's chair, Lauren McFerran, wrote in her decision, saying her position was consistent with NLRB precedent.

*Dave Jamieson, Huffington Post*

### It takes 300 worker salaries to equal the average CEO's pay, data show

The pay gap between CEOs and the typical U.S. worker widened during the pandemic. Leaders of companies listed on the S&P 500 stock index earned an average of \$15.5 million in 2020, a raise of more than \$700,000 from the previous year, according to the AFL-CIO.

That means S&P 500 chief executives made 299 times what rank-and-file employees earned, up from a ratio of 264-to-1 in 2019, the labor fed-

eration said in a report released in July. The biggest divide was among consumer discretionary companies, such as apparel, fast-food, and other large retailers.

The average consumer discretionary company in the S&P 500 Index had a pay ratio of 741-to-1 in 2020, according to AFL-CIO data. New Amazon CEO Andy Jassy received \$35.8 million in total compensation in 2020, for example — 1,234 times that of its median worker who made \$29,007 last year, the AFL-CIO said in a statement.



*Kate Gibson, CBS News*

### Farmworkers demand basic safety after working in extreme heat wave

Farmworkers are calling on Congress to pass basic safety standards to protect them from extreme heat after a heatwave in the Pacific Northwest killed hundreds of people, including an undocumented worker in Oregon.

"Farmworkers are imperiled by a perfect storm of deadly plagues: extreme summer temperatures fueled by climate change and disproportionate affliction by the coronavirus. Too many live in daily dread of deportation, afraid to complain about abuse and mistreatment due to their immigration status," said Teresa Romero, president of the United Farm Workers union, in a press call.

As temperatures soared above 100 degrees in Washington, Oregon and California amid a record-breaking heatwave last week, hundreds died from the heat. Sebastian Francisco Perez, a Gua-

temalan undocumented farmworker in St. Paul, Oregon, was one of them. "We're tired of going to vigils and funerals for those who have died," Romero said. "The time for action is now."

Oregon Gov. Kate Brown (D) enacted temporary emergency rules Tuesday, requiring employers to provide shade, water, and breaks to outdoor workers — but advocates want such protections to be permanent, and nationwide. There is currently no federal standard for working conditions during extreme heat. Only three states — California, Washington, and Minnesota — have regulations to protect workers from heat. Earlier this year, Democrats introduced the Asunción Valdivia Heat Illness and Fatality Prevention Act, which would ensure basic rights like access to water and paid breaks in the shade. It was named in honor of Asunción Valdivia, a California farmworker who died in 2004 after picking grapes for 10 hours straight in 105-degree temperatures.

*Sarah Ruiz-Grossman, Huffington Post*



## ORGANIZING UPDATES

*Sadly, winning a union election doesn't automatically mean getting a contract for the workers who voted for union representation. Until real labor reform passes, such as the PRO Act, workers will be stymied by employers who hire anti-union lawyers to delay the process until frustration or inertia causes the workers to lose faith in the union.*

*For years, our nemesis was Rob Hulting, from the notoriously anti-union law firm, Littler Mendelson. Hulting was away for a while but seems to be back. However, John Boggs, from Fine Boggs & Perkins, has roared in to take his place. Many of our negotiations for a first contract have been delayed, stalled, and otherwise obstructed due to the nefarious work of Boggs.*

*But Area Director for Organizing Jesse Juarez and our team of Business Reps will not be deterred. They are pursuing all legal remedies to be able to represent the workers who have voted Union Yes. Here's Juarez' update on recent campaigns:*

#### Audi of Concord

We won the election and the Labor Board certified it. Boggs has led the company in filing objections; the case went to a hearing and all of his allegations were dismissed. It's time to get a contract already.

#### Winter Chevrolet-Honda

The Service Advisors at this Pittsburg dealer-

ship voted to join the union in 2010, however, at that point, they couldn't be part of the main contract and got a first contract that wasn't as good. While the old-timers understood the legal machinations that caused this situation, newer advisors felt it was unfair and in 2018, they wanted out of the union, and the union disclaimed the unit.

In January, 2021, after a lawsuit filed by the salespeople resulted in the advisors getting a wage reduction, they called the union back in. This time, the union filed for an "Armor Globe" election—which means adding this group to the overall contract, and on July 15, the group voted in favor.

Unfortunately, the dealership, under the tutelage of John Boggs, is not respecting the Armor Globe election that was certified, and is now proposing two tiers. As this paper goes to press, the contract is expiring and the techs and advisors will join together to work for a new, fair contract for all.

#### Lexus of SD

We started bargaining with Lexus in February 2021. Subsequently, the company has terminated and suspended numerous union supporters and is bringing in new hires at a higher rate than current workers. The union has filed unfair labor practice charges because, rather than bargaining in good faith, the employer is doing what's called surface bargaining, just taking up time until a year goes by and they can drum up a decertification election.

Unless workers threaten to take action, the employers delay and delay. The good news is that these workers are willing to take action to have a union contract.

#### Ryder Stockton

After more than a year and 22 bargaining sessions, negotiations continue for a first contract. The union filed unfair labor practice charges over the company implementing changes without bargaining and not complying with union information requests. With that said, we're continuing to make progress and hope to have a settlement soon.

#### Concord Toyota

In 2020, the 10 service advisors at this shop voted in an Armour Globe election to become members of Local 1173. We won the election and won the subsequent hearing to deal with John Bogg's bogus appeals. But Boggs refuses to bargain with the union. In May, the Labor Board filed a summary motion for enforcement of the order to bargain. The contract is now open so the union is moving ahead with bargaining on behalf of the advisors as part of the overall negotiations.

#### Tracy Toyota

We won this election a year ago but are still waiting for the Administrative Law judge to decide. Boggs is keeping this contract in a holding pattern.



### 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 other video conferencing programs. Some chose to tailgate—meeting six feet apart outdoors to meet the guidelines for social distancing. Some locals are now meeting indoors again while others are holding “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.

### It’s a hard life for billionaires

“During the pandemic, the total wealth of U.S. billionaires soared by \$1.8 trillion—an increase of over 60 percent. Those gains alone could almost entirely pay for President Biden’s American Families Plan, a gameplan for providing vital investments in education, health care, and much much more for tens of millions of Americans.

[www.inequality.org](http://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	
<div><h3>District Lodge 190</h3><p>8201 Capwell Drive Oakland, CA 94621 510-632-3661</p></div> <div><p><i>Meetings are the fourth Tuesday of each month</i> September 28 • October 19 • November 23</p><p><b>Executive Board Meeting:</b> 6:30 p.m. <b>General Delegates’ Meeting:</b> 7:00 p.m.</p></div>	<div><h3>Local 1484</h3><p>1261 Avalon Blvd. Wilmington, CA 90744 310-835-6688</p></div> <div><p><b>Executive Board Meeting:</b> 6:00 p.m. on the third Thursday of the month September 16 • October 21 • November 18</p><p><b>General Membership Meeting:</b> 6:00 p.m. on the first Tuesday of the month September 7 • October 5 • November 2</p><p><b>Retirees’ Club:</b> 1:00 p.m. on the third Wednesday of the month: September 15 • October 20 • November 17</p></div>
<div><h3>Local 93</h3><p>2102 Almaden Rd., #105 San Jose, CA 95125 408-440-8716</p></div> <div><p><i>Meetings are the second Tuesday of each month</i> September 14 • October 12 • November 9</p><p><b>Grievance Committee:</b> 3:30 p.m. <b>Executive Board Meeting:</b> 4:30 p.m. <b>Membership Meeting:</b> 5:00 p.m.</p><p><i>Meetings will be held on the Bluejeans App for the foreseeable future. Email <a href="mailto:rbreckenridge1101@sbcglobal.net">rbreckenridge1101@sbcglobal.net</a> to learn how to join in.</i></p></div>	<div><h3>Local 1528</h3><p>713 16th Street Modesto, CA 95354 209-529-9210 <a href="mailto:machinists2182@gmail.com">machinists2182@gmail.com</a></p></div> <div><p><i>Meetings are the first Wednesday of the month</i> September 1 • October 6 • November 3</p><p><b>Executive Board Meeting:</b> 6:00 p.m. <b>General Membership Meeting:</b> 7:00 p.m. <b>Shop Steward Meeting:</b> 10 a.m. on the third Saturday of each month September 7 • October 5 • November 2</p><p><b>Narcotics Anonymous:</b> 5:30-6:30 p.m. every Tuesday</p></div>
<div><h3>Local 653</h3><p>5726 E. Shields Avenue Fresno, CA 93727 559-264-2815</p></div> <div><p><i>Meetings are the third Wednesday of the month</i> September 15 • October 20 • November 17</p><p><b>Executive Board Meeting:</b> 5:00 p.m. <b>Membership Meeting:</b> 5:30 p.m.</p><p><i>Local Lodge meetings will be held in-person again. Please RSVP to the office so the staff can ensure there’s enough food for you.</i></p></div>	<div><h3>Local 1546</h3><p>10260 MacArthur Blvd., Oakland, CA 94605 510-638-6705</p></div> <div><p><i>Meetings are the first Tuesday of the month</i> September 7 • October 5 • November 2</p><p><b>General Membership Meeting &amp; E Board Meetings:</b> 6:30 p.m. <b>Member Education Meeting:</b> 5:30 p.m. <b>Alcoholics Anonymous:</b> 9 a.m. every Saturday</p><p><i>Meetings will be held on zoom for the foreseeable future. Email <a href="mailto:zr1zo6r@sbcglobal.net">zr1zo6r@sbcglobal.net</a> to learn how to join in.</i></p></div>
<div><h3>Local 801</h3><p>8201 Capwell Drive Oakland, CA 94621 800-655-2182</p></div> <div><p><i>Meetings are the third Thursday of the month</i> September 16 • October 21 • November 18</p><p><b>Membership Meeting:</b> 4:00 p.m. <i>Meetings are held at the Carpenters’ Hall, in Reno.</i></p></div>	<div><h3>Local 1584</h3><p>10260 MacArthur Blvd., Oakland, CA 94605 510-632-3661</p></div> <div><p><i>Meetings are the third Thursday of the month</i> September 16 • October 21 • November 18</p><p><b>Membership Meeting:</b> 7:00 p.m. <b>Executive Board Meeting:</b> 6:00 p.m. <b>Retirees’ Club:</b> 12:30 p.m. on the first Tuesday of the month: September 7 • October 5 • November 2</p><p><i>Meetings will be held on zoom for the foreseeable future. Email <a href="mailto:zr1zo6r@sbcglobal.net">zr1zo6r@sbcglobal.net</a> to learn how to join in.</i></p></div>
<div><h3>Local 1101</h3><p>2102 Almaden Rd., #105 San Jose, CA 95125 408-440-8716</p></div> <div><p><i>Meetings are the second Thursday of the month</i> September 9 • October 14 • November 11</p><p><b>Executive Board Meeting:</b> 5:30 p.m. <b>General Membership Meeting:</b> 6:30 p.m.</p><p><i>Meetings will be held on the Bluejeans App for the foreseeable future. Email: <a href="mailto:aab1101@att.net">aab1101@att.net</a> to learn how to join in.</i></p></div>	<div><h3>Local 1596</h3><p>1900 Bates Ave., #H Concord, CA 94520 925-687-6421 <a href="mailto:LL1173@sbcglobal.net">LL1173@sbcglobal.net</a></p></div> <div><p><i>Meetings are held monthly on the third Tuesday of the month</i> September 21 • October 19 • November 18</p><p><b>Executive Board Meeting:</b> 6:00 p.m. <b>Membership Meeting:</b> 6:30 p.m.</p><p><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></p></div>
<div><h3>Local 1173</h3><p>1900 Bates Ave., # H Concord, CA 94520 925-687-6421 <a href="mailto:LL1173@sbcglobal.net">LL1173@sbcglobal.net</a></p></div> <div><p><b>Executive Board Meeting:</b> 6:00 p.m. on the second Thursday of the month September 9 • October 14 • November 11</p><p><b>Membership/Shop Stewards’ Meeting:</b> 6:30 p.m. on the second Thursday of the month September 9 • October 14 • November 11</p></div>	<div><h3>Local 2182</h3><p>967 Venture Court Sacramento, CA 95825 916-929-1040 For dues questions, call Debbie Bird: 559-269-6386 <a href="mailto:machinists2182@gmail.com">machinists2182@gmail.com</a></p></div> <div><p><i>Meetings are the second Tuesday of the month</i> September 14 • October 12 • November 16</p><p><b>Executive Board Meeting:</b> 6:00 p.m. <b>General Membership Meeting:</b> 7:00 p.m. <b>Retirees’ VISTA CLUB:</b> 11:00 a.m. on the third Wednesday of each month: September 15 • October 20 • November 17</p></div>
<div><h3>Local 1414</h3><p>150 South Boulevard San Mateo, CA 94402 650-341-2689</p></div> <div><p><b>Shop Stewards’ Meeting:</b> 5:30 p.m. on the third Thursday of the month September 16 • October 21 • November 18</p><p><b>Executive Board Meeting:</b> 6:00 p.m. on the second Thursday of the month September 9 • October 14 • November 11</p><p><b>General Membership Meeting:</b> 6:30 p.m. on the third Thursday of the month September 16 • October 21 • November 18</p><p><b>Retirees’ Club:</b> 11:00 a.m. on the first Wednesday of March, June, Sept., Dec. All are welcome! September 1 • December 1</p></div>	