



Taking it to the streets in San Diego

Nearly 40 techs have been on strike at Mercedes Benz of San Diego since mid-June. The first talks since they hit the streets are scheduled for July 13 (as this paper goes to press). “They haven’t canceled yet, so we’re hoping to be able to get back to the bargaining table,” says Shop Steward Pedro Gomez. Area Director Kevin Kucera adds that the group is planning a big rally for that day and “we should have a better sense of where things are going with the company on that day.”

As Gomez explained, the members are fed up with the dealership’s shenanigans. “We had no choice but to withhold our labor. If we went along with their games, the union would have no power,” said Gomez.

The negotiations had started, in earnest, in April. Gomez says that the talks were moving along fine, but as soon as a sticking point arose, instead of working through it, the company decided to create its own negotiating rules. “Suddenly, they implemented new overtime rules, and if people didn’t follow them, management would write them up. This was all an effort to intimidate us and bully us into submission. Unilaterally implementing rules in the middle of negotiations is not all right.”

Gomez says that the company had threatened to replace guys even before the strike got started.



“They were interrogating members to try to learn the union’s plans. They also offered some members lots more money than we had even asked for at the table if they would cross the picket line.”

Gomez, himself, had been out on disability and was ready to return to work on light duty. “But instead of finding work that I could do, which I know there is plenty of, they sent me out of the store to work at a thrift shop, and hired others to do work that I could have handled during my recovery,” Gomez explains. “Basically, they wanted me out of the building.”

Further, the company’s last proposal doesn’t match what they’ve told members that they’re proposing. “We can’t get them to put their proposal in writing, so it’s more of a hypothetical proposal than a real one,” Gomez adds.

“The members don’t want to be on strike, but they have no choice,” Gomez stresses. “We want to get back to bargaining in good faith. We want them to stop breaking the law and we want them to rescind the write-ups. This strike is about a slew of unfair labor practices that they’ve conducted.”

Gomez adds that people ask if the workers have specific demands to get back to the table. “We don’t have demands but this dealership has to signal that they’re ready to talk in earnest. They need to stop implementing new rules before we agree to them. As Chief Steward, I need to be brought back to work on-site. The games need to stop.”

Other than a few workers who crossed the picket line in the first days of the strike, everyone has stayed strong. “We’re having fun out here. We have canopies, a griddle cooking hot dogs, and music. The workers have set up three bases around



The 40 or so techs at Mercedes Benz of San Diego have been on strike since June 16 to protest the company’s unfair labor practices. They’re in good spirits but they’d prefer a contract.



The union asserts that Roger Penske, the dealership’s owner, is behind the anti-union actions.

the dealership at each entrance, with the rat in the front.”

Gomez adds that the Teamsters have been super supportive. Neither the UPS truck drivers nor the trash company is crossing the line—that means no parts are getting delivered and no trash is getting picked up.

“The company thinks they can outlast us,” adds Kucera. “But the members are committed and standing strong. We just need to be in this struggle one day longer than the company. The members tell me that the shop is definitely hurting, having gone from 80-100 cars per day to 12-14.”

Gomez has been documenting the strike on TikTok. “Four weeks ago, he had 150 followers. Now he’s up to 19,000 followers with over a half-million hits,” says Kucera. To learn more about the strike on TikTok, just search for Mercedes Benz of San Diego.



(L) Technician and chief steward Pedro Gomez on TikTok, explaining why the members walked out and stayed out. (R) First video of the techs walking out. If you’re on TikTok, search for Mercedes Benz San Diego to get the whole story!



As the strike continues, the grill is getting well-used!



Great news on the health care front

“For the fourth year in a row, which is unprecedented, there will be no increase in cost of any of our health plans,” reports DBR Don Crosatto. “And our vision plan, VSP, actually gave us a small decrease.”

This good news comes as the result of the District maintaining a healthy reserve and making sound investments that have gained 5-6% every year.

“In 2021, the District was able to make a deal with Kaiser to offset a 4% price increase with our investments, so we didn’t have to pay the increase,” Crosatto explains.

This is certainly good new for members with contracts that cap employer contributions for health care increases and for members who cost-share. For those with a fixed increase for both wages and health care, this means that all of the money can go to wage increases—at least for this year.

“Where other unions have seen 5-10% increases, I’m pleased to say that we have another no-increase year,” Crosatto adds.

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



UNION PEOPLE

Meet new Business Rep Jerry Gutierrez

District Lodge 190 is pleased to welcome it’s newest Business Rep — Jerry Gutierrez.

Jerry comes to the District with a boatload of experience. He’s worked for the George Martin Company in Emeryville and been a member of Local 1584 since 2013. He started as a production worker, moved up to the Machine shop, and until July 8, worked as a shipping manager in the Shipping/Receiving department. (His start date with the District is July 11.)

Jerry has also served as a shop steward and Chief Shop Steward for all but a few of those years at George Martin. In that capacity, he became skilled at handling grievances and participated in bargaining the last three contracts. In fact, he led the most recent negotiations where the 75+ union members “got their richest deal in history. This included reducing their health and welfare co-pay from \$350/month to zero, and getting big raises,” he says with pride.

Jerry started getting involved with Local 1584 in 2014. At first, he started attending union meetings and soon, he was helping out with organizing. A few years later, when the Vice President stepped down, he was recruited to take that position and was elected President in 2021.

“All of our members basically want the same thing—better wages and to live better,” Jerry says. “In my view, a business rep is like a shop steward



New IAM Business Rep
Jerry Gutierrez

but on a bigger scale. I’ve already been doing that work for my shop. Now, I’ll do it for more people. My goal is to create more unity among the current members and to help people who really need the benefits of a union.”

Jerry says that when he was growing up in Texas, his mom “worked her butt off” to support two kids. “I wish she had met a union rep who could have shown her what it’s about. My mom worked a lot

of hours, but we never even had health insurance because her job didn’t provide that.” Recognizing that unions aren’t that strong in Texas, Jerry still wishes she’d have come across somebody who could have invited her to join a union. “It would have been good for her. She had several bouts of cancer – if she had half the coverage that I have now, it would have helped her out.” Jerry wants to help people who don’t realize how much a good union can help them. “I’m Latino. I’ve seen way too many Latino workers get taken advantage of.”

Jerry’s assigned shops will include many of the District’s manufacturers. “They’ll try to keep me in the area that I have the most experience. He’ll probably have some shops in San Francisco, but will mostly have East Bay manufacturers, like Veriflo, Morgan Ceramics, Cargill, and more. He’ll work out of the Local 1546 office in Oakland.

Local 1414

Car Show supports high school automotive program

That union members and others love cars—theirs and other people’s—was proven at the First Annual George Washington High School Auto Show. The event celebrated the tenth anniversary of the reopening of the auto shop—then and still the only one in San Francisco. The program serves GW students during the day, and students from all high schools in the city in an after-school program.

Rich Del Rosso’s dream was to put on a car show that would educate the community, not just about the auto shop program, but also about the local union’s presence in San Francisco. Rich is a retired Local 1414 machinist who now works as an auto shop instructor at the school.

“The idea came one day when I was walking across the campus with its view of the Golden Gate Bridge; the way the architecture formed a

loop around the view—I could just picture a great line-up of classic cars and bikes,” Rich explains. That idea became a reality on Saturday, April 23, 2022, when the school hosted its first-of-a-kind car show.

“I can’t thank the Local 1414 members and the Principal and Vice-Principals enough for their support,” Rich said, adding a special call-out to retired Local 1414 member Irwin Wiprut, who was responsible for recruiting sponsors, and car and motorcycle entries.

Local 1414 was a major sponsor of the Car Show,

providing t-shirts, camaraderie, 178 cars, and a few dozen motorcycles. Most of the cars featured were classic cars from the 1950s, 60s, and 70s, but a few were from the 1920s.

“The auto shop students were so enthusiastic and engaged in the show. They look forward to it next year,” Rich added.



Some current students made a trophy for former Business Rep Art Gonzalez in appreciation of his work 10 years ago to establish the auto shop at GW High School and the apprenticeship program with MUNI.



Scenes from the George Washington High School Car Show, held in April in San Francisco. At right is the t-shirt logo.



NEWS FROM THE TRUST FUND

Assistance with Stress is Available Through Uprise Health

The pandemic and dramatic changes within the workforce have fueled already rising numbers of depression and anxiety along with a host of other mental health issues. The rate of mental health disturbances among adults has increased fourfold since 2019. For younger adults, ages 18 to 24, the increase is even higher.

The Trustees of the Automotive Industries Welfare Fund have partnered with Uprise Health to provide an Employee Assistance Program (EAP) and a Legal/Financial Program (LFP). These resources can help you resolve personal problems in the early stages.

Uprise Health offers a confidential support service and referral program. It is designed to help you

- | | |
|-----------------------|-------------------|
| • Stress | • Finances |
| • Parenting | • Depression |
| • Aging | • Adoption |
| • Grief/Loss | • Estate Planning |
| • Anxiety | • Bankruptcy |
| • Relationships | • Immigration |
| • Family | • Child Custody |
| • Marriage | • Real Estate |
| • Work issues | • Criminal Issues |
| • Alcohol/Drug issues | • Tenant's Rights |
| | • Divorce |

and your family with personal issues such as:

Customer Care Professionals will help you find the right resources and services including counseling, legal representation, and financial expertise, helping you to line up counseling sessions, coordinate the appropriate treatment, and offer referrals if needed. Office hours are 6 a.m. to 5 p.m. PST. After-hours calls will be returned the following day. Crisis support is available 24 hours a day, 7 days a week.

The services provided under the EAP and LFP program are 100% confidential and are at no cost to your or your dependents. For more information

or to get assistance in making an appointment, call Uprise Health at 1-888-690-1349 or visit <https://hmc.personaladvantage.com> using AUTOMOTIVE as the access code.

2021 Annual Funding Notice Mailing

The Trust Fund Office recently mailed out the Automotive Industries Pension Plan's Annual Funding Notice (AFN) for the 2021 Plan Year. This notice provides information on the Plan's funding



levels and other information on the Pension Plan. The mailing is required by law and is mailed out to all participants on or around the last week of April. The Pension Plan has been certified to be

in Critical and Declining Status for many years. The AFN mailed for 2022 showed that the Plan has a funding level of 51.9% as of December 31, 2021.

The Automotive Industry Pension Plan qualifies to receive funding relief from the American Rescue Plan Act (ARPA) under the Special Financial Assistance Program. Under this program, eligible plans will receive funding from the Pension Benefit Guarantee Corp. (PBGC) that will enable the plans to keep paying current benefits to participants through 2051. The Trustees have authorized the actuary to make application to the PBGC when the Plan is allowed to apply for funding relief. The Trustees anticipate that the PBGC will allow them to file their application for the "Special Financial Assistance" sometime in the first quarter of 2023.

Reminder: 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.

Help a brother—Local 2182 member still needs a kidney

We wrote about Jon Herl's plight in the last issue of *The Sparkplug*, and sadly, the situation hasn't changed. Jon is a 21-year Local 2182 member who worked as a tech at Toyota Material Handling. He and his family lived in Paradise, until the 2018 Camp Fire destroyed the town.

According to Business Rep Paul Abarca and many of his co-workers, Jon is "a real good dude," who, unfortunately, is on 24-hour dialysis due to Stage 5 kidney disease. He and his family are hoping someone will be able to make a kidney donation soon.

Basic facts about kidney donation:

- You only need one kidney to live a healthy and long life.
- Donor surgery is done laparoscopically, meaning through tiny incisions.
- The recovery period is fairly quick, generally two weeks.
- The cost of your evaluation and surgery is



Jon Herl with his two daughters and wife Jammie. To learn more about Jon and hear from his family and co-workers, aim your phone camera at this QR code to access an amazing video.



mind at any time during the process.

- If you are a good candidate and want to donate to Jon, you don't have to be a direct match. There are transplant chain exchange programs that allow donors and recipients to join a chain that will change and save multiple lives.

If donating a kidney is something you would like to consider, and have questions, call or text Jammie Herl at 530-321-1891. You can also contact Jon's transplant center directly at UCSF Living Donor Program, UCSF Medical Center, 415-353-1551 or email: living.donor@ucsf.edu

FREE; it is covered by the recipients' insurance.

- A separate team of healthcare professionals will evaluate you as a living donor. Their job is to look out for YOUR best interests, not Jon's.
- You will be tested to see if you are a good candidate to donate. Testing is private; no one will know how it goes or what the doctor recommends.
- You can change your

JOB BOARD

Many employers with IAM contracts are desperately seeking qualified techs. This includes:

- **UPS** at several East and North Bay locations.
- **Cemex** is looking for people; even with a \$48.38/hour wage, plan A health care and \$700 in pension contributions, they can't find anybody!
- **SSA**, which is Local 1546's highest paying employer, needs techs.
- **Waste Management** is looking for multiple people (at over \$50/hour).
- **ACI**: Alameda County Industries is looking for some people.

If you're looking to change jobs, call your Local Union office or talk to your Business Rep to find out about opportunities that may be available.

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 on Page 8 for your local union's address.

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: facebook.com/IAMLOCAL1414/

Twitter
Union Organizer: @union1484

Facebook pages:
Local 1101: facebook.com/
Search for IAMAW-Local 1101
Local 1546: facebook.com/iam1546

TikTok
Local 1484: Search for Mercedes Benz San Diego



Local 1584

Contract at Veriflo passes overwhelmingly

Getting a good contract that the members are happy to ratify doesn't always happen, but it did happen in June, when the 120 members of Local 1584, who manufacture gas and fluid delivery systems and components at Veriflo, happily ratified their new five-year contract.

"This is the best contract these members have ever gotten. They'll be getting wage increases of 4.5% in year one, and 2.5% every year thereafter," says Area Director Steve Older. "This comes in addition to the 2% annual productivity incentive that they've been getting for years."

Some of the other additions include "three more paid holidays, including the 5th of July, which they were able to take less than a week after ratifying the contract." They also got a 10¢ pension contribution increase, an improvement on their



Local 1584 members at Veriflo vote to ratify their contract out in the company's parking lot.

vacation accrual, and a big improvement around the "break-in rates" for new hires, enabling them to reach full pay in two years instead of three. "This change alone serves as a \$1.70/hour raise for new hires," Older adds.

Finally, the team added some accountability in their training programs. "They committed to

training at least eight people in the program each year," Older says.

The June 27 vote was held in Veriflo's Richmond parking lot. "The company provided chairs and a PA system," Older says with thanks.

He adds that it helps to have a strong bargaining committee, and he definitely did. "One of our four-member team was a young woman in her second year there. She's going to go places," Older predicts.

Veriflo was experiencing constant turnover, particularly among new hires. Older says that the company recognizes

that their new hiring was not up to snuff and they hope to get better quality people. "This company is top in market share for the valves that it produces and they're looking at a lot of work coming in the future. In fact, if they can weather the supply chain challenges, they're talking about adding a third shift. That would be huge."

Local 93

Biggest wage increase ever

At the construction materials company **Graniterock**, also in San Jose, Business Rep Richard Breckenridge reports that the 12 machinists there got the biggest wage increase they've ever seen. "They'll be taking home an additional \$2.65/hour for each year of the three-year contract." The heavy equipment mechanics are responsible for all of the conveyor belts, and the standing rigging mechanics do the plant maintenance. The group ratified the contract on July 10.

ified their new five-year contract. "The members will get a \$2/hour increase each year, adding \$10/hour to their current pay rate at the commencement of year five of the contract," says Business Rep Pedro Gonzalez. "We also added some holidays." Therma is an HVAC company that employs lots of trades. "Our guys are the mechanics who fix the fleet," he adds.

Solid increases

The 45 technicians, service writers, and parts department workers at **Frontier Ford** in San Jose all now have a newly-ratified three-year contract. The techs will get a \$2.25 raise in year one, and another \$2/hour in years two and three. The parts guys got the same increase, with an additional quarter percent on their commissions. The service writers bumped their base hourly wage up to \$18/hour, and also bumped their commissions up by a quarter percent for each level of commission.

"Additionally, we went from a \$50/base/cap increase on the health and welfare to a 50/50 split on any increases. This should save our members a lot of money," Breckenridge added.

New owner

Pearcy Toyota in Milpitas was recently sold to Envision Motors. Business Rep Pedro Gonzalez reports that negotiations have commenced with the new employer to ensure that the 25 techs and service advisors have a new contract soon.

making progress." He's not surprised; both companies have brought in John Boggs to lead the talks for them.

At **First Student** in Concord, "the first round of negotiations has just concluded as the paper goes to press and the employer has already tentatively agreed to improvements," says Fealy. "Wages will be the issue here, because, at the end of the day, they need to catch up."

The contract at the **Parker-Robb Body Shop** in Walnut Creek is open for negotiations. The first talks are scheduled for July 20.

cian Level 3 wages. "We got them an equity adjustment in the first year of an additional 3%."

A few other improvements included additional pay to open and close the shop. "This is minimal but it adds up over time," Fealy says. The members will also get an hour of paid time to update their tool inventories, an additional \$25 for safety shoes, and we clarified some language around the selection and scheduling of vacations that should help out. "They also got to keep the Automotive Industries health plan, which is always an issue with this employer," Fealy adds

Local 801

New Contractor

Having the lowest bid, **Louis Berger** won the Navy contract at the Fallon Naval Air Station and took over on April 1. "We're currently in negotiations with the company," says Area Director Mark Martin. "The group rejected the first package agreement and unanimously passed a preliminary strike vote. We're back at it again and hopefully, we'll reach a settlement that will get ratified soon. It's all about economics."

Local 1173

Negotiations starting and in progress

Business Rep Brian Fealy reports that negotiations at **Antioch Auto Center** and **Lehmer's Buick/GMC** in Concord "are contentious but we are

Local 1414

Getting creative

At the close of April, the 8 members at **Ryder San Francisco** ratified a new three-year contract. Brian Fealy reports that they will get a 9% wage increase over the three years, with an additional \$1.25/hour in what they call a "location differential" for all hours paid. "The company refused to put any more than 3% into the wage increase line annually, but, whatever you call it, they'll really be getting 3% plus \$1.25/hour.

There was one exception to what everybody got, and that's the Techni-

Contracts in the works

Steve Older reports that the **SMART Train** negotiations are ongoing; the contract expired at the end of June. "One sticky issue is that SMART Train acquired a local freight service and didn't tell us, and now, both the IAM and the Teamsters are claiming jurisdiction." He adds that the company says that the funding came from a different source, so it's a different entity, but, Older says, "We beg to differ!"

Brian Fealy says that the **Hertz Rent-a-Car** contract is open for both the Oakland Airport (Local 1546) and the San Francisco Airport (Local 1414).

Local 1101

Unionizing a union

Business Rep Richard Breckenridge was proud to announce that the 31 business reps and organizers on THE staff of the union **AFSCME Council 57** not only organized into Local 1101, but they already have their first contract. Welcome new members!

\$10/hour or bust

The five members who work at **Therma Corp** in San Jose recently rat-



We're Here

Employee Assistance Program

IAM Substance Abuse and Alcohol Addiction Helpline
888-250-4IAM (4426)

IAM - EAP National Helpline: 301-335-0735

Trained IAM-EAP representatives are ready to provide information and support assistance with: Addictions/Disorders, Divorce, Elder Care, Financial Issues, Gambling, Grief and Loss, Health Care Concerns, Marital/Family Problems, Stress, Violence (Workplace/Domestic)

THE LOCALS

Good for a year

The 90 members who make technical ceramics at Morgan Ceramics in Hayward will be getting a 6% wage increase retroactive to May 1. “This is a one-year extension,” says DBR Don Crosatto. “After several rounds of meetings, we convinced the employer that was the only number the members would ratify.” He adds that just three short years ago, “we needed to fight and take a strike vote to get a 3% raise.” How times change!

Local 1528

Time off gets covered

When a member who works at Applied Aerospace in Stockton was suspended with a final written warning for attendance, the union was able to step in on his behalf. “We were able to get the day that he missed covered under California law,” says Business Rep Paul Abarca. “He wanted to attend a school function for his child, and that’s protected under the Family Medical Leave Act (FMLA).” Abarca was able to arrange for him to use part of the 40 hours available to cover his time. “Any time you have an issue with management – contact your business rep – because they might be able to help,” Abarca advises.

Local 1546

Small shop, nice deal

Directing Business Rep Don Crosatto reports that the four members at Pacific Power in San Leandro will be getting 4.5% to 5.5% wage increases each year with their new three-year contract. These techs service and repair Alison Transmissions for heavy trucks and buses. “It’s a decent deal for a small shop.”

What’s parity, anyway?

Crosatto reports that talks with AMR Ambulance are happening in the Bay Area and the Valley (see Local 2182). “We’re trying to get parity between the two regions, but the company’s version of parity is to raise the Valley folks to our wage, but not give a raise to our members. Needless to say, that doesn’t work for us.”

In the works

Area Director Steve Older is organizing the talks with Safeway. More to come in the next issue.

Local 1584

Getting started

Area Director Steve Older says that he’s looking forward to starting talks with Union Tank Car in Richmond.

Local 1484

Labor Day parade is back!

For two years, the LA/LB Harbor Labor Coalition launched a food distribution program in lieu of holding a parade, but the parade is back and will be dedicated to all those who were affected by the pandemic. Please join in to keep the 43-year tradition alive. Monday, Sept. 5, 2022 10 a.m. Broad & E St., Wilmington Check with Local 1484 for details.



Local 2182

Looking for more than normal

Area Director Mark Martin reports that the union is getting ready to enter negotiations with the construction company A. Teichert and Sons. “After some preliminary discussions, they understand (to some degree) they’ll have to pay larger than normal increases,” Martin says. “We have historically had a good working relationship with this company and we have top tier caliber mechanics who will require a top tier contract.”

Getting more than normal

The 65 members who work at Sims Recycling in Roseville and who recycle and rebuild electronics have a

new contract, and it beats what they’ve ever gotten before. “They’ll get a 9% wage increase in year one, and 3% the next two years,” reports Business Rep Paul Abarca. “That’s a huge bump up. They’ll also get \$50 more each year for their boot allowance, and their health coverage contribution will remain the same.” Coming right up Business Rep Paul Abarca reports that the contracts at Cal Tank Lines (Stockton), Clutch & Brake XChange (Stockton) are coming up soon. At press time, two meetings have been held with American Medical Response (Stockton, Modesto, Sacramento). “The company is dragging their feet, but we’ll push ahead.”



ORGANIZING UPDATES

The challenge of organizing new workers into unions is not that the workers themselves are not interested in gaining union representation. Over the past six months, more than 100 Starbucks stores have voted to unionize. The first Amazon warehouse voted “union, yes!”. Area Director for Organizing Jesse Juarez reports that he hears from techs at car dealerships on a weekly basis who want to be in a union. No, the challenge is that employers do everything they can to delay votes, muck up who should be in the bargaining unit, intimidate workers from voting for the union, and appeal rulings of the National Labor Relations Board (NLRB). Most importantly, once the workers have stood up to all of that and voted for the union, employers refuse to honor the wishes of their employees to bargain in good faith. Even though Jennifer Abruzzo, the new General Counsel for the National Labor Relations Board (NLRB), is absolutely committed to the right of workers to join unions, she’s trying to turn a battleship that’s understaffed and full of snakes. “The NLRB process is so broken right now that it offers little relief for workers,” says Juarez. “We used to have elections in 30-45 days after filing a petition, but now we’re waiting for months just to get a decision on when an election will be held. And when we win the election, the employer will appeal, even if there’s no merit. Through delay, they will try to dissuade the workers about the bargaining process.” “The employers are doing well these days, but they’re not sharing it with the workers. There’s a shortage of techs, cars, and microchips. The employers are learning that they have to pay more money to keep talented employees,” Juarez adds. “Our good employers recognize that and we’re making gains in negotiations. Unfortunately, too many are traveling down the low road. Here’s an update about some of the campaigns that should have resulted in first contracts months, if not years, ago.



Lexus of San Diego: This group of technicians organized this Penske store in February 2020. “We bargained with the company but they didn’t bargain in good faith. They fired a few guys. Then, the general manager started taking guys out to lunch, likely trying to buy them off.” No surprise to Juarez, exactly one year after the employees voted for the union, a petition to decertify the union was filed. “So far, we’ve won three elections at this location. We won the original election, and a re-run election, and we won the attempted decertification election, which took place in April. We’ve had to file multiple unfair labor practice (ULP) charges, 20 of which are still pending,” says Juarez. Nevertheless, the employer went ahead and implemented a new pay plan. “During the bargaining that did take place, we were seeking a rate of \$38-39 for master techs,” says Juarez. “Instead, the dealership granted hefty wage increases without bargaining, going from \$25.25 to \$46/hour. The employer manipulated; they never had any intention of bargaining in good faith.” If nothing else, Juarez says, “we’ve raised the standards down there. Word has gone out—to stay union-free, overpay the non-union workers.” **Acura of Escondido:** Techs from this dealership complained to Juarez about low wages, getting cheated, and not getting paid for all of their jobs. “After we filed an election petition, one guy got a \$9/hour raise. The employer said two of our guys were supervisors, which is not true. We had a hearing in late April...but still don’t have a decision on the voting unit yet.” Juarez says the NLRB is just dragging their heels. “Meantime, the employer is doing everything they can to flip the workers,” he adds. **Tracy Toyota** (Techs) and **Audi Concord** (Service Writers): Both of these dealerships have hired attorney John Boggs, who the union has gotten to know well. “He files appeal after appeal just to avoid bargaining. Then they build cases against the union supporters,” Juarez says.



IN THE NEWS



Labor official wants unusual remedy for Starbucks’ union-busting

How nasty has Starbucks’ anti-union campaign been? So nasty that a National Labor Relations Board (NLRB) official says that one of the union’s few losses was so tainted by Starbucks’ illegal actions that a do-over election wouldn’t be enough to fix it. Instead, management should have to bargain with the workers as if the union won the vote to begin with.

After listing a series of threats from management to workers at the Camp Road store in Hamburg, New York—including losses of various benefits—Linda Leslie, a regional director for the NLRB, argues, “The serious and substantial unfair labor practice conduct described above ... is such that there is only a slight possibility of traditional remedies erasing their effects and conducting a fair election. Therefore, on balance, the employees’ sentiments regarding representation, having been expressed through authorization cards, would be protected better by the issuance of a bargaining order for the Camp Road store.”

This is not a common remedy for the NLRB to propose and speaks to just how strenuously Starbucks has fought the will of its workers, who have voted to unionize in more than 75 stores. An administrative law judge will hear the NLRB complaint in a process that will not be over anytime soon.

Laura Clawson, Daily KOS Labor

Labor Board goes to federal court to get three Starbucks workers who are union activists back on the job.

A regional director for the NLRB in Arizona filed a petition for a temporary injunction in June, saying Starbucks retaliated against three members of a union organizing committee. Two of the workers were fired and the third was put on unpaid leave, according to the filing.

The board official, Cornele Overstreet, asked the court to reinstate the workers at Starbucks with their normal work hours and their disciplinary records expunged.

Arguing that Starbucks’ actions have led to an atmosphere of retaliation and that workers could “irreversibly lose” the board’s protections if something isn’t done quickly, Overstreet asked that a high-ranking Starbucks official be required to read the court order aloud in the presence of a board official and that a video recording of the reading be made available to Starbucks workers around the country.

If granted, this injunction would mark a significant win for Workers United, the union that’s been organizing Starbucks stores around the country since last year.

Starbucks has maintained that it was justified in disciplining the Arizona workers.

“We wholly disagree with the claims by the [labor board] in this complaint. These partners

were terminated because they violated our established policies,” a Starbucks spokesperson said in a statement. “A partner’s interest in union representation does not exempt them from the standards we’ve put in place to protect partners, customers, and the communities that we serve.”

Previously, the Board has filed similar complaints related to union supporters in Memphis, TN, and New Orleans, LA.

Dave Jamieson, Huffpost Labor

Unionized nursing homes were safer in the pandemic

Unions have increasingly bargained for the common good in recent years, as when teachers negotiate lower class sizes and more school nurses or counselors, or nurses negotiate for improved staffing ratios so they can give every patient the attention they deserve. Union opponents often try to claim that these are really self-interested measures that only benefit workers (as though there’s anything wrong with benefiting workers), not also students and patients. These are of course the same people who always come up with excuses for how larger classes and more patients per nurse are reasonable, as they are hostile not just to workers but to investments in the public good.

All of which is to set up why this study of resident mortality and worker infection rates in union versus nonunion nursing homes in 2020-2021 is interesting and important. As the study, by Adam Dean, Jamie McCallum, Simeon Kimmel, and Atheendar Venkataramani notes, “nursing home residents have accounted for roughly one of every six COVID-19 deaths in the United States,” making nursing homes a major site of mortality.

So, how did union and nonunion nursing homes compare? After a lot of data and statistics, “we found that unions were associated with 10.8 percent lower resident COVID-19 mortality rates, as well as 6.8 percent lower worker COVID-19 infection rate.”

Laura Clawson, Daily KOS Labor

Skimmed and scammed: Wage theft from California’s fast-food workers

California’s fast-food industry is one of the largest, fastest-growing private sector employers in the state. The global fast-food corporations that operate in California make billions of dollars in profits, yet fast-food workers rank among California’s lowest paid large occupational groups.

Over the course of the pandemic, fast-food



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Maytag
Maytag, Neptune (front-load, counterpart), Atlanti

Rival Co.
Rival, Simer, Pollenex, Bionaire, Patton

Roper/Whirlpool *

Thermador
ovens, ranges, cooktops, refrigerators and dishwashers.

United States Stove Co.
American Harvest, Adrent, Clayton, Hot Blast, Furna

* Made by IAM members



IN THE NEWS

workers emerged as an essential workforce, helping to feed communities and fuel local economies across the state.

According to a survey of California fast-food workers:

- 85 percent of workers surveyed have experienced at least one form of wage theft.
- 57 percent of workers have experienced multiple forms of wage theft.
- Nearly one-third of workers have been retaliated against for asking to be paid properly, taking a sick day, or asking to be paid for a sick day.

While other low-wage, high-violation industries, like garment, manufacturing, and agriculture, have seen legislation aimed at reform, fast-food has not.

AB 257, the FAST Recovery Act, is landmark legislation that addresses the imbalance of power in the fast-food industry and its rampant labor violations. AB 257 would guarantee fast-food workers and fast-food franchisees a seat at the table to help shape sector-wide workplace standards and give them the ability to hold corporate franchisers accountable for providing safe and equitable working conditions.

Fight for \$15

Late disclosures concealed the extent of Amazon's anti-union campaign

Amazon spent \$4.3 million on anti-union consultants last year, but workers didn't always know who the consultants were.

While Amazon workers in Alabama and New York were trying to unionize their warehouses in 2021, the tech giant hired a large cast of anti-union consultants to undermine the organizing campaigns. Known as "persuaders," these consultants led meetings in the warehouses and pulled workers aside for one-on-one conversations, all with the aim of turning workers against the idea of a union.

The law requires that persuaders file timely disclosure forms with the Labor Department so that workers understand who their employer has hired and how much they are paying them to lobby against unionization. But it appears the firm that performed the most work for Amazon last year did not report its arrangement with the company until well past the legal time frame for doing so, *HuffPost* has found.

The consultants' apparent failure to report their dealings with Amazon within a reasonable amount of time left workers in the dark about the details of their employer's pressure campaign. Some disclosures weren't submitted to the Labor Department until the ballots were literally about to be counted in both union elections at the end of March, defeating the entire point of the transparency law.

"It's useless to people a year after they provided the service," said Connor Spence, an Amazon worker and vice president of membership for the Amazon Labor Union.

Spence was researching Labor Department filings as his union campaign was underway at the JFK8 warehouse on Staten Island, NY. He believed it was important to uncover the consultants' arrangements with Amazon so workers could make an informed decision about their vote. But he had little faith that the filings in the Labor Department's online database accurately reflected the scope of the company's consulting army.

Workers at the JFK8 warehouse ultimately voted 2,654 to 2,131 in favor of joining the Amazon Labor Union, a stunning upset that established

the first Amazon union in the U.S. The results are still not clear in a separate union election at Amazon's BHM1 warehouse in Bessemer, AL. Workers there have voted 993 to 875 against joining the Retail, Wholesale, and Department Store Union, but more than 400 challenged ballots could still change the outcome.

Both employers and consultants must disclose details of their relationships to the Labor Department, just as unions must file in-depth annual reports laying out their finances. The employers' reports are due at the end of the first quarter of the year after the consulting work was performed. But the consultants must inform the government

**I don't want to pay union dues...
so I'll forfeit all of my
contractual insurance,
benefits, job
protections,
vacation time,
due process, and
wage increases....**

Said no-one, ever.



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about their dealings within 30 days of an agreement being made with the employer.

It can be helpful for union organizers and supporters to be able to show their co-workers how much their employer is spending on anti-union consulting as opposed to, say, giving them modest raises.

As *HuffPost* first reported, Amazon's disclosure filings show it spent roughly \$4.3 million on anti-union consultants last year, with a typical rate of \$3,200 a day for each consultant, plus expenses.

The Labor Department generally does not pursue criminal cases against employers or persuaders for not filing their forms when they're due. If officials believe someone has failed to follow the law, they may open an investigation and pressure the parties involved to rectify something that's late or incomplete. But under the law, criminal prosecutions can only arise when the violations are "willful," which can be difficult to prove.

The lack of serious penalties is one reason reports are filed late or probably never filed at all.

Spence knew he wouldn't see the full sum of Amazon's anti-union spending until after the fact. He and others have argued for tighter reporting requirements and stiffer penalties for companies and consultants who fail to disclose their dealings.

Spence said it would be much better if workers could see their employer's contracts with consultants in real-time, as opposed to having to wait months, or even over a year, to see what their agreement was.

"We still won," Spence said. "But it would have been very helpful to show all that [information] to employees."

Dave Jamieson, HuffPost Labor

House gives green light to staffer unionization

The Congressional Workers Union has labored behind the scenes for months to jump-start the unionization process among staff in House offices. And they're not alone.

The House voted in May to allow close to 10,000 of its employees to bargain collectively and

form unions, the biggest expansion of congressional staffer rights in three decades.

The move comes amid a swelling tidal wave of grievances from staff, along with efforts by leadership and lawmakers to stem burnout and brain drain among employees who serve vital roles in the legislative branch, including serving constituents, conducting oversight of federal agencies and drafting legislation.

The resolution codifies House employees' right to organize and bargain collectively, including aides in personal offices and district offices, and committee staff. The measure expands rights already given to other workers in the Legislative Branch, including Capitol Police, the Library of Congress, and professional tour guides.

"It's just outrageous that our own staffers had to wait 26 years after collective bargaining rights were afforded to everybody else on Capitol Hill," said Rep. Andy Levin (D-Mich.), who introduced the resolution in February. "This is the temple of our democracy, and if workers don't have their rights here, it's kind of hollow to say that we're standing up for the rights of people everywhere."

"Our job here is to shut up and pass a law that gives people their rights," he added.

House leaders have long been aware of abysmal staff retention, low pay, and other factors that drive staffers off Capitol Hill or deter applications in the first place. But 2021 saw the highest rate of staff turnover in more than 20 years, a reflection of the destabilizing effects of the pandemic and the toll that frequent threats and the Jan. 6 insurrection have taken on staff.

Lawmakers have ramped up efforts to improve the Hill as a workplace in recent years. The Select Committee on the Modernization of Congress has zeroed in on staff recruitment and retention, along with diversity. House Majority Leader Steny Hoyer (D-Md.) and Democratic Caucus Chair Hakeem Jeffries (D-N.Y.) made a successful push to increase individual office budgets by 20 percent in a recent spending bill, providing funding for possible pay raises. Speaker Nancy Pelosi recently announced a minimum pay rate of \$45,000 for House employees, which kicks in on Sept. 1.

The measure providing collective bargaining rights does not need Senate approval, as it only applies to operations within the House. And a flurry of organizing, at least in Democratic offices, is already expected in the coming days and weeks, even before the Office of Congressional Workplace Rights issues official guidance on a hugely complicated process.

In an interview Tuesday before the vote, members of the Congressional Workers Union Organizing Committee underscored how they view the vote and subsequent bargaining process as a test of "whether our bosses are capable and willing to walk the walk when it comes to workers' rights in their own workplaces."

"The public is really watching to see if they're able to walk the walk and whether they're aware of the importance of upholding their values in their offices — or if Congress is really above the laws it creates," one of the members of the group said.

"We're looking forward to ... workers really being empowered to bring their grievances to their bosses, and to be able to have a say in their workplace conditions without fear of retaliation," one member of the Congressional Workers Union said.

Katherine Tully-Mcmanus and Eleanor Mueller, Politico

IAM LOCAL UNION MEETINGS

A note about meetings and COVID

Since the COVID shutdowns started, local unions have been holding general membership meetings over Zoom or other video conferencing programs. Some chose to tail-gate—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.

670

The wage gap between CEOs and US workers jumped to 670 to 1 in 2021...up from 604-1 in 2020.

49 firms had ratios above 1000 to 1.

If you think inflation is caused by greedy workers seeking living wages, think again!

Sources: Institute for Policy Studies

UNION MEETINGS	
<div><div></div><div>District Lodge I90 8201 Capwell Drive Oakland, CA 94621 510-632-3661</div></div>	<div><p><i>Meetings are the fourth Tuesday of each month</i> July 26 • August 23 • September 27</p><p>Executive Board Meeting: 6:30 p.m. General Delegates’ Meeting: 7:00 p.m.</p></div>
<div><div>Local 93 2102 Almaden Rd., #105 San Jose, CA 95125 408-440-8716</div><div><p><i>Meetings are the second Tuesday of each month</i> July 12 • August 9 • September 13</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>	<div><div>Local I484 1261 Avalon Blvd. Wilmington, CA 90744 310-835-6688</div><div><p>Executive Board Meeting: 6:00 p.m. on the third Thursday of the month July 21 • August 18 • September 15</p><p>General Membership Meeting: 6:00 p.m. on the first Tuesday of the month July 5 • August 2 • September 6</p><p>Retirees’ Club: 1:00 p.m. on the third Wednesday of the month: July 20 • August 17 • September 21</p></div></div>
<div><div>Local 653 5726 E. Shields Avenue Fresno, CA 93727 559-264-2815</div><div><p><i>Meetings are the third Wednesday of the month</i> July 20 • August 17 • September 21</p><p>Executive Board Meeting: 5:00 p.m. Membership Meeting: 5:30 p.m.</p><p><i>Local Lodge Meetings will be held both in person and on zoom. If you plan to attend in person, please RSVP so staff can ensure there’s enough food. If you want to attend on zoom, you must send a personal email to iamaw653@comcast.net. Be sure to provide your first and last name and the shop you work at in the email. Once you do, you will receive an invite to the zoom meeting.</i></p></div></div>	<div><div>Local I528 713 16th Street Modesto, CA 95354 209-529-9210 machinists2182@gmail.com</div><div><p><i>Meetings are the first Wednesday of the month</i> July 6 • August 3 • September 7</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 July 16 • August 20 • September 17</p><p>Narcotics Anonymous: 5:30-6:30 p.m. every Tuesday</p></div></div>
<div><div>Local 80I 8201 Capwell Drive Oakland, CA 94621 800-655-2182</div><div><p><i>Meetings are the third Thursday of the month</i> July 21 • August 18 • September 15</p><p>Membership Meeting: 4:00 p.m. <i>Meetings are held at the Carpenters’ Hall, in Reno.</i></p></div></div>	<div><div>Local I546 10260 MacArthur Blvd., Oakland, CA 94605 510-638-6705</div><div><p><i>Meetings are the first Tuesday of the month</i> July 5 • August 2 • September 6</p><p>General Membership Meeting & E Board Meetings: 5:30 p.m. Alcoholics Anonymous: 9 a.m. every Saturday</p><p><i>Meetings are now hybrid - in person and on zoom. Email zr1zo6r@sbcglobal.net to learn how to join in on zoom.</i></p></div></div>
<div><div>Local I10I 2102 Almaden Rd., #105 San Jose, CA 95125 408-440-8716</div><div><p><i>Meetings are the second Thursday of the month</i> July 14 • August 11 • September 8</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>	<div><div>Local I584 10260 MacArthur Blvd., Oakland, CA 94605 510-632-3661</div><div><p><i>Meetings are the third Thursday of the month</i> July 21 • August 18 • September 15</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: July 5 • August 2 • September 6</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>
<div><div>Local I173 1900 Bates Ave., # H Concord, CA 94520 925-687-6421 LL1173@sbcglobal.net</div><div><p>Executive Board Meeting: 6:00 p.m. on the second Thursday of the month July 14 • August 11 • September 8</p><p>Membership/Shop Stewards’ Meeting: 6:30 p.m. on the second Thursday of the month July 14 • August 11 • September 8</p></div></div>	<div><div>Local I596 1900 Bates Ave., #H Concord, CA 94520 925-687-6421 LL1173@sbcglobal.net</div><div><p><i>Meetings are held monthly on the third Tuesday of the month</i> July 19 • August 16 • September 20</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 held “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>
<div><div>Local I414 150 South Boulevard San Mateo, CA 94402 650-341-2689</div><div><p>Shop Stewards’ Meeting: 5:30 p.m. on the third Thursday of the month July 21 • August 18 • September 15</p><p>Executive Board Meeting: 6:00 p.m. on the second Thursday of the month July 14 • August 11 • September 8</p><p>General Membership Meeting: 6:30 p.m. on the third Thursday of the month via Zoom. Please contact the office for the meeting link. July 21 • August 18 • September 15</p><p>Retirees’ Club: 11:00 a.m. on the first Wednesday of March, June, Sept., Dec. All are welcome! September 7 • December 7</p></div></div>	<div><div>Local 2182 967 Venture Court Sacramento, CA 95825 916-929-1040 For dues questions, call Debbie Bird: 559-269-6386 machinists2182@gmail.com</div><div><p><i>Meetings are the second Tuesday of the month</i> July 12 • August 9 • September 13</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: July 20 • August 17 • September 21</p></div></div>