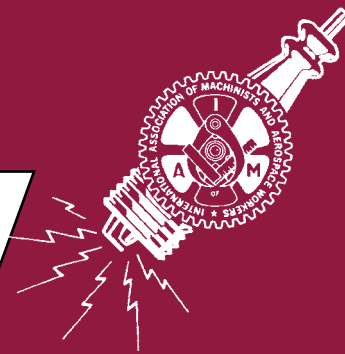


The IAM District 190

Sparkplug



VOL. 23 NO. 4



Special Issue: November/December 2021

Serving the Active and Retired Members of IAM District Lodge 190

Vaccine mandates and the future of COVID

The COVID-19 pandemic has proven to be a test, not only of employers and unions and how well each are able to protect the workers they employ or represent, but also of the general public and the front-line workers themselves. While more than 700,000 Americans have fallen to the virus since March 2020, and the economy has likely forever been changed, IAM members have proven to be resilient.

It is surely everyone's goal to truly have the pandemic behind us. With over 77% of Americans over 12 years old at least partially vaccinated, the majority clearly agree that vaccinations are our best hope to beating back the virus.

Vaccine mandates ordered

The Biden administration met its goals of making the vaccines free and widely available at more than 80,000 locations across the country, including over 40,000 retail pharmacies. Ninety percent of Americans live within five miles of a vaccine site.

As of this writing, the numerous Biden Administration initiatives and policies have resulted in nearly 190 million fully vaccinated Americans. But nearly 65 million Americans eligible to be vaccinated have not yet gotten their first shot.

While the administration was initially optimistic that vaccine rates would increase without mandates, the more contagious Delta variant led to a spike in cases at the same time vaccination rates started to decline.

In September, President Biden ordered the U.S. Labor Department's Occupational Safety and Health Administration (OSHA) to develop an Emergency Temporary Standard (ETS) requiring employers with 100 or more employees to ensure



their workforce is fully vaccinated or require unvaccinated workers to produce a weekly negative COVID-19 test result. Those working for federal contractor must be fully vaccinated no later than December 8, 2021. The only exemptions are for people with sincerely-held religious beliefs or medical exemptions, which the employer will approve or not on an individual basis.

Now that the question of whether to require vaccinations is settled, employers face a long list of questions about how to implement the mandate and unions must weigh in to ensure that it's done fairly.

The role unions play

While unions will not determine whether or not a vaccine mandate gets implemented, they are required to bargain about how it's administered:

- Do workers get paid time off to get the vaccine—for themselves and/or for their kids?
- Is there sufficient notice for how much time a worker has before penalties, such as going on leave or being fired, kick in?
- What is the process for recording that employees have been fully vaccinated and safekeeping the privacy of that information?

On a national level, the IAM says it will closely examine OSHA's final rule and its full effect on different industries and employers. "The IAM places the highest priority on the health and safety of our members at all times," said IAM International President Robert Martinez Jr. "We continue to demand that employers provide personal protective equipment, practice social distancing and follow all CDC guidelines to ensure the safety and health of our members during this pandemic."

As one health advocacy organization stated to employers, "Getting vaccinated is an individual choice that you should respect—even if it means an employee cannot continue working for you."

According to *Forbes Magazine*, after United Airlines announced its vaccination requirement, more than half of its unvaccinated employees went out and got vaccinated with weeks left to go before the deadline. In Washington State, the weekly

vaccination rate jumped 34% after the Governor announced requirements for state workers.

San Francisco's vaccine mandate will be fully implemented as of November 1. While the vast majority of IAM members who work for the City and County are vaccinated, those who hold out risk their future employment status with the City.

The OSHA standard is expected to include a stipulation that employers must provide paid time off for employees to get vaccinated. This applies to both the public and private sectors. "No one should lose pay in order to get vaccinated or take a loved one to get vaccinated," Biden said.

Consequences for violating the rules

Most Americans support vaccine mandates in workplaces, with 62% of Americans backing the idea, according to an August poll by *USA Today* and Ipsos. Still, among the 29% of U.S. voters who are unvaccinated, 83% say they do not plan to get the lifesaving shots, a recent CNBC survey shows.

Employees who fail to comply with the new mandates could face a range of consequences, including termination, as companies feel pressure to fall in line.

Speaking at the White House, Biden sharply criticized the tens of millions of Americans who are not yet vaccinated, despite months of availability and incentives. "This is not about freedom or personal choice. It's about protecting yourself and those around you," he said.

In a statement, California's Employment Development Department (EDD) which is in charge of unemployment insurance, said benefits are generally only available to those "who lose work through no fault of their own." Because the mandate is coming from the government, and not from employers, it would be hard for workers to argue that they were fired by their boss and therefore eligible to receive unemployment insurance. "Once the vaccine mandate goes on the federal level, I don't think an employee can say it's employer's choice, not mine," explained an EDD representative.



Get your IAM news on the web!

Visit the District 190 website at:
iamdistrict190.org

The International IAM website is at:
goiam.org

Local Lodge websites:

Local 1101: www.iamlocal1101.org

Local 1414: www.iam1414.org

Local 1584: www.iamlocal1584.com

Twitter

Union Organizer: @union1484

Facebook pages:

Local 1101: facebook.com/Local1101

Local 1173: facebook.com/pages/Machinists-Union-Local-1173

Local 1546: facebook.com/iam1546

Local 1584: facebook.com/IAMLocal1584

**LETTER TO THE EDITOR**

Retired and active members: Please write in if something in *The Sparkplug* makes you happy or mad or inspires you to action. All letters from members will be used, space permitting. They may be edited for length or grammar, but not for content. Letters may be submitted as follows:

e-mail: dchaplan@mindspring.com

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

The IAM District 190
Sparkplug

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

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

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



Debra Chaplan, Managing Editor

Local 1414 recognizes two promising automotive technicians

Scholarship winners show off their new tool boxes and tools.

Left: Winner Nathan Law (C) with IAM members/automotive instructors Myles Hampton (L) and Rich Del Rosso (R).

Above: Winner Nathan Ruan with Del Rosso.

Each year, Local 1414 awards scholarships to high school students who show great promise as automotive technicians. For the 2020-2021 year, two graduating seniors from the George Washington High School Automotive Program were winners. Congratulations to Nathan Law and Nathan Ruan; these two seniors each received a tool box filled with tools.

Both of this year's winners plan on continuing their education and follow a pathway to becoming a Mechanic/Technician. Nathan Law will be attending Universal Technical Institute; Nathan Ruan will attend San Francisco City College's automotive program at the Evans campus.

The George Washington High School auto shop program's main partner is Local 1414. The City of San Francisco did not have any high school auto shops until IAM Local 1414 helped start up GW's auto shop in 2012. The auto shop program serves all students in San Francisco who are inter-

ested in learning the trade with an after-school program from 4 pm to 6 pm, along with daytime classes in automotive repair. More than 125 students are currently enrolled in the program.

"Local 1414 is committed to training young people and helping build the workforce of the future," says Rich Del Rosso, Program Instructor and Local 1414 member. "Our members at Muni and SFMTA have helped set up successful internships and summer programs enabling the students to benefit from real-world hands-on experience. It's been very gratifying for all involved."

The high school auto shop program is always looking for donations of late-model vehicles (2006 to present), tools, engines and engine parts. All donations are tax deductible. Contact Rich Del Rosso at delrossos@sfusd.edu if you have something to donate.

**401(K) UPDATE****A message from the Trustees to the participants of the California Machinists 401k Plan**

This notice is to inform you of an upcoming change in our Plan website that is scheduled to occur the week of November 8. The Administrative Office (formerly Kaufmann and Goble/KandG) was acquired by NWPS (Northwest Plan Services) and as part of their rebranding will be transitioning the Plan to a new system and new website. Please note, there will be no change to the Service Team that handles our Plan.

There will also be a new Mobile App associated with the Plan, information on that will be mailed with your December quarterly statement. For those of you that prefer to use the automated phone system, this will change to a live Representative line effective the week of November 8 as well.

Please review the information below and reach out to NWPS if you have any questions regarding this transition. As indicated below, you will need to re-register through the new website to access your account on-line.

Online Account Access 24/7

You can access and make changes to your account on-line at the following website:
www.caliam401k.com

The first time you visit the site, you will be prompted to register your on line account using your Social Security Number, date of birth, and zip code.

- You will be prompted to create a Username and Password and set up security questions.
- For your own protection, keep your Password confidential. Do not disclose it to anyone.

When you access your account on line, you have the following options:

- View your account balance and returns
- View your transaction history
- Access your quarterly statements, or generate OnDemand statements
- Opt-in or opt-out of receiving electronic statements
- View investment fund information, including prices and performance
- View or change the investment allocation of your existing savings
- Elect to have your investment allocation automatically rebalanced
- View or change your beneficiary elections
- View plan information and download plan forms

Questions? Call or email

For questions about your account or the California Machinists 401(k) Plan, contact the NWPS Resource Center at 800-767-1170 or by email:

CALIAMservicecenter@nwpsbenefits.com



DISTRICT & LOCAL LODGE ELECTIONS

District Lodge 190 Nominations & Election

In accordance with the dispensation granted to District Lodge 190, Nominations and Election of the following District Lodge 190 Officers and Directing Business Representative will take place as outlined herein:

- President
- Vice President
- Secretary-Treasurer
- Trustees (3)
- Directing Business Representative

The term of office for all positions is four (4) years.

The District Lodge Officers shall be nominated from and elected by vote of the duly accredited delegates to the District Lodge and the election conducted by secret ballot.

The Directing Business Representative shall be nominated from and elected by vote of the duly accredited delegates to the District Lodge and the election shall be conducted by secret ballot. Any member who has served no less

that three (3) years as an elected or appointed Business Representative of the District Lodge or a Local Lodge or lodges affiliated with the District Lodge is eligible to serve as the Directing Business Representative, provided he or she is qualified in accordance with the District Lodge 190 Bylaws and the Constitution of the IAM&AW.

Nominations will be held via District Lodge 190 Zoom Meeting on November 23, 2021 at 7:00 P.M. The District will accept nominations made at this meeting and will also accept written nominations made by accredited District Lodge 190 Delegates that are received in the District Lodge 190 office by the date and time of the Nominating meeting. Written nominations should be mailed to District Lodge 190, 8201 Capwell Drive, Oakland, California 94621. The written nomination must include the name and signature of the Delegate making the nomination.

The Election for any contested Officer or Directing Business Representative positions will be

conducted by secret ballot by mail. Immediately following the Nomination meeting the District will prepare a mail ballot that will be mailed to the home address of all District Lodge 190 Delegates. Delegates must mail or return their ballot to the District Lodge 190 office no later than the official counting of the ballots by the appointed Tellers at the District Lodge 190 meeting that will be held on December 15, 2021 at 7:00 P.M. The District Lodge 190 office is located at 8201 Capwell Drive, Oakland, California 94621.

The District Lodge 190 meeting on December 15, 2021 will be held via zoom. The official ballot count will be conducted by the District Lodge 190 Tellers at the District Lodge 190 office during this meeting. Any candidate or delegate wishing to observe the vote tally can do so in person at the District Lodge 190 office. COVID protocols will be enforced for those attending in-person. Masks and social distancing will be required.

Local 1546 Nominations and Election

NOMINATIONS: At Local 1546’s regular lodge meeting in November, a Special Order of Business will be called at 7:30 p.m. on Thursday, November 2, 2021. The meeting convenes at 7:00 p.m.

The positions listed below will be opened for nominations: President • Vice President • Secretary-Treasurer • Recording Secretary • Conductor-Sentinel • Three (3) Trustees • Six (6) Executive Board Members • Three (3) Auditors • Three (3) Central Labor Council Delegates • Five (5) California Conference of Machinists Delegates and One (1) Alternate. Each office is for a three-year term.

Members nominated for office must meet all the “Qualifications of Candidates” as listed in our bylaws and the IAM Constitution.

ELECTION DAY: Election of Officers will be held on Thursday, December 7, 2021 at 10260 MacArthur Blvd., Oakland. Polls will be open from 9:00 a.m. to 7:00 p.m.

Both meetings may be attended in person or on Zoom. Email zr1zo6r@sbcglobal.net to learn how to join in virtually.

Absentee Ballot Procedure for District and Local Lodge Elections

As per the IAM Constitution, members who reside in outlying areas more than 25 miles from the designated balloting place, members who are at work during the times of the local lodge balloting, members who are either confined because of illness or injury, or on leave qualifying under U.S. and Canadian family leave laws, or working members on vacation, retirees more than 25 miles away from their residence on election day, or on official I.A.M. business approved by the Local, District or General Lodge, or on an employer travel assignment, or reserve military leave, as the case may be, shall be furnished absentee ballots.

Members applying for an absentee ballot on the basis of residing in an outlying district more than 25 miles from the designated balloting place shall have their eligibility to vote by absentee ballot determined by the Recording Sec-

retary of the Local Lodge before the ballot is mailed. Members found not to be eligible to vote by absentee ballot will be so notified within 10 days of the receipt of their application. Before the absentee ballots are opened and counted, the inspectors of election shall determine the eligibility of the member to vote by the method, as defined in this Section, with the exception cited above.

Any member entitled to receive an absentee ballot shall make written request therefore to the Recording Secretary of the Local Lodge for the Local election by delivering in person or mailing such request to be received by the appropriate officer no later than 30 days before the election. The request must contain the member’s full name, current address and one of the reasons for requesting the absentee ballot, as outlined above.

Local 1173 Notice about potential bylaws changes

On December 9, 2021, the Officers and members of the Lodge will discuss a possible dues increase for 2022 at the regular membership meeting at 6:30 p.m. All members are encouraged to attend and participate in this important discussion and possible vote.

The meeting will be held at the Union Hall: 1900 Bates Avenue, Suite H, Concord, CA.

Kick off the football and basketball seasons with union-made, American-made beers.



Thanks to Labor411.org for the tips!

Union-Made Brews

- Anchor Brewing Company (ILWU)
- Bass (IAM)
- Beck’s (IAM)
- Blue Moon (IUOE, IBT)
- Budweiser (IAM, IUOE, IBT)
- Coors (IBT)
- Dundee (IBT)
- Goose Island (IBT)

- Hamm’s (UAW)
- Henry Weinhard’s (IUOE, IBT)
- Keystone (IAM, IUOE)
- Kirin (IAM)
- Land Shark Lager (IAM, IUOE, IBT)
- Leinenkugel (UAW, IUOE, IBT)
- Mad River (IAM)
- Mendocino (IBT)

- Michelob (IAM, IUOE, IBT)
- Miller (UAW, IAM, IUOE, IBT)
- Natural Ice (IAM IUOE, IBT)
- O’Doul’s (IAM, IUOE, IBT)
- Pabst (UAW)
- Rolling Rock (IAM)
- Schlitz (UAW)
- Shock Top (IAM, IUOE, IBT)

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.

Strike-tober

“A record 4.3 million Americans quit their jobs in August alone while hundreds of thousands of workers with similar grievances about wages, benefits and quality of life are choosing to fight. In October, 10,000 John Deere workers went on strike, while unions representing 31,000 Kaiser employees authorized walkouts. Some 60,000 Hollywood production workers reached a deal with producers, averting a strike hours before a negotiation deadline. All told, in 2021, there have been strikes against 178 employers, 12 of which involved 1,000 or more workers.”

– Jacob Bobage, *Washington Post*

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> November 23 • December 15* • January 25</p><p>Executive Board Meeting: 6:30 p.m. General Delegates’ Meeting: 7:00 p.m.</p><p><i>*Note: Meeting rescheduled due to holidays.</i></p></div>	<div><h3>Local 1484</h3><p>1261 Avalon Blvd. Wilmington, CA 90744 310-835-6688</p></div> <div><p>Executive Board Meeting: 6:00 p.m. on the third Thursday of the month November 18 • December 16 • January 20</p><p>General Membership Meeting: 6:00 p.m. on the first Tuesday of the month November 2 • December 7 • January 4</p><p>Retirees’ Club: 1:00 p.m. on the third Wednesday of the month: November 17 • December 15 • January 19</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> November 9 • December 14 • January 11</p><p>Grievance Committee: 3:30 p.m. Executive Board Meeting: 4:30 p.m. Membership Meeting: 5:00 p.m.</p><p><i>Meetings will be held on the Bluejeans App for the foreseeable future. Email rbreckenridge1101@sbcglobal.net to learn how to join in.</i></p></div>	<div><h3>Local 1528</h3><p>713 16th Street Modesto, CA 95354 209-529-9210 machinists2182@gmail.com</p></div> <div><p><i>Meetings are the first Wednesday of the month</i> November 3 • December 1 • January 5</p><p>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 November 21 • December 19 • January 16</p><p>Narcotics Anonymous: 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> November 17 • December 15 • January 19</p><p>Executive Board Meeting: 5:00 p.m. Membership Meeting: 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> November 2 • December 7 • January 4</p><p>General Membership Meeting & E Board Meetings: 6:30 p.m. Member Education Meeting: 5:30 p.m. Alcoholics Anonymous: 9 a.m. every Saturday</p><p><i>Meetings will be held on zoom for the foreseeable future. Email zr1zo6r@sbcglobal.net to learn how to join in.</i></p></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> November 18 • December 16 • January 20</p><p>Membership Meeting: 4:00 p.m.</p><p><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> November 18 • December 16 • January 20</p><p>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: November 2 • December 7 • January 4</p><p><i>Meetings will be held on zoom for the foreseeable future. Email zr1zo6r@sbcglobal.net to learn how to join in.</i></p></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> November 11 • December 9 • January 13</p><p>Executive Board Meeting: 5:30 p.m. General Membership Meeting: 6:30 p.m.</p><p><i>Meetings will be held on the Bluejeans App for the foreseeable future. Email: aab1101@att.net to learn how to join in.</i></p></div>	<div><h3>Local 1596</h3><p>1900 Bates Ave., #H Concord, CA 94520 925-687-6421 LL1173@sbcglobal.net</p></div> <div><p><i>Meetings are held monthly on the third Tuesday of the month</i> November 18 • December 21 • January 18</p><p>Executive Board Meeting: 6:00 p.m. Membership Meeting: 6:30 p.m.</p><p><i>The Lodge will continue to hold monthly meetings on Zoom; on a quarterly basis, the meetings will be “hybrid” (both in-person and on Zoom). 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 LL1173@sbcglobal.net</p></div> <div><p>Executive Board Meeting: 6:00 p.m. on the second Thursday of the month November 11 • December 9 • January 13</p><p>Membership/Shop Stewards’ Meeting: 6:30 p.m. on the second Thursday of the month November 11 • December 9 • January 13</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 machinists2182@gmail.com</p></div> <div><p><i>Meetings are the second Tuesday of the month</i> November 9 • December 14 • January 11</p><p>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: November 17 • December 15 • January 19</p></div>
<div><h3>Local 1414</h3><p>150 South Boulevard San Mateo, CA 94402 650-341-2689</p></div> <div><p>Shop Stewards’ Meeting: 5:30 p.m. on the third Thursday of the month September 16 • October 21 • November 18</p><p>Executive Board Meeting: 6:00 p.m. on the second Thursday of the month November 11 • December 9 • January 13</p><p>General Membership Meeting: 6:30 p.m. on the third Thursday of the month November 18 • December 16 • January 20</p><p>Retirees’ Club: 11:00 a.m. on the first Wednesday of March, June, Sept., Dec. All are welcome! December 1, 2021 • March 2, 2022 • June 1, 2022</p></div>	