

District 190 Pension Seminar helps members prepare for retirement



Left: About 100 members and their partners attended the June 1 Seminar at Local 1546's Oakland union hall. Right: All pre-registered members received personal reviews of their plans, where all detailed questions could be answered.

On Saturday, June 1, about 100 IAM members and their partners from across District 190 came to the Local 1546 meeting hall to figure out their next step in life: retirement. The District held its first Pension Seminar since the spring of 2019 before the world was turned upside down by the pandemic.

The event included a detailed presentation by Automotive Industries Trust Funds Plan Manager Chuck Besocke, who gave the big picture overview of the pension trust. In a nutshell, the bailout, engineered by the Biden administration, ensures the fund is currently fully-funded and will be at least through 2051, if not for decades longer. He reviewed the history of the trust fund, which, over the years, required cuts to beloved benefits like the "rule of 85," and the impact of those cuts on current and future retirees.

The issue that caused the most angst and discussion in the group came up when Besocke stated that members who have been divorced must sub-

mit their divorce papers to be pension-eligible. "The number one reason pensions get delayed—not just our union but all unions—is getting divorce papers." Whether a former spouse is or is not entitled to a portion of your pension, the trust needs a copy of the papers to process the payments, or they will cut the pension by 50% until the correct distribution is determined.

Each member who had pre-registered for the event was able to meet with a pension trust consul-

tant to privately review their own benefits status, ask questions, and ascertain when they could retire and how much they could expect to get every month.

Most importantly, it would not have been a District 190 event if Business Rep Robby Pintos and his crew of supporting business reps (Jerry Gutierrez, Donte Vickers, Brian Fealy, Pedro Gonzalez, Pedro Mendez, and Steve Older) had not prepared a huge and delicious breakfast spread for all in attendance.



Left: AI Pension Plan Manager Charles Besocke explains the history of the Trust and what members can expect. Right: Directing Business Rep Don Crosatto welcomes the group and helps answer questions.

Word to the wise: Double check your pension statements against your work history

Take the case of a East Bay-based service advisor. This member had started as a Teamster but within two years, he became a Service Advisor and Local 1546 member. As a Teamster, at that time, he received half of the IAM pension rate. But as soon as he got raised into a new classification, he was eligible for a full pension. However, either the trust fund or the employer didn't move this member onto the proper list for a period of time. (According to Trust Fund records, he became a Machinist in 2004 but the Trust didn't know that he changed positions in four years earlier.)

The Trust Fund needs to be told of changes because they don't have access to employment records. "Once they corrected the record for this member, they'll add somewhere \$6-9,000 into his

pension," says DBR Don Crosatto. "This will produce a substantial increase for the rest of his life."

Crosatto recommends that every member go back and look carefully at your pension history to double check potential coding errors. If you worked in different classifications during your career, make sure that the contribution amount changes when your classification changes.

"I'm sure that this member is not the only one this happened to," Crosatto adds. "It's hard to track, but in this case, he was paid \$210/month for the pension for a period of four years when it should have been \$420. That definitely makes a difference."



LETTERS TO THE EDITOR

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

e-mail: dchaplan@mindspring.com
 mail: IAM District 190, 10260 MacArthur Ave., Oakland, CA 94621

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UNION PEOPLE

Local 1414 awards 2024 scholarship winners



Scholarship winners claim their tools and toolboxes at Local 1414 meeting. (From left) Bryan Escobar, Rich delRosso, Local 1414 retiree and auto shop volunteer Miles Hampton, Alex Leung, and first place winner Evelyn Monjaras.

At Local 1414's June General membership meeting, members awarded toolboxes and tools to the three 2024 scholarship winners: Evelyn Monjaras (first place), Alex Leung (second place) and Bryan Escobar (third place). These graduating seniors from the George Washington High School automotive program have shown great potential for becoming successful technicians/mechanics.

Alex wrote in his essay that "I would love to pursue a career in the automotive industry because working with cars was my the childhood dream. I recall watching my dad, a mechanic at the time, work on his cars, and that piqued my interest in becoming a mechanic as well. I would often go see different types of classic cars at car shows. I enjoy being in an environment with others who have the same passions as I do. I would love to be a Local 1414 union mechanic in the future. Winning this scholarship, tools, and toolboxes will make me less dependent on my friends and family."

All three students plan on pursuing a career in the automotive trade; they will attend either the

Skyline Automotive College, the City College of San Francisco automotive program, or the Universal Technical Institute in Sacramento.

Local 1414 is a proud partner with the only high school auto shop program in San Francisco, and in fact, helped start and open the program at George Washington High in 2012. This shop program serves all students in San Francisco interested in learning the trade with an afterschool program from 4-6 p.m., along with daytime classes in automotive repair. Over 130 students are enrolled in the program. Local 1414 is committed to training young people and helping build the workforce of the future. Local 1414 members at MUNI and SFMTA have set up successful internships and summer programs for the high school students which has provided them with real world, hands-on experience.

If you have tools, toolboxes, or vehicles to donate, please contact Rich Del Rosso at delrossos@sfusd.edu. All donations are tax deductible.

Fixing garbage trucks (and more) for decades

When they saw other long-time Local 1414 members highlighted in the San Mateo Labor Paper, these members asked their Business Rep Robby Pintos why they've never been profiled. Well, here we go! (Note: If you'd like to share your work story, contact your business rep.)



Dave Kusber
40-year member

Dave Kusber has worked at the company now known as Republic Services for 40 years as a heavy-duty mechanic, maintaining the company's 45 pieces of equipment. "When I started, it was Daly City Scavenger. Then it became BFI. Then it was sold to Allied Waste, and became Republic Services several years ago," he explains. "I've seen my share of new bosses."

Dave and the crew in Daly City do welding, make modifications, rebuild parts and equipment as needed, and fix transmissions and brakes on garbage trucks and other vehicles.

Dave says that he was looking forward to retirement, but with the pension cuts, he expects to work another 10 years. "At least we have a pension," he adds.

How has he done it for 40 years? "Every day is a new day," Dave says with confidence.

Mike Keegan has been a Local 1414 member for 35 years. His first 15 years were at a Dodge dealership, and then he came to Republic 20 years ago. "I've got five more years to work before I retire." While he had hoped to get out earlier with the Rule of 85, he says "at least these days, not every letter we get from the Pension trust is bad news."



Mike Keegan
35-year member

For Mike, keeping the same job for so long is easy. "I live close to work and don't even have to get on the freeway. It's amazing to be able to live and work in the Bay Area.

"I'm still dedicated to my job and am hard-working (most of the time!)"

Mike says that everybody at this shop does everything. "We've got to be all-around." But he adds, "I came from a car dealership where you have to be meticulous for the folks in suits and ties. Working on garbage trucks is definitely more laid back. After all, garbage is garbage."

The IAM District 190

SPARKPLUG

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

Debra Chaplan, Managing Editor



NEWS FROM THE TRUST FUND



New employer health care rates approved

The Trustees of the AI plan met on June 25 and 26 and set new health care rates for the coming year.

For those with Plans A & C, the new rate will be increased by 8.8%. According to Directing Business Rep Don Crosatto, this was due to several key factors, but the most important were that Kaiser raised our rate by 13%, and our Indemnity Plan had to pay out for a \$5 million liver transplant, pushing the plan's reinsurance rate up, by 60%.

Crosatto explains that for every \$100 we paid in in 2023, the insurance company was paying \$679. "Ultimately, that was unsustainable, and we knew our rates would increase substantially."

The rate for **Kaiser-only plans** will increase by 5%. "The reason the rate increase is less than the actual expenses is that we maintain healthy reserves that are invested and grow each year," Crosatto explains. "Kaiser has been hitting all of their group customers with rate increases of 10-20%. After getting no increases at all for four years and a modest increase last year, it's not surprising that the expenses are starting to catch up with us," he says. "We've spent some of our reserves every year to mitigate the cost, but you can't spend the reserves all down because you might suddenly get a massive increase."

Annual physical required to lower deductible in 2025 under Blue Cross Self-Funded Plan options

In 2023, the Board of Trustees instituted an annual physical exam requirement for those on the self-funded medical plans offered by the Automotive Industries Welfare Plan in order to receive a lower calendar-year deductible.

The deductible amounts are now in place for the 2024 calendar year but participants and their spouse or domestic partner (if applicable), who get an annual physical exam anytime in 2024 will be moved to the lower deductible level in the 2025 calendar year along with all dependent children.

The physical exam can be taken any time before December 31, 2024 and requires the Plan's certification form to be sent to the Trust Fund Office.

Physical Exam certification forms are available to download at the Trust Fund website at www.aitrustfunds.org. A separate form must be submitted for you and your spouse or domestic partner (if applicable) to reduce your deductible for the 2025 calendar year.

If you have questions about what current deductible level you are in, please contact the Trust Fund Office at 800-635-3105 or by email at AISupport@hsba.com.

Value Based Program

There are wide treatment cost variations for elective outpatient procedures and other types of surgeries. The Value Based Pricing Program was implemented on January 1, 2015 to keep out-of-pocket costs down to a minimum.

Under the Value Based Program, the following elective surgeries have a dollar cap limitation when performed in a hospital rather than an Ambulatory Surgical Center (ASC).

- Colonoscopy = \$1,500
- Arthroscopy = \$6,000
- Cataract Surgery = \$2,000

(The above pricing only pertains to surgeries performed in a hospital setting regardless of the hospital being in-network or out-of-network).

Hip and Knee Replacement surgeries will be limited to a maximum payment of \$30,000 for a single hip joint replacement or a single knee joint replacement. The maximum includes all inpatient facility costs. Professional fees (surgeon or anesthesia) are paid under a separate benefit.

If you are going to have any of the above procedures performed in the near future, please contact the Trust Fund Office for a list of the Value Based Facilities or you can look up the facilities directly at www.anthem.com.

Pension Plan searching for former participants

The Automotive Industries Pension Plan currently has about 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 1970's or 1980's, 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.

Plan Option	Annual Calendar Year Deductible	2025 Deductible IF you and your Spouse/Registered Domestic Partner receive a physical exam in 2024	2025 Deductible IF you and your Spouse/Registered Domestic Partner do NOT receive a physical exam in 2024
Plan A	\$400/individual or \$800/family	\$200/individual or \$400/family	\$400/individual or \$800/family
Plan B	\$1,000 individual or \$3,000 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	\$1,000/individual or \$2,000/family

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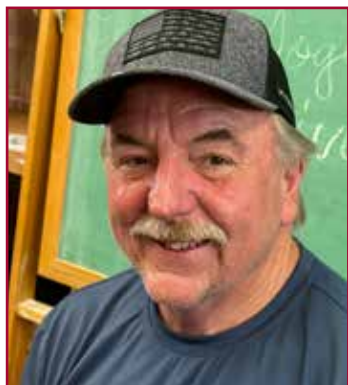
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SHOP TALK: Why are you at the Pension Seminar?



Pete Marino
Golden Gate Truck Center
Local 1546 – Almost 35 years

"I was looking forward to a great retirement, but with all the cuts and retiring early, I'll still need to work. It's disappointing that the 'Rule of 85' is no more."



Jeff Quiett
Liemers Buick GMC
Local 1173 — 25 years

"I hope to retire next year, but that's open for discussion. When it happens, I know I won't be working on cars; I'll probably do a lot of fishing."



David Walker
Safeway - Tracy
Local 1546 – 27 years

"I'll be getting out of California and going home to Ohio. With Safeway and Kroger merging, I hope to transfer all my credits to work at Kroger for a few more years before I'm ready to retire."



Eduardo Mora
Golden Gate Truck Center
Local 1546 — 24 years

"I'm here to find out how long I still have to work. I look forward to the future, because there's more to life than work."



Local 1101

Big raises at First Student

The three mechanics who maintain the buses at First Student in San Jose ratified a new three-year contract in May. “The company gave them a 22.5% increase in year one, and 3% in the next two years. It was an extremely good contract and our Area Director Richard Breckenridge.

Another great contract

Normandin Chrysler/Jeep/Dodge also made a big first year leap for the 35 techs and service writers, who ratified their new three-year contract in May. “The average increase was 22% in year one, then \$1.50 each year after that. Techs with Diesel and Electric Power Train certifications will get an additional \$5/hour when they perform that work,” adds Breckenridge. “We also negotiated additional bonuses ranging from \$4-7 more per hour for different work tasks.

Breckenridge adds that the service writers moved back to a traditional format of hourly plus percentages. “This change will come to about 5% increases—and will go up as the door rate goes up.”

Local 1173

Good bump at Ryder

On May 13, the two members at the Ryder Petaluma (Clover) location ratified a three-year agreement. “They’ll get annual wage increases of 5.5% in year one, and 3.5% in years two and three,” says Business Rep Brian Fealy. “Plus they’ll get a \$1,500 ratification bonus and increases in tool insurance coverage and boot allowance.”

One year but mighty

The five members at Soscol Auto Body in Napa ratified a one-year agreement in April with a \$1.50 wage increase and an increased contribution from the employer towards medical, reports Fealy.

Lots of ongoing bargaining

Fealy reports that he’s currently in negotiations for new agreements with Concord Mitsubishi-Kia and Lehmer’s Buick-GMC, both in Concord, as well as Antioch Auto Center and Vulcan Materials in Napa. Also, the contract just opened with Winter Chevrolet-Honda in Pittsburg and negotiation days are getting set now.

Local 1414

San Francisco contract finally settled

Contract talks with the City of San Francisco and the SF MTA weren’t finally settled until the last holdout, the Bus Drivers, ratified their contract in early June. Local 1414 represents about 500-600 members at the two agencies who ratified their contract in May, in time to be approved by the Board of Supervisors.

Area Director Pedro Mendez reports that the talks started in mid-February. Mendez represented the unit at the “big table” along with 26 other unions who set the base wages for the entire group. Business Rep Donte Vickers and retired Business Rep Art Gonzalez represented the unit at the “small table,” which dealt specifically with the demands and needs of the IAM members.

“Because the City is facing up to a \$799 million deficit over two years, it was very difficult to get the wages we wanted,” says Mendez. “They cried that they had no money

and didn’t know how they’d make payroll.” Further, he says, the City and MTA never offered any counter proposals to the union at the small table. “They’d say ‘we’ll respond later’ to everything we proposed. I know this was frustrating to our members, because we couldn’t update them about our progress along the way.”

Once the City/MTA finally started working with the union in earnest, it took about 24 hours of talks to get a deal. All members will see about 13% wage increases, plus some classifications will get an additional 1-2%.

Mendez says that he’s very aware that some members were not happy with the amount of money the union was able to get. “The Carpenters represent a very small unit so they were able to get a bigger increase. But for our large group, we had gotten substantial raises in the last contact, and now, every percentage represented a \$45-50 million increase to the city. We just couldn’t get more out of them.”

“I appreciate Art Gonzalez, who came from retirement to head up the talks at the small table, Donte Vickers, and the whole committee put a lot of effort into this negotiations and did a great job.” Serving on the bargaining committee was Scott Thompson, Paul Rullhausen, Mike Allen, Eric Bahn, Dan Brown, Bob Elia, Aleksander Thomas, Abram Blackwood, and Vernon Ting.

Wind tunnel increases locked down

Mendez reports that the three unions who represent about 20 workers at the Wind Tunnel at NASA/Ames finalized a one-year contract extension, even though the contracting agency is being protested. “We currently have a contract with National Aeronautic

Solutions (NAS) and they’ve been a good employer who gave our members a 5.5% wage increase putting them at about \$56/57 per hour. We may or may not have a new employer soon.”

Big changes and increases at SF Honda

After a year and a half of negotiations, our 29-32 techs, utility techs, and service writers at San Francisco Honda ratified a new four-year contract at end of April.

“The challenge was moving from flat rate back to hourly,” Mendez explains. “Everybody got a huge increase, based on their different classifications.”

Techs will be up to \$50-56/hour and utility techs went from \$32 to \$37/hour. The key is maintaining productivity, which is easy now, because the shop is very busy. Hopefully it doesn’t slow down.

Local 1484

Labor Day Parade and Picnic

On Monday, September 2, 2024, Local Lodge 1484 will join the Los Angeles/Long Beach Harbor Labor Coalition to celebrate the 45th Annual Labor Solidarity Parade and Picnic Rally! The parade/march will begin at 10 a.m. sharp on Broad and E Street, south of Avalon Blvd in the city of Wilmington. (See flyer on page 8.)

A picnic featuring speakers from various unions will come together in celebration of what the Labor movement has done and continues to do for workers. Union members and their families are invited and encouraged to attend this incredible day of unity and celebration.

SHOP TALK: Why are you at the pension seminar and what do you look forward to in the future?



Don Jones
City/County of San Francisco
Local 1414 — 35 years

“I’m trying to see where I stand and what my options are. We’re particularly concerned about survivor rights for my wife if something happens to me.”



Joe Szeto
Concord Kia-Mitsubishi
Local 1173 — 28 years

“I want to see when I’ll qualify for retirement. My body is feeling all those years of work, so I’m getting ready. I enjoy working but don’t want to work my life away. I hope to go exploring and travel while we can.”



Ricardo Garcia
Total Industries
Local 1414—10 years

“I’m pretty young but I want to get a head start and hope to be able to retire when I get to that age.”



Leonard Munoz
Central Concrete
Local 1101—41 years

“I’m just looking to see if the percentage I’m supposed to get matches what I expect. I’ll work until February 25, 2025. I like working but maybe I’ll like retirement better. The one thing you can’t get back is time.”



David “Cric” Crick
Golden Gate
Local 1546

“I’m looking to see if it’s especially feasible for me. This is the only retirement option in the world away from their elderly to be a Walmart

THE LOCALS

Good increases at Metropolitan Stevedore

The 16 members who are infrastructure/fabrication mechanics at Metropolitan Stevedore at the Port of Long Beach recently ratified a new four-year contract with respectable wage increases.

Members will see a first-year market adjustment increase of 11%, and then get 3.6% increases the following three years. Other significant improvements include increases to the IAM National Pension fund and an increased boot allowance of \$450 per contract year.

“Metropolitan Stevedore has one of the most difficult and demanding work environments on the waterfront,” says Area Director Kevin Kucera. “These men and women are among the very best M&R mechanics in the trade.”

Kucera wanted to give special thanks to negotiations committeemen Eddie Hernandez and Rick Jackman. “Elected by the rank and file, these two showed tremendous leadership at the bargaining table,” he said. “These negotiations went smoothly due to a spirit of cooperation and understanding with company representatives,” adds Hernandez.

ITS Layoff Update

Over the last two years, due to a major Port downturn in 2022, International Transportation Services (ITS) has gone through some difficult and challenging times. As a result, they had to lay off about 45 members. The good news is that they been able to recall about 29 of those members to date.

Local 1484 offers special thanks and recognition to Shop Stewards Casey Anthony and Jeff Harton for their continued involvement and collective efforts with this recent recall.

Local 1528

Challenging talks at Silgan-Modesto

Only after rejecting the company’s settlement offer and going into federal mediation did the 69 members at Silgan Containers—Modesto ratify a new two-year contract.

“These were some of the most challenging negotiations I’ve been in this year,” said Asst. Directing Business Rep Mark Martin. “The company started off with the lowest proposed increases of any employer in Northern California. We had 21 proposals that went back and forth. The burden on the union’s bargaining committee was tremendous.”

In the end, the Modesto group got some of the highest increases of any Silgan facility and some of the best for this group in the last 10 years. “But, we’re not content with the outcome” Martin says.

“I thank the bargaining committee members: Tim Lepley, Matt Salmon, Robert Jones, Meagen Snarr and Chase Clark. They truly made the difference in holding the company’s feet to the fire to deliver the best contract possible,” Martin concluded.

Local 1546

Another Ryder contract

On June 3, the nine members at Ryder’s Hayward South location ratified a three-year agreement, reports Business Rep Brian Fealy, who was handling all Ryder contracts. “They’ll see annual wage increases of 5.5% in year one and 3.5% the following years. Plus, they’ll get a ratification bonus of \$1500, increases in tool insurance coverage and boot allowance. They’ll also get premiums for working on refrigerated trucks and doing mobile maintenance.

Contracts started or due

Directing Business Rep Don Crosatto reports that negotiations are under way for the 15 members who work at Avis. “We’re trying to get them into our health and welfare plan; the company plan is not as good and is more expensive.”

Crosatto reports that a number of contracts are coming up. These include Republic Services—Fremont, Central Concrete, Cummins Engine, and Golden Gate Truck Center.

Local 1584

Talks started

Business Rep Brian Fealy reports that he’s scheduled three days of negotiations with GP Gypsum in Antioch starting on June 24 (just as this paper goes to press.)

Local 2182

And one more Ryder story

The Local recently distributed surveys to the members at Ryder Truck in Stockton. “We’ve established a successful record of contract settlements within the district which puts us in a favorable position when we get together with the company,” says ADBR Mark Martin. “We’ll meet with the members soon and we anticipate a good contract.”

A little money to woo new machinists

The three members at Capital Machine voted for a 3.4% general wage increase on a one-year agreement. Business Rep Paul Abarca reports that the shop is down a few members due to retirements. Located in downtown Sacramento, they’re looking to hire two machinists.

Contracts opening

The contracts Clutch Brake

Xchange (12 members) and Cal Tank Lines (15 members) are opening soon, reports Abarca. Proposal meetings will be scheduled soon.

Four tens

The 50 members who work at Sims Recycling in Roseville voted to move to a 4/10 workweek, reports Abarca, who added that the shop steward election will be held soon.

Various Locals

Five year UPS contract

The IAM has reached a settlement for a five-year contract for our membership at UPS, reports ADBR Mark Martin. “Negotiations both locally and nationally have been challenging with the company’s volumes dropping off. We left no stone unturned to get the best contract possible.”

The contract includes improvements in subcontracting language and seniority rights for overtime work. In addition to general wage increases with more money for benefits, the tool allowance is also improved. “The company tried to achieve ‘flexibility’ in this contract, which usually comes at the cost of job security,” says Martin. “Ultimately, they didn’t succeed. The union suggests that the members vote yes for this contract.”

DBR Don Crosatto adds that while the national wage rate of \$46/hour is great for some parts of the county, it doesn’t cut it in California. “We thought we could make up for the very high cost of living here, but we met with no success at the local level. In the long run, longtime members who are close to retirement likely won’t seek to change jobs, but newer guys may go work for other employers where they can make \$10-15 more/hour. That’s a shame.”

Retirement?



“Ket” Collier
Golden Gate Truck Center
— 28 years

“I want to know if it’s financially better for me to retire. The industrialized world that throws money at you. I don’t want to be a greeter.”



George Tompkins
Republic Services - Richmond
Local 1546 — 23 years

“I want to know if I can receive the pension money if I go back to the Philippines, and when I’ll be eligible. I’m still capable of working, but retirement is good.”



Humberto Flores
Penske Hayward
Local 1546 — 27 years

“I’m looking to get more information on what I’ve got coming to me, because I’ll be retiring in 4-5 months. The plan is to do some traveling around the U.S.”



Jeff Campbell
UPS – Santa Rosa
Local 1173 — 40 years

“I can retire in November, but I may need to wait another few years. I’m definitely ready to stop working, but I may not be ready financially. I’m here to see what I’ll get when I do retire.”



Darryl McGruder
Ryder Trucks – Benecia
Local 1173 — 27 years

“It’s coming sooner rather than later. I’m here to find out where I stand in terms of dollars and benefits. I just have a few years left and don’t want to wait to find out that info. I want to be ahead of the game.”



IN THE NEWS

Progressives urge Biden administration to crack down on 'union-busting' industry

Every year, U.S. employers spend millions of dollars on outside consultants who specialize in breaking up union campaigns. Because much of that work is cloaked in secrecy, progressive groups are urging the Biden administration to crack down and make it more transparent.

A paper released in May by the Harvard Center for Labor and a Just Economy recommends that the Labor Department force employers and their consultants to make greater financial disclosures related to anti-union spending so workers can better understand who's being paid to lobby them. The authors write that the firms are "deploying increasingly aggressive tactics to dissuade employees from unionizing."

Biden's Labor Report Card

Historian Eric Loomis, from the University of Rhode Island, gave 'Union Joe' Biden a higher grade than any president since FDR.

According to Loomis, Joe Biden has pledged repeatedly to go further than any of his predecessors with his support for U.S. labor rights. "I intend to be the most pro-union president leading the most pro-union administration in American history," Biden said at a White House meeting in September 2021 that brought together ordinary workers, labor leaders, and government officials. He has expressed this intention many times, sometimes clarifying his goals.

For example, in 2023 he said in Chicago that his administration was "making it easier to empower workers by making it easier to join a union." Based on his research regarding the history of organized labor in America, Loomis would give Biden an A-minus for his record on workers rights.



This Labor Day, try not to think about how your next holiday is not until Thanksgiving!

**Honor Labor!
Have a good day off.**

How changes to overtime pay rules may affect workers

In April, the Biden administration finalized a new rule set to make millions more salaried workers eligible for overtime pay in the U.S., marking the largest expansion in federal overtime eligibility in decades.

Starting July 1, employers will be required to pay overtime to salaried workers who make less than \$43,888 a year in certain executive, administrative and professional roles. That cap will then rise to \$58,656 by the start of 2025.

"Too often, lower-paid salaried workers are doing the same job as their hourly counterparts but are spending more time away from their families for no additional pay. That is unacceptable," acting Secretary of Labor Julie Su said in a prepared statement. She added that the administration was "following through on our promise to raise the bar."

The Labor Department estimates that four million lower-paid salary workers who are exempt under current regulations will become eligible for overtime protections in the first year under the new rule. An additional 292,900 higher-compensated workers are also expected to get overtime entitlements.

Wyatte Grantham-Philips, AP

California labor unions flex their muscles

California labor unions cleaned up in the Legislature last session, and often get their way on the bills they care about.

There are reasons for that: Unions invest a lot of money into electing their allies, having donated at least \$22 million to current lawmakers' campaigns since 2020.

And, at least 32 legislators are current or former union members or are closely affiliated with labor.

One is Democratic Assemblymember Liz Ortega of Hayward, who's now pushing a labor-backed bill that would put obstacles in the way of cities and counties that want to contract with nonprofits to provide services.

The measure would expand reporting requirements for nonprofits when they contract with local governments. Contracts would be posted on local government websites and the number of contracted employees, their job classes and salaries would be made public. Unions would also be informed about new contracts and changes to existing ones.

While bill opponents argue that contractors help provide vital services—such as running animal shelters, providing health care in local

jails or performing engineering services for public works projects, the California Labor Federation, a co-sponsor of Ortega's bill, says that contracting out work to nonprofits instead of hiring union members erodes middle-class jobs and denies community members long-term employment.

By Lynn La, Cal Matters

Artificial intelligence and labor unions

According to an article in the *Yale Journal on Regulation*, systems and tools using artificial intelligence (AI) have already revolutionized the workplace. Many of these new technologies—including wearable devices, security cameras, GPS tracking devices and cameras that keep track of the productivity and location of employees—enhance employers' abilities to monitor and surveil the workplace.

Many unions and their supporters are simultaneously concerned with massive job displacement. Several unions have voiced concerns that algorithms could potentially take over much of the work of product assembly lines or even entire industries.

For instance, there have been growing concerns within the entertainment industry that generative AI tools such as ChatGPT could replace the writers or possibly relegate them to simply refining AI-generated scripts. There are related concerns that AI-generated simulations of actors could replace the actors themselves.

Even without national or state-level regulation, AI's increasing use has led some unions to turn to self-regulation and collective bargaining to address risks associated with AI. Some unions have attempted to add entirely new protections into their labor contracts, while other unions have focused on updating existing language to account for AI and other emerging technologies.

SHOP TALK: Why are you at the Pension Seminar?



Daniel Labrado
Total Industries
Local 1414—2 years

"I'm not ready to retire, but I wanted to find out my options so I can plan for it. I like where I work, so hopefully it lasts so I can collect that pension."



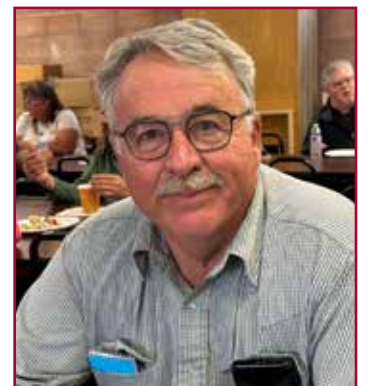
Fabian Aranda
Penske Truck Leasing
Local 1546—23 years

"I have another 4-5 years to keep working, but I'm here to ensure that I'm on target with that estimate. I don't want to wait until the last minute to learn that the paperwork wasn't ready or the timing wasn't correct."



Paul Heintz
Granite Rock
Local 1101—23 years

"I just pulled the plug two months ago. I want to get information about the pension and learn about the different benefits I'm entitled to."



Ray Marcus
Granite Rock
Local 1101—41 years

"I'm coming up on 65 and want to learn what I need to do to make the pension work for me. When I retire, I look forward to not getting up at 4 a.m."

ORGANIZING UPDATE

Labor Board issues complaint at Lexus of San Diego

After organizing the techs at Lexus of San Diego (a Penske dealership) in 2020, the company started playing hardball, refusing to bargain a first contract. “We filed 25 charges against the dealership with the Labor Board,” says Jesse Juarez. “After a year of bad faith negotiations and lots of bribes to get the workers to oppose the union, the company was able to engineer a decertification election in 2022.”

That was the bad news. The good news is that in May, the Labor Board notified the union that they found merit in several of the charges and they issued a complaint.

“The key charge was bribery. The company engaged in a lot of unlawful shenanigans—stacking the unit and pitting workers against workers. They were also giving new hires higher wage rates.”

Juarez explains that the normal procedure in this case is to give the employer a period of time to comply by getting back to the bargaining

table. “If they don’t go back to table, the Labor Board will enforce the order by making them go to a hearing/trial. They can appeal it but it’s just going to take more time. Ultimately, we expect them to issue a bargaining order,” he adds.

There are currently 28 employees at the Lexus dealership, many new faces since the original election. “The company harrassed and fired a lot of people, particularly those who supported the union.” Juarez adds that he doesn’t know if the new people want a union, “but I do know that a lot of them got 76% wage increases—about \$16/hour—because of the union.

In the interim, the general manager who was responsible for the bribes has left. Since the employees don’t have a contract and nothing is in writing, those higher rates are subject to change.

“We will be meeting with the employees to find out where they’re at but I know that the Labor Board is on our side with this one,” Juarez says.

FAST FACTS

\$600 million

The combined political donations of 50 billionaire families so far in the 2024 election cycle. (More than 2/3 of that money has gone to Republican candidates.)

Americans for Tax Fairness - May, 2024

MOVING?
Or need to report a member recently deceased...

Send the mailing label on this newspaper to your local union office. Please note: Even if you send your notice to the Pension Fund or the Health & 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's address.

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.

Capital Machine, located in downtown Sacramento, is looking to hire two machinists to replace two who recently retired.

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 \$54.35/hour. Look for them at WMJobs.com

UPS (numerous locations) is looking for plant mechanics. They pay in the \$45/hour range, offer the IAM National pension & the AI pension. To apply, go to ups.com/careers.

Harborland 2C is looking for a manual machinist in Oakland. The journeyman contract rate is \$33.35 plus health & welfare and pension. It’s a new position so rate may change. To apply, contact solder1546@sbcglobal.net or Mark Wilson at the company at 510-917-5532

UNION-MADE PRODUCTS

Go camping with these union-made brands



Summer is here and that means camping for millions of Americans. If you love the outdoors and can't wait to pitch a tent (or stay in an air-conditioned RV), we have a list of union-made products for you. Now you can enjoy nature while supporting good union jobs.

S'mores

Honey Maid Graham Crackers (BCTGM)
Campfire Marshmallows (IBT)
Chocolate – Ghirardelli, Hershey, Cadbury (BCT-GM, UFCW)

Grill

Weber (IUANPW)

Hammocks

Algoma Net (UFCW)

Outdoor Clothing

Carhartt (IBT)

Hot Cocoa

Swiss Miss (UFCW)
Ghirardelli (UAW)

Sunscreen

Coppertone (IBT)

Coffee

USA Coffee Company (UAW)
Millstone Coffee (UAW)
Eight O'Clock Coffee (UAW)
Folgers (UAW)
Maxwell House (UFCW, UAW, IBT)

SHOP TALK: Why are you at the Pension Seminar?



Daniel Kimbrell
Nelson's Body Shop
Local 1546 — 33 years

“I’m looking forward to moving to Oregon and getting a mini-farm with some animals. After 33 years., I’m looking forward to retirement. I’ve got 23 months and a few weeks, but who’s counting?”



Keith Hamblin
SF Metro. Transit Authority
Local 1414 — 20 years

“I’m trying to find out what I’m entitled to so I can plan for the future. I don’t want to make assumptions. Will probably move somewhere; will definitely enjoy life after working!”



Jose Nolasco
City of San Francisco
Local 1414 — 23 years

“I’m just trying to get some information. I’m far from retirement but it’s good to be fully informed.”



Willie Pate
San Leandro Ford
Local 1546 — 26 years

“What am I looking forward to? Peace and quiet! Hopefully it’ll be next year. I’m her to see what I can expect.”

Bylaws Notice: Local 1546 members

Attn: Local 1546 Members:

The Local will be considering changes to the bylaws. Proposed amendments will be read at the regular membership meeting that starts at 5:30 p.m. on October 1 at the union hall: 10260 MacArthur Avenue.

The vote on all proposals will be held at the November 12 membership meeting at the same time and location.

Note about union meetings

Most union meetings are now being held in person, but since the heat of the pandemic, others are now hybrid, meaning you may also attend on Zoom or on other video-conferencing program. If you wish to attend online, check with your Local to ensure you have the web address and are properly registered.

LOS ANGELES LONG BEACH HARBOR LABOR COALITION

45th Anniversary

Labor Day Parade

Anniversary

45th

Fighting for the future of Labor

March starts at: Broad & E. St. in Wilmington. Assembly begins at 8 a.m., March departs at 10 a.m. Rally at Banning Park at 12 p.m. Speakers, Music, Shuttle buses, Hot Dogs, Soft Drinks & more!

La Marcha comienza en: Broad y E. St en Wilmington. Formacion empieza 8 a.m. - La Marcha sale 10 a.m. Reunion en Banning Park 12 p.m. - Voceros, Musica, Autobuses de transporte, Hot Dogs, Sodas y Mucho mas!

MONDAY, SEPTEMBER 2, 2024

LABOR DAY COMMITTEE: 7844 ROSECRANS AVE. PARAMOUNT, CA 90723

PHONE: 562.481.7275 OR VISIT US AT WWW.LALBLABORCOALITION.COM OR

UNION MEETINGS

DISTRICT LODGE 190
 10260 MacArthur Ave.
 Oakland, CA 94605
 510-632-3661

Meetings are the fourth Tuesday of each month
 July 23 • August 27 • September 24
Executive Board Meeting: 6:30 p.m.
General Delegates' Meeting: 7:00 p.m.

LOCAL 653
 5726 E. Shields Avenue
 Fresno, CA 93727
 559-264-2815

Meetings are the third Wednesday of the month
 July 17 • August 21 • September 18
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

Meetings are the third Thursday of the month
 July 18 • August 15 • September 19
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
 July 9 • August 13 • September 10
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
 July 11 • August 8 • September 12
Membership/Shop Stewards' Meeting: 6:30 p.m. on the second Thursday of the month
 July 11 • August 8 • September 12

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

LOCAL 1414
 150 South Boulevard
 San Mateo, CA 94402
 650-341-2689

Executive Board Meeting: 6:00 p.m. on the second Thursday of the month
 July 11 • August 8 • September 12
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 18 • August 15 • September 19
Retirees' Club: 11:00 a.m. on the first Wednesday of March, June, Sept., Dec. All are welcome!
 September 4 • December 4

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
 July 18 • August 15 • September 19
General Membership Meeting: 6:00 p.m. on the first Tuesday of the month
 July 2 • August 6 • September 3
Retirees' Club: 12:30 p.m. on the third Wednesday of the month: July 17 • August 21 • September 18

LOCAL 1528
 713 16th Street
 Modesto, CA 95354
 209-529-9210
 machinists2182@gmail.com

Meetings are the first Wednesday of the month
 July 3 • August 7 • September 4
Executive Board Meeting: 6:00 p.m.
General Membership Meeting: 7:00 p.m.
Shop Steward Meeting: 10 a.m. on the third Saturday of each month
 July 20 • August 24 • September 21
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
 July 2 • August 6 • September 3
General Membership Meeting & E Board Meetings: 5:30 p.m.
Alcoholics Anonymous: 9 a.m. every Saturday

Meetings are hybrid - you can join in person or 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
 July 18 • August 15 • September 19
Membership Meeting: 7:00 p.m.
Executive Board Meeting: 6:00 p.m.
Retirees' Club: 12:30 p.m. on the first Tuesday of the month:
 July 2 • August 6 • September 3

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

LOCAL 2182
 967 Venture Court
 Sacramento, CA 95825
 916-929-1040/800-655-2182
 For dues questions, call Debbie Bird: 559-269-6386
 machinists2182@gmail.com

Meetings are the second Tuesday of the month
 July 9 • August 13 • September 10
Executive Board Meeting: 6:00 p.m.
General Membership Meeting: 7:00 p.m.
Retirees' VISTA CLUB: 11:00 a.m. on the third Wednesday of each month:
 July 17 • August 21 • September 18