

Mercedes Benz San Diego — Guilty!

After months of investigation, on August 8, the Labor Board issued a robust, all-encompassing complaint against Mercedes Benz San Diego (MBSD) for numerous unfair labor practices. The biggest is that the dealership illegally terminated 20 mechanics for the alleged misconduct of going back into the shop after they had started the strike to secure their own personal tools.

Additionally, the Labor Board is charging the company with illegally interrogating employees about their union activity, bribing mechanics with higher wages to cross the picket line, directly trying to negotiate with the employees, increasing the wages of scabs, refusing to provide information to the union, and refusing to bargain.

“The employer actually filed a lawsuit against the union for alleged damage to the dealership,” says Area Director Kevin Kucera. “Their crime? Walking back into the shop to secure their tools.”

The net effect of the Labor Board ruling is that MBSD is accruing somewhere between \$175-200,000 per month in back pay for the members who were terminated, as well as tens of thousands to mechanics who were not terminated but are working for less money.



Shop Steward Pedro Gomez chats with San Diego Mayor Todd Gloria and Area Director Kevin Kucera.

The case is not set for hearing until next March. “Given how their attorney has acted throughout this process, we expect years of delay,” Kucera added.

On Labor



After more than 15 months on strike, the Local 1484 members at Mercedes Benz of San Diego won an important Labor Board ruling. They continued their strike action on Labor Day with the San Diego Labor Council.

Day, the technicians, who have been on strike since June of 2022, held an action in coordination with the San Diego Labor Council. The technicians were also paid a visit by the Mayor of San Diego, Todd Gloria, who talked at length with the IAM members sharing his ongoing support for their struggle.

Shop Steward Pedro Gomez, stated, “Strikes like these are painful yet necessary to get corporations to respect unions! We are Fighting Machinists and have been from the very first day we organized. This is what we do, we don’t know any other way!”

A slam dunk and then some at SSA Oakland

When Business Rep Robbie Pintos and Dir. Business Rep Don Crosatto finished contract negotiations with SSA, they nearly pinched themselves to ensure that the deal was real. “These 95 members will see a 36% wage increase (\$21.58/hour in total) by the end of the six-year contract,” says Crosatto. “It was a slam dunk and then some.”

Crosatto says that the first-year wage increase will be \$8.08/hour. By the end of the contract, members will be taking home \$76.88/hour.

“It’s fabulous for our members at SSA,” says Crosatto, “but even more importantly, this agreement raises the bar for everybody at the port. All the other employers will need to up their game a bit.”

Crosatto adds that after three days of intense negotiations, the union succeeded in “tightening our jurisdictional language around crane work, guaranteeing an hour of overtime each day, which comes in play when the terminal is not already busy, and increasing the equipment allowance for rain gear and shoes to up to \$365/year.” The contract also added Cesar Chavez Day

as a paid holiday, created a cash-out provision for excess vacation, and increased the life insurance coverage to \$100K. The employer also agreed to cover all health and welfare cost increases for the life of the agreement, will put an extra \$1/hour into the IAM National pension, and everyone on the payroll who had been an essential worker during COVID will get a one-time deposit of \$3,500 into their 401K account.

Why the generous settlement? Crosatto believes the top reason is that the employer needs to retain and attract top-quality mechanics.

Members ratified the contract almost unanimously three weeks after the previous contract had expired. By the time this paper comes out, they should have received their retro pay.

“This amazing deal couldn’t have been accomplished without the hard work of Shop Stewards Mike Wood and Bruce Wilkerson, and Committee members Roger Rodriguez, Walter Willis, and Tim Weaver,” adds Crosatto. “They each did a great job of representing their departments and members.”



The SSA bargaining committee used their knowledge and experience to ensure that the 95 members got a contract filled with crazy stupid money! From left: Mike Wood, Walter Willis, Bruce Wilkerson, Tim Weaver, and Roger Rodriguez



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Local 1484: Search for Mercedes Benz San Diego

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.

The IAM District 190
Sparkplug

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Debra Chaplan, Managing Editor



UNION PEOPLE

Local 2182 member gets life-saving kidney donation

"I have two functioning kidneys and only need one to live a happy, healthy, and full life. You just need one to live. It is simple math Why wouldn't I donate my kidney to save Jon's life."

That's what Jon Herl's donor said upon deciding to give a kidney to the Local 2182 member. And with that act of kindness and generosity, Herl is back working at Toyota Material Handling in West Sacramento. (This story is a follow-up to previous Sparkplug stories that were written with the goal of attracting a kidney donor.)

"Simple math and human kindness are what gave Jon the gift of life!" said Jammie, his wife. After watching a video made by Jon's family to bring awareness to the need for a kidney donor, one of Jammie's co-workers decided she wanted to donate.

After 11 months of testing and doctor visits, Jon's donor was cleared to donate her kidney. While she was not a direct match, she was able to enter a voucher program that allows people to donate to friends or family even if they are incompatible. The kidney from Jon's donor went to an unknown recipient who was a direct match in exchange for Jon getting a kidney from another living donor.

Jammie says that the next few months went by slowly, waiting for a match and the



Jon Herl (R) with his wife Jammie and two daughters.
Jon's new kidney will enable him to live dialysis free.

call to schedule surgery. 134 days after Jon's donor gave her kidney, Jon received a kidney from an altruistic donor in Tennessee.

As soon as the kidney was attached, it started functioning. Within three days, the new kidney was working the best he had experienced in over 15 years. Today, Jon is looking forward to many years of living a healthy life without dialysis.

The gift of organ donation life saves lives every day. It saved Jon and changed the lives of his family, friends, and co-workers. When asked what Jon is going to do with his new kidney he said, "I am taking my family on a much-deserved vacation!"

If you want to learn more about living kidney donation and how you can save and change lives, visit the National Kidney Foundation at:

www.kidney.org

IN MEMORIAM

Ricardo Martinez
1963-2023



Ricardo Martinez passed away on September 12, 2023 at the age of 59.

For 25 years, Rick worked as an electrician at Silgan Containers in Modesto and served his union as Chief Shop Steward there. He also served as Vice President of Local Lodge 1528 and as a delegate to District 190.

"He gave to this union selflessly and was always ready to lend a hand," says Area Director Mark Martin. "Whether making repairs at the local lodge or helping at the workplace, Rick was always there. His leadership, and his friendship will be missed by all who knew him."

Rick was a passionate outdoorsman, wine enthusiast, bike-rider and off-roader. He is survived by his parents, and his two sons, Roman and Joshua, to whom he was devoted.

SAVE THE DATE
You're Invited!

District 190's Guide Dogs
Lobster Feed



Saturday
Jan. 27, 2024
5 p.m.

IAM Local 1781
1511 Rollins Road
Burlingame

For more info:
510-632-3661



UNION JOB BOARD

Here's a list of some of the jobs available at IAM shops. If you're interested in making more money or changing location, start here or contact your business representative.

Cemex is hiring mechanics in San Francisco. \$50/hour. \$1,100/month 401K. AI Health and Welfare Plan A, fully paid for by the company.

George Martin Co. in Emeryville is looking for production workers and machinists. Entry level jobs pay from \$23-30/hour.

Waste Management's Davis Street Transfer Station in San Leandro needs two Plant Maintenance Journeyman Mechanics. (Probably Swing Shift.) These positions pay \$52.92/hour. Look for them at WMJobs.com

UPS in San Jose and Sunnyvale (and likely several other locations) are looking for truck mechanics. They pay in the high \$40/hour range, offer the Michael J Day 401K plan and two pensions. To apply, go to ups.com/careers.

Chucks Brake and Wheel in Santa Rosa is a small shop that does truck, trailer, and vintage repair. The current journeyman pay rate is \$35.84, plus AI Medical and Pension. To apply: 707-542-6012

NEWS FROM THE TRUST FUND

Annual Physical Required to Keep Lower Deductible in 2024 Under Blue Cross Self-Funded Plan Options

The Board of Trustees lowered the annual calendar year deductible for all Participants enrolled in a Blue Cross Self-Funded Plan Option for the 2023 calendar year. A condition of keeping the deductible at the lower level is that the participant and the participant’s dependent spouse or domestic partner obtain a routine physical exam sometime in the calendar year 2023. Depending on your Plan, your deductible will change as outlined in the chart below if you and your spouse or domestic partner do not receive routine physical exams.

If you and your spouse haven’t completed a wellness exam, you must do so by December 31, 2023. A separate form must be submitted for you and your spouse or domestic partner (if applicable) to reduce your deductible for the calendar year 2024. You can download the certification form by visiting www.aitrustfunds.org

Plan Option	Annual Calendar Year Deductible	2023 Calendar Year Deductible	Deductible IF you and your spouse/registered domestic partner received a physical exam in 2023	Deductible IF you and your spouse/registered domestic partner DID NOT receive a physical exam in 2023
Plan A	\$400/individual or \$800/family	\$200/individual, \$400/family	\$200/individual, \$400/family	\$400/individual, or \$800/family
Plan B	\$1,000/individual or \$3,000/family	\$500/individual or \$1,500/family	\$500/individual or \$1,500/family	\$1,000/individual or \$3,000/family
Plan C	\$1,000/individual or \$2,000/family	\$500/individual or \$1,000/family	\$500/individual or \$1,000/family	\$1,000/individual or \$2,000/family

Special Financial Assistance FAQs are now available

Now that the Automotive Industries Pension Plan has received over \$1 Billion in Special Financial Assistance (SFA) through the American Rescue Plan Act, there are many questions that you may have about the money received and what it will mean for the Plan. At the direction of the Trustees, a set of Asked Questions (FAQs) has been published and is now available online. The list of FAQs will not answer every question about the SFA funding received, but they will explain the basics of the SFA program, why the Plan received the money, and how it will affect all members who



have a benefit with the Pension Plan. The FAQs are available at www.aitrustfunds.org.

On Disability? Submit Your Claim Form On Time and With All Required Information.

Contracts that have negotiated the Short Term Disability benefit available through the Welfare Plan will provide up to 80% of your hourly wage when combined with your state disability or workers’ compensation payments.

If you need to file a claim with the Trust Fund Office, make sure to provide all the required information with your claim form. Missing or incomplete

information will cause a delay in your receiving weekly payments from the Plan. If you have questions, contact the Trust Fund Office at 800-635-3105 or by email at AISupport@hsba.com

before you submit your claim.

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 an 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.

Pension funds delay reaps even more interest

Dir. Business Rep Don Crosatto reports that the AI pension fund has finally received the actual cash for the pension bailout. “We were supposed to receive the money on August 7, but at the last minute, the PBGC (Pension Benefit Guaranty Corp) told us that they couldn’t wire us the money because the IRS had imposed a lien on the fund for \$2,700. It turns out that the lien was on the books for nine

years in error and we didn’t even know about it. It had to do with a plumber in Oregon, not an IAM member, who had been miscoded by our previous third-party administrator. We paid the fee and have since fixed the error and gotten it refunded. It took another 10 days to get the money, but as a consolation prize, we got another \$1.5 million in interest.”

Free COVID tests available again

You can order free COVID tests online at covid-tests.gov. Just enter your first name, last name, and shipping address, then click “Check Out Now.” You do not need to enter any payment information, proof of identity, or health-insurance information. There’s an option to enter your email address if you want shipping updates. In the past, tests have typically been shipped by the U.S. Postal Service

within 7-12 days of being ordered. Tests can also be ordered via phone at 1-800-232-0233. The line is open 8 a.m. to midnight ET, seven days a week. It offers help in English, Spanish, and more than 150 other languages. People with disabilities can call the Disability Information and Access Line at 1-888-677-1199 for help placing their orders.

LETTER TO THE EDITOR

US Machinists urge removal of Cuba from SSOT list

By Mark Friedman
Associate member IAM Local Lodge 1484
Co-chair retirees committee

“IAM Local 1484, based in Wilmington, California, passed a resolution in which it strongly urges President (Joe) Biden to remove Cuba from the United States’ list of sponsors of terrorism,” wrote *Trabajadores*, the newspaper of the Cuban trade union federation (CTC). Counting more than 90% of Cuban workers, the CTC represents millions of workers organized into 15 different major unions.

“They also demand that California’s Congressional delegation approve legislation that eliminates those aspects of the embargo that have been codified in law; suspend all sanctions against Cuba by the U.S.; and allow the peoples of the U.S. and Cuba to travel and trade freely with each other.”

The United Nations General Assembly has condemned U.S. policy 30 times. The most recent vote took place on November 3, 2022, and only the U.S. and Israel opposed the resolution presented by Cuba, citing the need to end the U.S. economic, commercial, and financial blockade against Cuba.

The Cuban labor newspaper added, “IAM Local 1484 has just joined the LA Hands Off Cuba Committee, which also has, among its purposes, to remove the largest of the Antilles from the spurious list, as well as to end the blockade and all economic, commercial and travel sanctions on that nation.”

The Los Angeles Committee organizes educational and legal trips to Cuba so that U.S. residents can see the island for themselves. They also promote the projection of audiovisuals on Cuban reality and promote demonstrations, caravans, and meetings with Cubans and Americans who have recently been to Cuba.

Committee meetings are all open and democratic. The committee asserts that all of their activities are legal, including trips to Cuba, since they seek to involve the maximum number of groups, unions, and individuals to help end the blockade.

Since June 6, 2023, IAM Local 1484 has been one of the “proud” institutions that sponsors the work of the LA Hands Off Cuba Committee (consisting of 50 unions, groups, and prominent individuals) and participates in Global Health Partners, a charitable organization that has a license to ship medical supplies to Cuba. At Local 1484’s urging, the Los Angeles Labor Federation, representing more than 800,000 members in 300+ unions and labor organizations, recently joined the LA Hands Off Cuba Committee. For more info: UShandsoffcubacommittee.com

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 Street
Oakland, CA 94621



Clockwise from top left: Machinists proudly display their banners; Local 1484 Conductor-Sentinel Bill Thomas meets with L.A. Mayor Karen Bass; Local 1484 President Rudy Morales (R) shares his barbecuing skills; and members are on the march.

Local 1484

IAM joins in Harbor Labor Day celebration

Monday, September 4, 2023, was a day to remember as Local Lodge 1484, as part of the Los Angeles/Long Beach Harbor Labor Coalition, celebrated the 44th Annual Labor Solidarity Parade and Picnic Rally!

The march began at 10 a.m. sharp on Broad and E Streets in the city of Wilmington. Men, women, and children marched with pride wearing Local Lodge 1484 IAM apparel, carrying flags and banners.

Bill Thomas, Conductor-Sentinel of Local 1484 had the great honor of meeting Los Angeles Mayor Karen Bass. “Mayor Bass said that she really cares about the LB/LA harbor unions and the work we provide is so important. We have her support and she encourages us to grow,” Bill said. “She offered to help in any way she could.”

The Labor Day celebration brings to the forefront the role labor unions have played throughout history by achieving higher wages, reasonable hours, safer working conditions, health benefits,

and an end to the horrendous practice of child labor. Unions have been a major positive influence on the American worker and our way of life by always fighting for the middle class by way of political, economic, and cultural issues that face us and giving workers a voice in our democracy!

Every Labor Day since 1980, we celebrate these victories together, a myriad of unions (Iron Workers, Carpenters, ILWU, UA, Teamsters, IATSE, and more) who are the faces of the theme of the event, “Union Labor Built the American Dream.” This Labor Day tradition brings various labor union organizations together in unity for the greater labor movement and what it means to our nation.

The parade was followed by a BBQ picnic. Local Lodge 1484 President Rudy Morales shared, “It is always a pleasure to barbecue on Labor Day for my union brothers and sisters. It’s also great to see the other IAM Locals in the area share in this annual event.”

Local 801

New owner, same contract

Last year, Louis Berger took over the Fuel Farm operations at the **Naval Air Station** in Fallon NV from LB&B Services, Inc. Louis Berger was owned by WSP. Area Director Mark Martin reports that the union was recently notified that WSP sold Louis Berger to Vesar, Inc.

“Vesar will be assuming our contract and our members will continue to be protected by the provisions in our agreement we’ve worked so hard to achieve,” Martin says.

“With the help of a strong bargaining unit we were able to win wage gains,” Fealy explains saying that they varied by classification: 7.1%-11.5% in year one, 5.1%-11.5% in year two, 2.1%-4.7% in year three, and 2.0%-2.2% in the final year. “While we wanted more wages in the last year, I’m confident we got everything there was to get while avoiding a strike. Considering the wage gains early in the contract, the earnings over the course of the agreement will be substantial.”

The six members who work in the Parts Department have a separate contract, and on August 2, they unanimously ratified their new four-year agreement. “Depending on their classification, their wage gains were either 6.2%, 4.3%, 2.8%, 2.7% from years one to four, or 8.0%, 4.6%, 3.5%, 3.4%,” Fealy explains.

Local 1173

Solid wage increases

In July, the 25 technicians at **Bill Brandt Ford’s** Service Department in Brentwood ratified a new four-year agreement, reports Business Rep Brian Fealy.

Local 1414

Collective action wins

When, for the first time in memory, **Magnussen Toyota** in Palo Alto decided not to send its Master Techs to an event at Disneyland because the ticket price had been increased, the members took a stand. According to Area Director Steve Older, all of the techs, Teamsters even the non-union porters boycotted a lunch that the company sponsored.

The next day, when Older sent over the revised contract to the company for review, with only a few minor changes, the company accepted it quickly.

Aligning the numbers for big raises

Just so nobody forgets either their local number or their wage increase, the four Local 1414 members who repair and maintain all the trucks at **Republic Services** in Daly City and Half Moon Bay ratified a \$14.14 wage increase in early August. These members will see wage increases of 5-10% each year of their 5.5-year contract until they reach the \$14.14 total.

“Each percentage that we got represented a huge fight,” says District 190 Directing Business Manager Don Crosatto who led the talks for the union. In addition to the hefty wage increases, Crosatto says that the members will also see an increase in the Michael J. Day retiree medical plan, and, for the first time, this employer will contribute to the 401K plan, starting at \$150/

month and topping out at \$450/month by year five. “The employer also agreed to maintenance of benefits on the health plan, which is a huge deal,” he adds.

“This is not only a great contract for these members, but it will set the bar higher for all of our contracts in the region,” Crosatto said.

Local 1528

Moving forward

Business Rep Paul Abarca reports that the 310 members at **Applied Aerospace** in Stockton held their proposal meeting at the San Joaquin Fairgrounds at the end of August. “We’ve started negotiations,” Abarca adds. “The good news is that the company is looking to grow the business and hire 100 more union members in the next few years.”

Talks to come

As this paper goes to press, the eight members at **Sardee Industries** in Stockton will have had their proposal meeting in preparation for October negotiations, reports Abarca.

Local 1546

More money in garbage

Members ratified two different solid waste contracts and both contained significant increases.

Thirteen members repair garbage trucks for **Alameda County Industries (ACI)**; this is the garbage company that services San



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) & more

THE LOCALS

Leandro, Alameda, & Castro Valley. This group ratified a four-year contract in August.

Dir. Business Rep Don Crosatto reports that the CPI wage increase they'll get will bring the new journeyman wage up to \$52.09. The health and welfare caps, increased by \$520/month, should eliminate any employee co-pays throughout the life of the agreement. The contract also increases the contribution to the Mike Day Machinist Retiree Investment Trust and to the IAM 401K plan, bringing the latter up to \$625/year by end of contract. The members will also get an annual increase in the boot allowance, bringing it up to \$275.

The 25 members at **Pleasanton Truck & Equipment**, which services the garbage trucks in Pleasanton and Dublin and fabricates equipment for Heil, a garbage truck body builder, also got a lucrative contract that they unanimously ratified in September.

"They'll get annual CPI increases with a minimum of 2.7% and maximum of 8%," says Crosatto. "This year's CPI was 5.2%, bringing their wage up to just over \$53/hour. Also, we raised the health and welfare cap to \$2,750, so they shouldn't have to pay anything for the life of the contract."

Additional goodies include two more sick days, an increase in the boot/equipment allowance to \$250/year, an additional \$0.50/hour for employees with a CDL, and increases in the employer contributions to the 401K plan and the Mike Day Retirement Trust.

Crossato adds that the talks at **Richmond Sanitary and California Waste Solutions** should both be completed within another meeting or two.

Local 1584

Locking in a deal

The four members at Ashlock in San Leandro who manufacture pitting machinery for small stone fruit, like olives and cherries, recently ratified a new four-year contract.

"The main thing is that we moved the employees out of Plan B to Plan K500, with the employer covering the deductible. This change saves the employees about 90¢/hour. The deductible and half of the out-of-pocket maximum got covered, so their monthly co-pay goes down," says Dir. Business Rep Don Crosatto.

On top of that, they'll get a \$1/hour wage increase in years one and two, and \$0.75/hour in years three and four. "Between the increase and savings, this was a solid deal."

Contracts in progress

Negotiations are on-going with the **George Martin Company** in Emeryville. "We're still far apart on the wages," says Crosatto.

Talks will **A&B Die Casting** in Hercules are about ready to start as this paper goes to press.

Local 2182

What does it take to keep workers at the City of Sacramento?

"We're currently in negotiations with the **City of Sacramento** for a renewal agreement for our members in the **fleet and building trades groups**," says Area Director Mark Martin. "We're working with members of the City Council to get them to dedicate more resources for City employees. We're also working in coalition with other unions that are also currently in negotiations with the City. It's our goal to get the best contract possible and stop the bleeding of City employees who leave to work for other employers."

The 45 members who work for the **City's Automotive Fleet** are also currently in negotiations on their separate contracts. "We have held three bargaining sessions, so far," says Business Rep Paul Abarca. "We are following up with city council members and the mayor. So far, we have been able to get the City Manager to put a little more money on the table but the two sides remain far apart."

Union works to help company maintain leadership position

Talks are progressing with **Toyota Material Handling** for a new contract, reports Mark Martin, who says that the company has significantly expanded the type of work they perform, including dock and door work and warehousing other systems.

"In the past, TMH has been a leader in the industry and it's our goal, following these negotiations, that they remain in their leadership role," Martin adds.

Another solid deal

The 13 members at **Clutch & Brake Xchange** in Stockton recently ratified a one-year agreement. They locked in a 3% increase in wages and the company agreed to pay 100% of their union health and welfare benefits. "This comes on top of the 9% general wage increase they got last year," says Business Rep Paul Abarca.

Changes to come

Nevada Cement recently purchased the Port of Stockton cement operation from Martin Marietta, which currently employs 11 members. "We have met with their legal counsel to discuss a successor agreement," says Abarca.

Upcoming talks with UPS

Mark Martin reports that the IAM National Representative has called for a national meeting in November for all of the business representatives who cover **UPS** shops to discuss plans for our upcoming contract negotiations. Information will be shared soon after the meeting.

The Teamsters won a majority of their demands when they settled their contract without a strike in August.

Organizing Updates

Employees resist bad management

Lock-N-Stitch, a Turlock-based machine shop that repairs cracked and damaged cast iron parts and products, has some unhappy employees who are looking for union representation. In early September, Business Reps Paul Abarca and Jeremy Celaya presented management with a demand letter informing the company that if they did not voluntarily recognize the union, the union would file for an election. When the boss responded by getting confrontational and threatening to call the cops, Abarca and Celaya knew that recognition would not be voluntary. They filed for an NLRB election, which is slated to be held on October 20.

Abarca says that the shop is under new management. The previous owner, who invented the technology, retired and sold the company to Wartsila, a Finnish group, who kept on the former owner's son and daughter to manage it. It's currently a nine-person shop, but several employees have recently been fired or pushed to quit.

"What these employees want most is representation by a third party so that they will be treated fairly," Abarca said. "The employees really like what they do, but are very unhappy with the management, which is why a strong majority signed union authorization cards." Stay tuned.

Some bad news

After organizing Kearny Mesa Acura in 2021, the union moved quickly ahead to get a first contract, but the employer stalled, delayed, and undercut the process. In August, after most of the original union supporters left their positions, a new group of employees who weren't part of the original organizing drive voted to decertify the union. "One of the newbies was affiliated with the National Right to Work Foundation," says Juarez, who's still debating whether to contest the election.

Union files charges in organizing drive

The IAM has filed an unfair labor practices charge against South Bay Volkswagen in San Diego. Eleven of the 17 mechanics at the dealership served the company with a demand letter seeking union recognition. Then they held a half-day strike over health and safety issues, but the company wouldn't let them back in when they wanted to return to work. Once they did get back to work, the company started interrogating them to find the union supporters. If the labor board upholds the charges, under the recent "Cemex" ruling, they could order the company to go directly into bargaining.

Thinking about voting Republican in 2024?

Here's what the Republican candidates think about unions. Compiled by the Washington Post, these are responses to the question "What do you think about the UAW strike?" [Note: the strike is about ending the two-tier system and wage freezes that were imposed during the financial crisis and the pandemic. The Auto Industry has reaped huge profits over the last few years.]

Donald Trump: Trump skipped the second Republican candidates debate allegedly to be with the striking auto workers, but spoke instead to their nemesis, the National Right to Work committee. He said that UAW President Sean Fain is "not doing a good job in representing his union."

Ron DeSantis: DeSantis called Biden's electric-vehicle incentives a big threat to the auto industry. "It's an example of government trying to force something on the private sector that's not going to be good for the companies, and it is going to end up with fewer jobs in the industry."

Mike Pence: Asked whether he thinks it's fair that General Motors CEO Mary Barra earns 362 times the salary of rank-and-file GM employees, Pence said wages are not keeping up with inflation and Biden's electric-vehicle agenda is "understandably causing great anxiety among UAW members."

Nikki Haley: Haley said that the UAW strike is a result of having "the most pro-union president." She added that as governor of South Carolina, she was a "union buster" who recruited foreign car manufacturers to the state. "I didn't want to bring in companies that were unionized, simply because I didn't want to have that change the environment in our state."

Tim Scott: Scott praised President Ronald Reagan for firing striking federal air traffic controllers in 1981. "Reagan said, 'You strike, you're fired.'" The UAW has filed a labor complaint against Scott over his suggestion that autoworkers who join the strike should be fired.

Chris Christie: Christie said that Biden's push for electric vehicles is negatively affecting automakers' profits. "What a president would need to do is to make sure he's understanding both sides of that argument and putting the type of political pressure on them to come to a resolution."

Vivek Ramaswamy: Ramaswamy says he empathizes with autoworkers whose cost of living has risen faster than their wages. "The people they should be really protesting against is the current administration that has given us the economic policies of inflation without wage growth to go along with it."



IN THE NEWS

Landmark decision and rule changes promise to re-shape organizing for private sector workers

On August 25, 2023, the National Labor Relations Board (NLRB) issued a landmark decision that promises to speed up organizing and deter employers from committing unfair labor practices once a union demands recognition.

Under the new standard announced in Cemex Construction Materials Pacific, if a union demands recognition after having secured majority support in the form of authorization cards in a unit appropriate for collective bargaining, the employer must do one of the following within 14 days: either recognize and bargain with the union or file for an election. The union may also file an election petition. If the employer commits an unfair labor practice that requires setting aside the election, the employer will be ordered to bargain with the union.

Previously, the NLRB would usually order a re-run election in this situation, which essentially allowed the employer to benefit from its own misconduct. The NLRB would only issue bargaining orders in rare cases where it considered the unfair labor practices especially severe and pervasive.

The Cemex decision wasn't the only decision the NLRB announced in August. It also has issued rulings to speed up the timing of elections and to protect individual workers who, by their lonesome, begin agitating for a union. The NLRB issued a final rule that largely rescinds the 2019 Trump-era rules and returns to the 2014 Obama-era rules, essentially speeding up election procedures at every step of the process.

These major changes promise to substantially tip scales toward workers and unions by helping to fix an issue that organizers know far too well: "Representation delayed is representation denied."

[Note: This case was led by Caren Sensor, one of District 190's attorneys from the firm Weinberg, Roger & Rosenfeld.]
By Matthew Erle, Weinberg, Roger & Rosenfeld

Public support for unions runs high

Workers in the United States seeking to unionize have good reason to feel exuberant this Labor Day. Public excitement about their efforts to organize is spreading, more and younger workers are unionizing, and changes to the government rules regulating those efforts are rebalancing the scales ever so slightly away from a union-busting free-for-all.

A new Gallup poll shows overwhelming support for workers who are challenging the unfettered power and greed of the corporate elite. Film and television writers demanding justice from the Hollywood and Silicon Valley billionaires, now heading into the fourth month of their strike, enjoy 72 percent support from everyday people (versus only 19 percent supporting the employers). For the autoworkers fighting to reclaim fair compensation for all their members—not to mention reining in the out-of-control work regimes imposed by the Big Three auto CEOs and fighting to wrest back the right to a life outside of work—an eye-popping three



Corporations are not actively seeking ways to raise employee's pay and benefits.

That's why a UNION contract is so important.

Your livelihood is at stake.

in four Americans stand with the workers. Most Americans—77 percent—now believe unions are good for their members (up 11 percent since 2009), with 61 percent saying unions are good for the economy and 57 percent saying unions are helpful to the companies for whom they work. That's the general public—not Democrats, not union members.

Jane McAlevey, The Nation

The fight for worker power continues

Labor Day marks the unofficial end of summer. Labor Day marks the unofficial end of summer, but the summer's big strikes are not ending. Hollywood writers and actors remain on strike since May and July, respectively, and Los Angeles hotel workers have held rolling strikes through the summer.

Late-night TV hosts Jimmy Kimmel, John Oliver, Seth Meyers, Stephen Colbert, and Jimmy Fallon started a podcast in September to support

their staff during the writers' strike. Actor Adam Driver—currently promoting a movie that has an interim agreement with the unions—called out big studios for refusing to make a fair deal. "Why is it that a smaller distribution company like Neon and STX International (distributors for 'Ferrari') can meet the dream version of SAG's wishlist, but a big company like Netflix and Amazon can't," Driver asked at the Venice Film Festival.

Driver's question was presumably rhetorical, but just in case you need an answer, it's that some companies are greedier than others, and Netflix, Amazon, and the rest of the AMPTP studios are determined to break these strikes to keep more profits in the hands of the super-wealthy rather than paying writers and actors fairly.

More big strikes are on the horizon. 150,000 UAW members, under the leadership of a new president elected on a reform platform, have already begun rolling strikes with the Big Three auto companies who have so far resisted making a deal. The union is particularly trying to end tiered employment, which leaves some workers making much less than others doing the same jobs.

Food workers at LAX have also voted to authorize a strike.

Earlier in the summer, UPS workers voted to authorize a strike—but instead, they won a deal that met several of their most critical asks, including an end to two-tier employment of the type the auto workers are now targeting.

Every single one of these strikes represents working people building power to demand better from the powerful corporations that employ them. Unions remain the single best way for working people to get better treatment and pay and to fight inequality.



UNION-MADE

Mediterranean Diet Shopping List



Few people think dieting is easy. But one of the most popular and effective diets is both delicious and proven to be effective. The Mediterranean Diet is enjoyed by millions of people for its rich nutrition and low calories (if eaten in moderation). Below is a list of union-made brands that offer typical Mediterranean Diet staples, like yogurt, nuts, vegetables, and cheese. Now you can diet and support good union jobs!

Eggs

- Alta Dena (IBT)
- Eco (USW)
- Clover Sonoma (IBT)

Meats

- Butterball (UFCW, IBT)
- Empire Kosher (UFCW)
- Foster Farms (UFCW)
- Nature Raised Farms (UFCW)
- Rogers Poultry (UFCW)
- Smithfield (UFCW, IBT)
- Star Ranch Angus (UFCW)
- Tyson (UFCW)
- Valley Fresh Chicken (UFCW, IBT)
- Zwiegle's Meats (UFCW)

Yogurt

- Danone's Yogurt (BCTGM)
- Dannon (IBT)
- Yoplait (IBT)

Vegetables

- Andy Boy (UFW)
- Birds Eye Vegetables (UFCW, IBT)
- Dole (IBT, UFCW)
- Fresh Express Salads (IBT)
- Healthy Choices (UFCW)
- Monterey Mushrooms (UFW, IBT)
- Ore-Ida (IBT, UFCW)
- Overhill Farms (UFCW)
- Sunripe Brands Tomatoes (UFW, IBT)

Cheese

- Cracker Barrel (UFCW)
- Kraft (IBT, UFCW)
- Tillamook (IBT)

Nuts

- Planters (IBT, UFCW)

Union Grocery Stores

- Albertsons (UFCW)
- Giant Eagle (UFCW)
- Kroger's (UFCW)
- Ralph's (UFCW)
- Safeway (UFCW)
- Shoprite (UFCW)
- Tops (UFCW)

List compiled by Labor411.org, which is celebrating its 25th year of supporting union workers by educating the public about the products that we produce.



IN THE NEWS

“[U]nions fuel equality,” Treasury Secretary Janet Yellen said in August, drawing on new Treasury Department research. “Today’s unions benefit all demographic groups. Unions reduce race and gender wage gaps by encouraging explicit anti-discrimination measures and egalitarian wage practices.”

The Economic Policy Institute offers details on the reduction of race and gender wage gaps: “Black workers—both men and women—are more likely than white workers to be union members, and the wage boost they get from being covered by collective bargaining is 14.6%, above the 13.5% average wage boost for unionized workers overall.” Their report continued, “Hourly wages for women represented by unions are 9.5% higher on average than for nonunionized women with comparable characteristics.”

Yellen also noted that union power doesn’t just benefit union members. “Unionization also has spillover effects,” she said. “Competition means workers at nonunionized firms may see increased wages too. Heightened workplace safety norms can pull up whole industries. Benefits also spill over to workers’ families and communities.”

The workers on strike or who’ve authorized strikes are fighting for all workers.

by Laura Clawson, *Daily Kos*

New Biden overtime rule would extend pay protections to millions of workers

Millions of Americans could start to see overtime pay thanks to a new reform by the Biden administration.

The Labor Department announced in August that it’s proposing a long-awaited federal rule that would expand overtime protections to more salaried workers. If implemented, the rule would entitle another 3.6 million workers to time-and-a-half pay when they work more than 40 hours a week, the agency said.

The rule would mostly accomplish that by increasing what’s known as the overtime salary threshold—the salary below which workers have a legal right to overtime pay regardless of their job duties. The current rate is just \$35,558 per year. The administration wants to hike it to \$55,068. The rule would also tie the threshold to an infla-

tion index, meaning it would increase every three years.

Under existing law, hourly workers are already entitled to overtime pay. The new rule would only affect salaried workers.

The Labor Department estimates that the proposal would put \$1.3 billion in additional wages in workers’ pockets. However, the reform is likely to prompt a legal challenge from employer groups, making its fate uncertain.

Julie Su, the acting labor secretary, called the



40-hour workweek a “cornerstone of workers’ rights” in announcing the new rule. “I’ve heard from workers again and again about working long hours, for no extra pay, all while earning low salaries that don’t come anywhere close to compensating them for their sacrifices,” Su said in a statement.

Democrats and liberal economists have advocated for years to increase the threshold so more workers would become eligible for the extra pay. Doing so, the thinking goes, would both increase paychecks and discourage employers from forcing workers into overtime.

The move revives a policy pursued under former President Barack Obama, who in 2016 tried to hike the salary threshold from \$23,660 to \$47,476.

Businesses successfully sued to stop the plan from going into effect, and the Trump administration later watered down the Obama proposal, setting a new threshold near \$35,500 so that fewer workers would benefit.

The Labor Department said the proposal would also help clarify who should be exempted from overtime pay, making it harder for employers to carve workers out of the protections.

The Biden proposal was quickly hailed by Democrats and worker advocates and panned by business groups and Republicans.

By Dave Jamieson,
HUFFPOST

Electrified cars hit 53% share in Bay Area

Electric and hybrid vehicles made up half of all new

retail vehicle registrations in the San Francisco area in March and April of this year, S&P Global Mobility found in a recently released study. It is the first major U.S. metropolitan area to achieve majority hybrid/electrified vehicle penetration.

In the U.S., electric and hybrid vehicles made up just 16.6 percent of registrations in March. Meanwhile, in the San Francisco area, battery-electric vehicles claimed a 34.2 percent market share, and hybrid and plug-in hybrid vehicles together added 15.8 percent. Electrified vehicles claimed a record market share in the area again in April with 53.1 percent of registrations, according to S&P.

New vehicle buyers in the San Francisco area are younger and wealthier than the average in other major U.S. metropolitan areas — a dream combination. People under 45 and those with household incomes of at least \$75,000 buy the most EVs nationally, according to S&P. Asian consumers are also more likely to buy EVs, and that’s a demographic that matches a larger segment of San Francisco’s population than most regions.

“When you look at the San Francisco buyer in general, it is similar to the EV buyer,” said S&P manager Thomas Libby. The highest penetration rates for EVs in the area are not in San Francisco’s city limits but in wealthy suburbs such as Los Altos, Saratoga, Piedmont, and Orinda.

The San Francisco area is not an outlier. The San Diego, Seattle, Sacramento, and Los Angeles metropolitan areas rival San Francisco for the top spot in electrified vehicle market share. Tesla’s presence primed the West Coast to lead in EV uptake, as did the region’s tendency to embrace trends and technology. But the rest of the country is likely to follow as automakers invest in transforming their businesses to focus on EVs.

The 50 percent milestone in the San Francisco area “is a reflection not only of the growing market share but also of awareness of EVs and acceptance of the concept,” Libby said.

Abigail Ham, *Automotive News*

New California laws benefit workers

While the National Labor Relations Act preempts states’ ability to enact laws affecting private-sector workers’ right to collective bargaining, that hasn’t deterred several of the bluest states from tiptoeing up to that line this summer. Led by Minnesota, several states have forbidden employers from compelling their employees to attend the anti-union propaganda meetings that companies routinely hold when seeking to kill off organizing efforts.

During this legislative term, California passed laws raising the wages of half a million fast-food workers to a \$20/hour minimum, giving major raises to the support staff at hospitals, clinics, and nursing homes, extending unemployment insurance to strikers (a move much welcomed by the striking Hollywood guilds though it won’t take effect until January), and giving its own legislative staffs collective-bargaining rights.

The legislature also voted to create a fast-food council, where workers will sit opposite employers on a body that can prod state government to address issues of worker safety, the timing of shifts, and the like.

While none of these items directly enhance collective bargaining rights, which have been substantially diminished over the years, these actions are as close as they can come without running afoul of federal preemption.

Harold Meyerson, *The American Prospect*

OFFICIAL NOTICE: LOCAL 2182 MEMBERS

Nomination and Election of Officers for the Years 2024-2026

At Local 2182’s regular meeting on Tuesday, November 14, 2023, at 7:00 p.m., nominations will be held for the following positions: President, Vice President, Recording Secretary, Secretary/Treasurer, Conductor/Sentinel, Executive Board (three to be elected), Building Committee (five to be elected), and Audit Committee (three to be elected). Election of officers will be held at the regular meeting on December 12, 2023. Polls will be open from 12:00 noon to 9:00 p.m.

Absentee Ballots: Members who reside in outlying area more than 25 miles from the balloting place, members who are ill and confined under orders of a physician and members temporarily absent from the City may be furnished absentee ballots. Any member entitled to receive an absentee ballot shall make written request to the Recording Secretary of Local 2182 by delivering or mailing such request not later than ten (10) days before the election.

Qualifications to become a Candidate for Election: In accordance with Article XII, Section 2, of the Local Lodge By-laws, to be eligible a member shall attend at least fifty percent (50%) of the regular Local Lodge meetings held during the twelve (12) month period ending the date of close of nominations.

Qualifications to Vote: Only members in good standing and free from delinquency of any nature to the Local Lodge shall be allowed to vote.

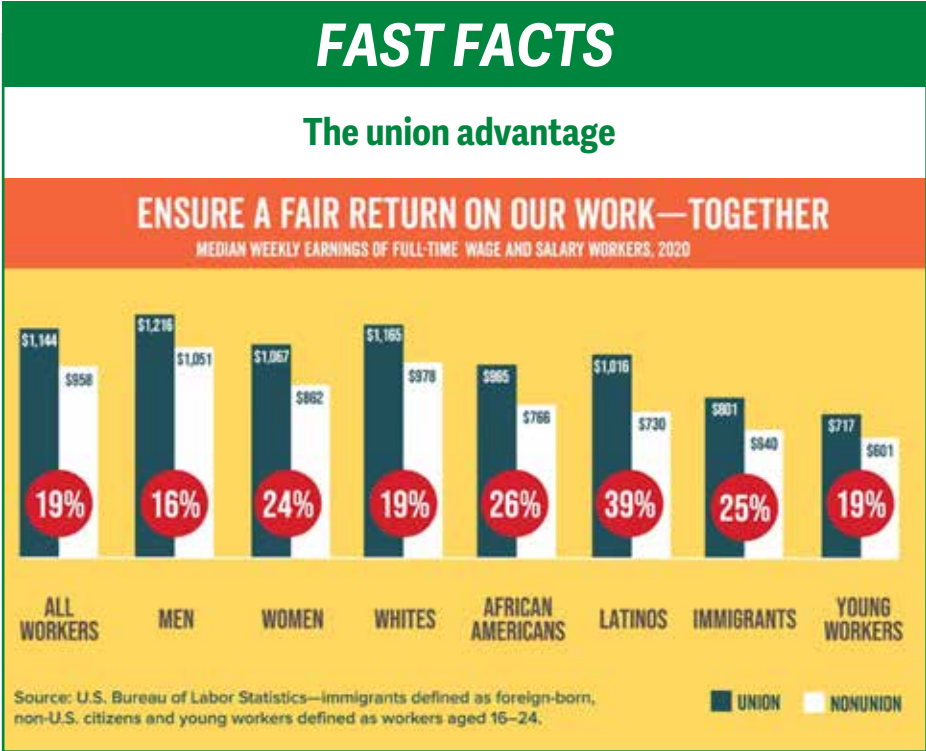
IAM LOCAL UNION MEETINGS

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.





UNION MEETINGS

District Lodge 190

10260 MacArthur Blvd.
Oakland, CA 94605
510-632-3661

Meetings are the fourth Tuesday of each month
October 24 • November 28 • December 20

Executive Board Meeting: 6:30 p.m.
General Delegates’ Meeting: 7:00 p.m.

Local 93

Local 93 has merged into Local 1101. See Local 1101 box for meeting and contact information.

Local 653

5726 E. Shields Avenue
Fresno, CA 93727

Meetings are the third Wednesday of the month
October 18 • November 15 • December 20

Executive Board Meeting: 5:00 p.m.
Membership Meeting: 5:30 p.m.

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.

Local 801

8201 Capwell Drive
Oakland, CA 94621
800-655-2182

Meetings are the third Thursday of the month
October 19 • November 16 • December 21

Membership Meeting: 4:00 p.m.

Meetings are held at the Carpenters’ Hall, in Reno.

Local 1101

2102 Almaden Rd., #105
San Jose, CA 95125
408-440-8716

Meetings are the second Tuesday of the month
October 10 • November 14 • December 12

Executive Board Meeting: 5:00 p.m.
General Membership Meeting: 5:30 p.m.

Meetings will be held on the Bluejeans App for the foreseeable future.
Email: aab1101@att.net to learn how to join in.

Local 1173

1900 Bates Ave., # H
Concord, CA 94520
925-687-6421
LL1173@sbcglobal.net

Executive Board Meeting: 6:00 p.m. on the second Thursday of the month
October 12 • November 9 • December 14

Membership/Shop Stewards’ Meeting: 6:30 p.m. on the second Thursday of the month
October 12 • November 9 • December 14

Meetings will be held on zoom and in person at the Concord office. Contact Cindy at the Local at 925-687-6421 for zoom address and passcode.

Local 1414

150 South Boulevard
San Mateo, CA 94402
650-341-2689

Shop Stewards’ Meeting: 5:30 p.m. on the third Thursday of the month
October 19 • November 16 • December 21

Executive Board Meeting: 6:00 p.m. on the second Thursday of the month
October 12 • November 9 • December 14

General Membership Meeting: 6:30 p.m. on the third Thursday of the month via Zoom. Please contact the office for the meeting link.
October 19 • November 16 • December 21

Retirees’ Club: 11:00 a.m. on the first Wednesday of March, June, Sept., Dec. All are welcome!
December 6

Local 1484

1261 Avalon Blvd.
Wilmington, CA 90744
310-835-6688

Executive Board Meeting: 6:00 p.m. on the third Thursday of the month
October 19 • November 16 • December 21

General Membership Meeting: 6:00 p.m. on the first Tuesday of the month
October 3 • November 7 • December 5

Retirees’ Club: 12:30 p.m. on the third Wednesday of the month: October 18 • November 15 • December 20

Local 1528

713 16th Street
Modesto, CA 95354
209-529-9210
machinists2182@gmail.com

Meetings are the first Wednesday of the month
October 4 • November 1 • December 6

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
October 15 • November 19 • December 16

Narcotics Anonymous: 5:30-6:30 p.m. every Tuesday

Local 1546

10260 MacArthur Blvd.,
Oakland, CA 94605
510-638-6705

Meetings are the first Tuesday of the month
October 3 • November 7 • December 5

General Membership Meeting & E Board Meetings: 5:30 p.m.
Alcoholics Anonymous: 9 a.m. every Saturday

Meetings are now hybrid - in person and on zoom.
Email zr1zo6r@sbcglobal.net to learn how to join in on zoom.

Local 1584

10260 MacArthur Blvd.,
Oakland, CA 94605
510-638-6705

Meetings are the third Thursday of the month
October 19 • November 16 • December 21

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:
October 3 • November 7 • December 5

Meetings will be hybrid (in person and on zoom) for the foreseeable future.
Email Tom.Swanger@atlaspace.com to learn how to join in on zoom.

Local 1596

Local 1596 has merged into Local 1173. See Local 1173 box for meeting and contact information.

Local 2182

967 Venture Court
Sacramento, CA 95825
916-929-1040
For dues questions, call Debbie Bird: 559-269-6386
machinists2182@gmail.com

Meetings are the second Tuesday of the month
October 10 • November 14 • December 12

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:
October 18 • November 15 • December 20