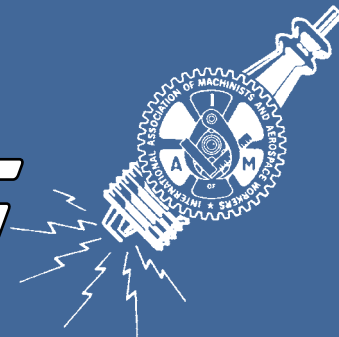


The IAM District 190

SPARKPLUG



VOL. 26 NO. 4



OCTOBER/NOVEMBER/DECEMBER 2024

Serving the active and retired membership of IAM District Lodge 190

Vote as if your pension depends on it



*From the Desk of
Directing Business Rep Don Crosatto*

Dear IAM members,

As you prepare to fill out your 2024 election ballot, consider the issues that matter most to you. I believe that ensuring a secure retirement should be a top priority.

For those of you who regularly read *The Sparkplug*, you may recall our coverage of challenges faced by the Automotive Industries pension plan. Over a decade ago, we learned that the plan was projected to run out of funds by the early 2030s. While the Pension Benefit Guarantee Corporation (PBGC) provided insurance for multi-employer pensions like ours, we were aware that the potential collapse of the massive Teamsters Central States Plan could lead to the PBGC's bankruptcy, leaving our members without any retirement benefits.

There was some hope when Donald Trump was elected, as he had experience working with construction unions. However, during his administration, he never uttered the word pension, and no action was taken by the White House to protect our pensions.

In response to the looming crisis, Congress established a special Committee led by Sen. Sherrod Brown (OH) to propose solutions. Despite efforts from unions like the IAM to engage with Republican committee members, little progress was made due to their non-participation in meetings. As a result, the committee disbanded in 2018 without concrete recommendations.

In 2020, a new President and Congress were elected. President Biden's first significant action in March 2021 was to pass the American Rescue Act (ARA), which included the Butch Lewis Act. This crucial legislation, unanimously supported by Democrats and unanimously opposed by Republicans, ultimately led to the rescue of the Automotive Industries Pension with a \$1.1 billion payout. All this is thanks to Vice President Kamala Harris, who cast the tie-breaking vote in the evenly split Senate.

If you're still undecided about which candidate will support you as a worker or retiree, and as a union member, please refer to page three for more information. Our goal is to provide you with the information you need to make an informed decision.

Regardless of your choice, I urge you to use your voice and vote on or before November 5.

In solidarity,

Don Crosatto

Be aware of Project 2025

Project 2025 is a 920-page policy paper created as a policy blueprint for the new Trump administration by the far-right Heritage Foundation. Over 100 former Trump staffers contributed to the report, and its introduction was written by JD Vance, Trump's Vice-Presidential candidate. Whether or not Trump knows the details of this plan, his closest aides plan to implement as much of it as possible. Here is some of what's in it:

- Eliminate the tax deduction for state and local income tax. (You get to pay taxes on your taxes.)
- Health Care: Either remove the tax deduction from the employer, which will incentivize employers to put people into inferior plans, or repeal Obamacare, replacing it only with the "concept" of a new health care plan.
- Abolish public sector unions and collective bargaining. Gut civil service job protec-

tions. (Trump already passed executive orders to implement this; Biden rescinded those, but Trump would no doubt reinstate them.)

- Replace overtime pay at time-and-a-half with one-to-one comp time (if the employer lets you use it.)
- Cut OSHA to reduce workplace safety and health inspections.
- Repeal the 93-year-old Davis-Bacon Act, which requires contractors on public works projects to pay the prevailing wage paid to local workers doing similar work.
- Make it easier for 16- and 17-year-olds to work in dangerous jobs – jobs that federal law currently makes off-limits to workers under the age of 18.
- Amend federal law to allow corporations to form non-union "employee involvement organizations," thus undermining true unions.



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 Blvd., Oakland, CA 94605

Get your IAM news on the web!



Visit the District 190 website at:
iamdistrict190.org
 The International IAM website is at:
goiam.org
 Local Lodge websites:
 Local 1101: www.iamlocal1101.org
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 Union Organizer: @union1484
 Facebook pages:
 Local 1101: facebook.com/
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 Local 1546: facebook.com/iam1546

The IAM District 190
SPARKPLUG

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Postmaster: Send address corrections to *The Sparkplug*, 10260 MacArthur Blvd., Oakland, CA 94605.

Debra Chaplan, Managing Editor

UNION PEOPLE

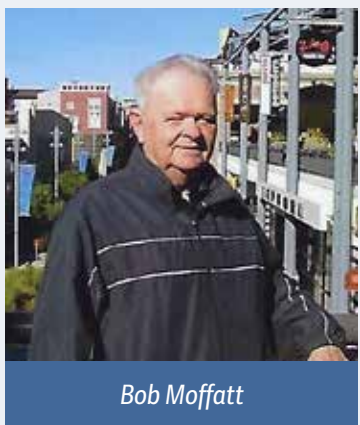
Honoring a hard-working local leader

On July 18, the IAM Western Territory awarded Tom Swanger with the HAWK award for his hard work and dedication to the local lodge.
 “Since the day I met Tom in 2014, when he was serving as Recording Secretary, he has always put the local’s best interests first,” says District 190 Business Rep Jerry Gutierrez. “Others don’t always agree with his tactics, but often, we find that it’s the best option for the local.”
 In 2019, the local was put into trusteeship. “The next two years seemed like an eternity, but Tom always kept a positive spirt. After we were reinstated as officers of the local, it was all hands on deck.”
 In 2021, with the new officers in place—Tom as

Secretary Treasurer, Jerry as President, Will Morris as Vice President and Erik Rubio as Recording Secretary—the group went to work.
 “Under Tom’s leadership, our local has prospered and has begun to grow its membership.” Tom rebuilt the union’s dues structure to make it more fair. “Tom earned the award. He is always engaged some way with our local,” Gutierrez adds. “Tom works a 12-15 hour job and the rest of the day he is working to meet the local’s needs.”
 On behalf of the local, Gutierrez congratulated Tom. “Even though I’m not the president anymore, I will always help Tom out with our local. Let’s go 1584 fighting machinists!”



Tom Swanger (L) receives award from Grand Lodge Rep Jim Watson and DBR Don Crosatto



Bob Moffatt
 Bob Moffatt joined the Machinists Union in 1955 at age 18. He worked for 26 years at the Frieden Calculator and Sherwin Williams Can, and held the positions of stop steward, chief steward and president of what’s now Local 1584.
 In 1982, Bob joined the staff of District Lodge 115 as a business representative and stayed on board when that district merged with District Lodge 190. All told, he worked as a Business Rep for 17 years until he retired in 1999.
 Upon retiring, Bob’s message to District 190 members was “Do everything you can to keep on

In Memoriam

Robert Moffatt
 February 24, 1937 – May 28, 2024

organizing. It’s the only way to keep the union alive.”
 As he told *The Sparkplug*, “I just think about how lucky people are to have a union to represent them. My dad and grandfather were both in unions and it was a fight to get in, literally,” he said. “People got hurt back then.”
 According to Herman Howell, former Directing Business Rep for District 115 and Assistant DBR for District 190, “Bob and I worked together for almost 25 years; we were colleagues and good friends. I know he was trusted by the membership and always worked hard on their behalf.”
 Bob is survived by his wife of 65 years, Pat, his children Karen, Donald and Diane, and several grandchildren and great grandchildren. He will be deeply missed.



Young women in GW High’s Auto Shop covered on KPIX-TV News

The auto shop class at George Washington High School in San Francisco is seeing more female students seeking to get into the traditionally male-dominated industry. Meet some of the young women in the class. Lauren Toms reports for KPIX-TV. (Use the QR Code or web link below it to watch the story.)



bit.ly/3MPrgp8



Teeing off for the Guide Dogs

On August 22, the Corica Park Golf Course in Alameda, known to be one of the best public golf courses in the nation, hosted District 190’s annual golf tournament to raise funds for Guide Dogs of America (GDA). About 120 golfers participated. “After all the bills are paid, the tournament should raise more than \$60,000 for GDA,” said DBR Don Crosatto.
 After everyone completed their 18 holes, the group gathered at the Alameda Elks Club for a ribeye steak dinner.
 This year’s featured dog was Nala. She’s a therapy dog at the San

Joaquin County District Attorney’s office. “She serves as a soothing presence for survivors of sexual abuse and sex trafficking. Nala is there to calm the victim while they testify or give depositions,” the GDA representative explained.



DBR Don Crosatto addresses the after-tournament dinner at the Alameda Elks Club.



2024 ELECTIONS

Help for the undecided!

A quick review of the candidates' stands on union & worker-related issues

Candidates for President

Kamala Harris (D)



Kamala Harris

Kamala Harris has been Vice-President for four years, U.S. Senator for four years, and California Attorney General for six years.

- The AFL-CIO gave Harris a lifetime score of 98% on her Senate voting record and gave VP Candidate Tim Walz a 93% rating for his votes in Congress. (He belonged to the National Education Association, the nation's largest labor union, while working as a high school teacher.)

- Harris has fought for many policies strongly backed by unions, including the Protecting the Right to Organize (PRO) Act. Harris also supported the Bipartisan Infrastructure Act, the CHIPS Act, and the Inflation Reduction Act, which together have and will create hundreds of thousands of good-paying union jobs for union members.

- Harris saved the pensions of more than 1 million union workers and retirees (see page 1) and led the administration's efforts to increase access to affordable child care and expand the child tax credit

- Harris stood on picket lines with striking writers and auto workers.

- As Vice President, Harris chaired the White House Task Force on Worker Organizing and Empowerment. Here are some of its recommendations:

- Pass the PRO Act, "which would rebuild workers' organizing and bargaining rights in the private sector after decades of erosion."

- Pass the Public Service Freedom to Negotiate Act, which would "expand public-sector worker collective bargaining rights for state and local government employees."

- Extend the National Labor Relations Act (NLRA) to domestic and agricultural workers.

- Make the tax code pro-labor. Options include making union dues eligible for a tax credit or above-the-line deduction and denying employers deductions for union-busting activities.

- Increase the pathetically low \$7.25-an-hour federal minimum wage to at least \$15.

Donald Trump (R)



Donald Trump

Donald Trump served as President for four years. Before that, he was a businessman and game show host.

- The U.S. economy lost 2.9 million jobs during the Trump administration and the unemployment rate increased from 4.8% to 6.4%.

- In 2019, President Trump changed the overtime rule requiring employers to only pay overtime to workers making less than \$35,568—far less than the \$47,000 threshold the Obama administration

had proposed. At a recent rally in Erie, PA, he said, "I hated to give overtime. I shouldn't say this, but I'd get other people in. I wouldn't pay."

- In 2018, Donald Trump issued an executive order that restricted union representatives' ability to advocate for their public sector union members on the job. (The Biden-Harris administration rescinded this rule.)

- The Trump administration manipulated a law intended to help the Department of Veterans Affairs improve care for America's veterans to instead fire thousands of union workers like housekeepers, food service workers and nursing assistants. Stripping away protections for rank-and-file workers at the VA resulted in a 60% rise in firings in the second half of 2017 alone.

- In his last month in office, Trump issued a rule making it harder for gig workers such as food delivery workers and ride-sharing workers to be counted as employees, preventing them from qualifying for the federal minimum wage and overtime—and the right to join a union.

- Trump's anti-labor record was not unique to his time in office. He used nonunion workers on his construction projects and crossed the Theatrical Stage Employees (IATSE) picket line during a 2004 filming of "The Apprentice."

- In August 2024, Trump held an online chat with billionaire Tesla/SpaceX founder Elon Musk in which he praised Musk for firing workers who were striking for better pay and benefits. He told Musk, "You're the greatest!"

Candidates for U.S. Senate (California)

Adam Schiff (D)



Adam Schiff

Adam Schiff served as a Federal Prosecutor in California, starting the first environmental crimes unit. He became a State Senator while also teaching political science and being a union member. He was elected to Congress in 2000.

Adam's top priority is building an economy that works for everyone, and ensuring the wealthiest Americans and big corporations pay their fair share in taxes. Some of his successes include:

- Delivering federal investments to his district for

everything from infrastructure projects and mental health treatment facilities to housing and youth engagement programs.

- Securing a major cost-of-living pension increase for teachers.
- Protecting film jobs by ushering into law legislation that provided grants to universities and incentivized local film production.
- Helping pass legislation to help small businesses keep their doors open and stay open during the pandemic.
- Fighting for paid family leave, leading efforts to raise the minimum wage to \$15/hour, and championing the Protecting the Right to Organize (PRO) Act to expand federal labor protections.

Steve Garvey (R)



Steve Garvey

An all-star baseball player for the San Diego Padres and Los Angeles Dodgers (from 1969-1987), Steve Garvey went on to have a career in television and marketing. He has never served in public office.

This is his answer to a *CalMatters* survey on how he defines "good paying jobs" and three actions he'd take as Senator to bring those jobs to California:

"Good-paying jobs are employment opportunities that offer competitive wages and benefits, ensuring blue-collar workers can afford to buy food and keep a roof over their heads, while also offering opportunities for career advancement.

Three things we can do to attract businesses back to California would be to eliminate burdensome regulations that make it difficult for businesses to operate, reduce the state's corporate income tax rate, and provide incentives for new small businesses, like reducing taxes for their first year. I will also support federal incentives for research and development activities to ensure California remains at the forefront of developing cutting-edge technology."

Candidates for Congress (Key districts)

California Labor recommendations are in **bold**

District 13: (San Joaquin Valley) **Adam Gray** vs. John Duarte

District 16 (SF peninsula to San Jose) Sam Liccardo vs. **Evan Low**

District 22 (Southern San Joaquin Valley) **Rudy Salas** vs. David Valadao

District 41 (Inland Empire) **Will Rollins** vs. Ken Calvert

District 45 (Orange County) **Derek Tran** vs. Michelle Steel

The Propositions

The California Labor Federation is urging all union members to vote **YES** on the following propositions:

Prop 2 - Build schools and colleges (bond)

Prop 3 - Reaffirm the right of same-sex couples to marry

Prop 4 - Respond to climate change (bond)

Prop 5 - Lower voter approval requirements for housing and infrastructure

Prop 6 - Limit forced labor in state prisons

Prop 32 - Raise the state minimum wage to \$18/hour

Local 1101

Solidarity pays off

Area Director Jim Schwantz reports that in September, the 550 Local 1101 members who work at Northrop Grumman in Sunnyvale overwhelmingly ratified their new six-year contract agreement.

"This contract is a significant achievement," Schwantz says. "In addition to ensuring a 26% wage increase over the span of six years, it also secures affordable medical and dental coverage for the same duration."

This outcome is particularly notable since it was achieved after about 70% of the bargaining unit rejected the company's "Last Best and Final" offer. "The initial offer, though unprecedented in its increases, was not guaranteed to improve," Schwantz explains. "It was the membership's unity that led to an additional 4% increase without any concessions." He adds that the agreement includes substantial improvements in language, the introduction of paid parental bonding time, and enhancements to short-term disability pay.

"These advancements underscore the power of solidarity among the workers at Northrop Grumman in Sunnyvale," Schwantz added.

Local 1173

Short Takes

Starting talks: Negotiations with Van Bebbler Bros. in Petaluma are etting underway.

Auto dealership news

Novato Toyota: San Francisco Toyota bought out the Novato dealership. "They're honoring the contract but definitely have a different mindset," Older notes.

Sonic Stores: Older says that negotiation prep with the Honda

and Toyota dealerships in Concord are getting started.

Winters Chevrolet/Honda (Pittsburg), **Lehmers GMC** (Concord) and **Antioch Auto Center:** Area Directors Jesse Juarez and Richard Breckenridge have teamed up to negotiate at these three dealerships, all of whose contracts have expired.

"The common theme," Juarez reports, "is that these employers have all hired attorney John Boggs, and not surprisingly, he's not giving us what we need."

The members at Winters held a lunchtime walkout in September. "They're ready to do what needs to be done," Juarez says.

And at Lehmers, the members rejected the contract offer and voted to strike almost unanimously. The next day, the company laid off a parts person claiming "business needs" even though they never discussed financial problems. They also cut off a member's health and welfare even though he's been off on a workers' comp claim. "They're just getting petty," Juarez adds, "and the members are ready to take action."

Local 1414

Mill Valley Refuse

The five members at Mill Valley Refuse unanimously ratified an excellent three-year agreement in September, reports DBR Don Crosatto. "They'll get wage increases of 8% in year one, and 5.5% in years two and three. They'll also get an additional \$100/month each year on the 401K, an additional holiday, and their boot allowance went from 0 to \$300/year."

Local 1484

Increases on the waterfront

The three members who work for Pacific Warehouse Corp. (PWC), a break-bulk facility on the waterfront at the Port of Long Beach, rat-

ified a solid three-year agreement in September. "They'll get respectable wage increases (11.5% in year one, and 4% in years two and three) and some other increases," says Area Director Kevin Kucera.

Student Transportation of America (STA)

The three bus mechanics at Student Transportation of America (STA) in North Hollywood hadn't seen much in the way of raises during COVID shutdowns. "But, because there was a run on the market for school bus mechanics, I was able to get them a 15% wage increase," says Kucera. "In their new three-year agreement, they'll see wage increases of 5% in year one and 3.5% in years two and three. We also got them increases on their tool and safety shoe allowance."

The cherry on top is that they'll get an employee retention bonus. "For example, one employee who's been there for 15 years will get \$1,500." The members ratified this contract in September.

Labor Day - Wilmington

"Fighting for the Future of Labor" was the theme of the 45th Annual LA/Long Beach Harbor Labor Coalition's Labor Solidarity Parade, celebrated on Labor Day, September 2.

More than 4,000 union members and their families from about 30 different labor organizations united in solidarity to honor the history of the labor movement while acknowledging the work that still remains.

The parade/march began at 10 a.m. in Wilmington. It was followed by a picnic in the park, live music and dancing. Families enjoyed delicious food, face painting, arts and crafts, cotton candy, cornhole, a puppet show and gifts from various unions—all free of charge.

Local 1484 once again participat-



Victor Vargas & his kids at the art tent

ed in the parade and picnic, sharing space, food, and activities with IAM District 947 for a beautiful day of celebration.

Local 1528

Silgan Riverbank

Next spring, we're going back into negotiations with Silgan. One of the Company's other locations in the Modesto area (a Teamster plant) was closed and some of the production was shifted to Riverbank. Our members worked damned hard to help the Company get those additional lines up and running and deserve a fair contract. Stay tuned.

Seeking flexi start times

The 325 members at Applied Aerospace in Stockton have been pushing for flexible start times on Saturday overtime, "before, during and after negotiations," says Business Rep Paul Abarca, and they finally got them.

"As of now, the new flexible schedule starts on October 5, (but this date could change). The Company has agreed to allow members to come in at either 5:30 a.m. or 7:30 a.m. instead of only 5:30 a.m.," Abarca explains.

Local 1546

Quick takes

There's no progress to report yet, but DBR Don Crosatto says that negotiations have started with **Golden Gate Truck Center** in Oakland, **Cummins Engine** in San Le-

SFO Shuttle: A great place to work

Local 1414 represents five mechanics and one foreman at SFO Shuttlebus. The company provides shuttles for employees of the airport; most buses make loops around the airport, but some have routes that go as far out as Castro Valley to pick up employees and transport them to the airport.

The IAM group maintains and repairs the SFO shuttlebuses—anything from changing a light bulb to changing a motor, preparing buses to go into service and 45-day inspections.

Foreman Donald Adonis, who has been with the company for 11 months, says it's a really good place to work. "Management is receptive to ideas and helpful to getting the work done around here," he says. He also admits to being the newbie in the shop. "We have long-term employees who have been here for 24 and 30 years."

Adonis explains that there are currently 30 buses in service, but the company is adding an additional 33% more buses to the fleet to expand route coverage out to Solano County. "They'll be bringing on additional mechanics to maintain these buses. This will enable me to spend more time on the administrative portion of my job."

Adonis has been a member of the union, on and off, since the early 1990s. He started his career as a lube tech at Serramonte Ford in 1988, getting him into the Teamsters union. He moved to the IAM, completed his

apprenticeship, and stayed at Serramonte Ford until 2001. Then, he went to work in his family's construction business for a while. He came back to the auto industry as a line mechanic and then shop foreman at San Bruno Ford, eventually becoming service manager when that dealership merged with SF Ford. He then became a supervisor at Stanford University's Fleet

Maintenance Department and then moved to the City of San Francisco.

"I'm glad to be here at SFO Shuttle. This is a great place. Like to get up in the morning to go to work. We all get along well," he says.

Importantly, it's a union shop. "We have a good package here. Not only am I a member of Local 1414, I'm on my second term serving as Vice President. I'm also a member of the Joint Apprenticeship Committee."

Adonis looks forward to next year when the maintenance facility will move into a new facility.

Area Director Pedro Mendez pointed out that the contracts at SFO Shuttle have been excellent. "Any person in this field would love to have a contract like they have. They have two pensions—Automotive Industries and the IAM National Pension Plan. When these members retire, they'll be well set with those pensions," he proudly says.



Don Adonis, Aaron McCue, and Romy Manuel at SFO Shuttle

THE LOCALS



Local 1584 Machinists out on the picket line at GP Gypsum

Striking in solidarity at GP Gypsum

Sixteen members of Local 1584 went on strike at GP Gypsum in Antioch on September 16 in solidarity with the 85 ILWU members who voted to strike. The IAM members work as electricians and/or do plant maintenance at the wallboard and building materials factory.

"We were working on a contract extension that required a 10-day notice," explains Area Director Steve Older. "When the ILWU voted to strike, I immediately canceled the extension because our guys refused to cross their co-workers' picket line."

Older reports that the ILWU demanded a 15% wage increase each year; the company was taking a hard line at 2%. After five days of talks, Local 1584 had only gotten a mediocre offer that they were unlikely to settle for.

As Antioch Mayor Lamar Hernandez-Thorpe said at a rally, "Koch industries," which owns Georgia Pacific, "made \$166 billion in profits and they're fighting their workers for \$5. It's just wrong."

At press time, talks have not yet re-started, but the members of both unions are standing strong.



Juan Garcia
2 year IAM member (20 years at company)
Steward

"We're here to support our ILWU brothers. We work side by side and didn't want to cross their picket line.

We've seen this before; the company waits until the contract is close to expiring to start talks, and then expects us to take what we can get. This time, we said NO!"



Jose Arevalo
5 year IAM member
Steward

"We're out here in support of the production union because of their wages, and our wages, too—they're all too low.

It's not easy being on strike. Everything, from food to PG&E, keeps going up. But we need to fight for better wages. We'll make it work."

andro, **Republic Services** Fremont, **Tow Lift** (formerly Cromer Material Handling) in Oakland, **Avis/Budget** in South San Francisco and Oakland, and **PBA Maintenance** in Alaska.

Safeway

"Safeway is a constant battle," says Area Director Steve Older. "They're transitioning to merge with Krogers, which means that they're constantly trying to keep the numbers looking good in the shop. This leads to horrible management." Older says that he's never had so many grievances over mandatory overtime.

Local 1584

Talks at Henkel to continue

At press time, the 85+ members who make adhesives at Henkel in Pittsburg voted down their tentative contract. "We're headed back to the table, says Area Director Steve Older. "We have a good bargaining committee, but the company recognized how good some of our stewards are and promoted them to be group leads, which means they can't be in the bargaining unit," says Older. "As soon as we get a contract, we'll work on organizing the group leads to get them back in the union."

Atlas Pacific Engineering

Negotiations will start soon with Atlas Pacific Engineering in Modesto. "This company has typically been reasonable to deal with. We have a great crew that really performs," says Assistant DBR Mark Martin. "We anticipate we'll arrive at a fair settlement."

Veriflo

Sadly, Older reports that the mem-

bership at Veriflo, in Richmond, has gone from 120 down to about 75. "There's a supply chain issue, or perhaps orders are down, causing the company to lay off people. Hopefully, this will turn around soon."

Local 2182

City of Sacramento Building Trades

In Sacramento's Department of Utilities, Local 2182 members work on complex systems to ensure that fresh, clean drinking water flows, storm drains work to prevent flooding, and the sewer system flushes the bad stuff away.

New applicants for the City of Sacramento previously had to take functional testing as part of the interview process, but the City recently changed this policy, reports ADBR Mark Martin. "Eliminating functional testing that previously ensured that we ended up with the very best applicants puts our members and the City's infrastructure at risk. We've demanded the City bargain over this issue."

Martin adds that "our Generator Technicians deserve to know that their new co-workers will be competent and safe for the work that our members do."

Ryder Truck—Stockton

Mark Martin says that the Local is currently in negotiations with Ryder. "We've had a couple of meetings and we're making good progress. We still have more work to do but I'm confident we'll end up with an agreement our members will be proud of."

One year at a time

The 12 members at Clutch Brake Xchange in Stockton ratified

a one-year agreement in September, reports Business Paul Abarca. "In addition to a \$1.00/hour wage increase, the employer will continue to pay 100% for their health and welfare package.

Big changes at Port of Stockton

Nevada Cement at the Port of Stockton has started the process of making significant improvements to the facility that includes rehabilitating two berths to support a new ship unloader and to service longer and wider vessels, constructing tracks to improve rail loading capacity, and removing and replacing an existing terminal storage bunker with a higher capacity storage dome.

The project is expected to result in significantly higher volumes, and additional vessel, truck, and rail calls, as the upgraded terminal will be designed to service barges in addition to ships.

"We expect that this means increased volumes and both more work for our 13 members currently

there, and hopefully growth in union membership at that location," says Abarca.

Talks start

Contract negotiations with Cal Tank Lines in Stockton have started. Abarca says that the increase in health and welfare costs for the 13 members is a major sticking point for the company. More details to come.

Locals 1546 & 1101

Tentative deal at Central

The 10 members who repair vehicles and equipment at Central Concrete (now a subsidiary of Vulcan Materials) facilities in San Jose, Pleasanton, and Hayward will be voting on a tentative three-year contract as we go to press.

The agreement includes annual wage increases of \$2.50/hour, an increased boot allowance, a \$10/month contribution increase each year in the Mike Day retiree medical plan, and two additional sick days.

ORGANIZING NEWS

Volvo Cars of Walnut Creek - Union Yes!

On September 25, in a vote of 10-2, the techs and parts people at Volvo Cars of Walnut Creek (formerly Lawrence Volvo) voted for union representation.

This shop had been unionized up until it sold about eight years ago. In August, they contacted Area Director Jesse Juarez to get themselves re-organized.

"We had unanimous support going into the campaign," Juarez notes. "But the company called in the anti-union law firm Littler

Mendelsen to campaign against us, and two workers ended up voting no."

The driving issue is that the current medical plan is terrible, with high deductibles. "One tech spent \$1,800 just for an MRI." Juarez adds that the shop hasn't kept up with wages or retirement, "but they can afford lawyers to try to stop the union."

The next phase will be to negotiate a first contract. Stay tuned!

NEWS FROM THE TRUST FUND



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. Those who get an annual physical will 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 must be taken 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.

On disability? Submit your claim form on time 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 you have provided all the required information with your claim form. Missing or incomplete information will cause a delay in your receiving weekly payments from the Plan. Any and all questions can be answered by con-

tacting the Trust Fund Office at (800) 635-3105 before you submit your claim. You can also submit questions by email to AISupport@hsba.com.

Your Rights and Protections Against Surprise Medical Bills

Effective January 1, 2022, the No Surprises Act went into effect. This law prohibits medical providers from "balance billing" you when you get emergency care or get treated by an out-of-network provider at an in-network hospital or ambulatory surgical center.

"Surprise billing" is an unexpected balance bill. This can happen when you can't control who is involved in your care—like when you have an emergency or when you schedule a visit at an in-network facility but are unexpectedly treated by an out-of-network provider.

You are protected from balance billing for:

- **Emergency services:** If you have an emergency medical condition and get emergency services from an out-of-network provider or facility, the most the provider or facility may bill you is your plan's in-network cost-sharing amount (such as co-payments and co-insurance). You can't be balance billed for these emergency services. This includes services you may get after you're in stable condition unless you give written consent and give up your protections not to be balance billed for these post-stabilization services.

- **Certain services at an in-network hospital or ambulatory surgical center:** When you get services from an in-network hospital or ambulatory surgical center, certain providers there may be out-of-network. In these cases, the most those providers may bill you is your plan's in-network cost-sharing amount. This applies to emergency medicine, anesthesia, pathology, radiology, laboratory, neonatology, assistant surgeon, hospitalist, or intensivist services. These providers can't balance bill you and may not ask you to give up your protections not to be balance billed.

You're never required to give up your protections from balance billing. You also aren't required to get care out-of-network. You can choose a provider or facility in your plan's network. If you believe you've been wrongly billed, you may contact the Automotive Industries Welfare Plan at 800-635-3105, by email at AISupport@hsba.com, or by visiting www.aitrustfunds.org for assistance. Visit

www.cms.gov/nosurprises for more information about your rights under federal law.

Pension plan searching for former participants

Currently, approximately 2,000 current or former union members who are entitled to receive pension payments under the Automotive Industries Pension Plan have not applied 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 monthly payments 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.

Have issues?

The Member Assistance Program can help with many life-related stresses, including relationships, work issues, grieving, bankruptcy, depression, real estate and so much more. Call the number below for confidential services and referrals.

We're here to help

1-888-690-1349
<https://hmc.personaladvantage.com>
 (Use code: AUTOMOTIVE)

Trained 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 IAM Convention: New York City, September 2024



Guided by the theme of "Honoring Our Past; Building Our Future," nearly 1,200 delegates came to New York City for the IAM's 41st convention. District 190 was there in force! Speakers included Senator Chuck Schumer (NY), Democratic Leader Hakeem Jeffries (NY), Acting U.S. Labor Secretary Julie Su, and many others. With a focus on the future, the newly branded IAM Union will stress organizing, highlighting its first contract at an Apple Store.



From left: Local 1546's Ken Stoner and Local 1414's Bruce Keller are recognized for their 50 years of service to the union; Local 1484 members rock their new jackets;

Attention Members of Local Lodges 653, 801, 1101, 1173, 1414, 1484, 1528, 1546, 1584 & 2182

Nomination & Election of District Lodge 190 Delegates

In accordance with Article II, Section 1,2,3,4 of the District Lodge 190 Bylaws, you are hereby notified that nominations for District Lodge Delegates shall take place at the first meeting in November for each local lodge affiliated with District Lodge 190. If a vote is needed, that will take place at the first meeting in December each local lodge; the vote will be held by secret ballot of the members in "good standing." Members should contact the local lodge to verify the date and location of these meetings (as listed on Page 8) because they may be held in person or on Zoom. The candidate(s) who receive the highest votes for Delegate within their respective local lodge shall be declared elected. Those candidates with the next highest number of votes may be alternate delegates.

Members who are subject to qualifications and eligibility required by applicable civil law or the IAM Constitution and must be in "good standing" of their local lodge for at least one (1) year prior to the date of nominations and "working at the trade" as defined in the IAM Constitution are eligible to serve. Members are required to attend 50% or more of their regular lodge meetings held during the 12-month period ending the date of close of nominations. The term of office shall be a period of four (4) years.

Members are entitled to an absentee ballot as provided for in the IAM Constitution. Also, for members who are delinquent in dues payments starting April 1 and extending through September 30 as a result of layoff, your membership and voting rights have been extended through November. Remember, nominations may be submitted in writing.

Cindy Gagliardi, District Lodge 190 Secretary-Treasurer

California AFL-CIO & IAM support solidarity with Cuba

By Mark Friedman

IAM Local 1484, LA Hands-Off Cuba Committee

With more than 700 delegates representing 2.3 million workers in nearly 2,000 different union locals throughout the state of California, the California Labor Federation's convention unanimously passed a resolution demanding that Washington remove Cuba from its notorious list of terrorist nations (SSOT).

The team that worked on getting this resolution passed included Tom Brandon, leader of the California Conference of Machinists, Bill Camp of Building Relations with Cuban Labor, leadership of IAM Local 1484 and activists in the LA Hands-off Cuba committee

The resolution comes after an important similar resolution was passed by the recent International Convention of the International Longshoreman and Warehouseman's Union (ILWU) which also donated \$10,000 to the Global Health Partners campaign for pacemakers for Cuba.

This convention was preceded by the California Conference of Machinists, representing 17,000 machinists, which passed a similar resolution.

The conclusion of the California Labor Federation resolution states:

"We strongly urge the International Executive Board of the national AFL-CIO to state their opposition to the inclusion of Cuba as a state sponsor of terrorism and, be it further resolved that the Executive Board of the national AFL-CIO forward a copy of this resolution to President Joe Biden and inform President Biden of the California AFL-CIO's opposition to the inclusion of Cuba on the list of States Sponsors of Terrorism."

To see the full resolution, go to: <http://bit.ly/4gAlqPZ> or use this QR code.



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.

Waste Management's Davis Street Transfer Station in San Leandro heavy duty mechanics. 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.

SFO Shuttle will be hiring mechanics at its location just outside of SF Airport. Check Indeed for Diesel Fleet Maintenance Mechanics in San Francisco.

City/County of San Francisco is hiring a heavy duty mechanic/automotive machinist (Job Code 7323). Pay is \$59.55/hour. To start application process, go to: careers.sf.gov/knowledge/

Golden Gate Bridge, Highway and Transportation District: Looking for Lead Building Maintenance Mechanic at its Bus Maintenance Department in San Rafael. Job Number: PS101859. For info on how to apply, go to www.goldengate.org/district/careers

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.

IN THE NEWS

CEO pay declined in 2023

CEO pay dipped in 2023 but remains enormous compared with the pay of other workers.

According to a study by the Economic Policy Institute, from 1978-2023, top CEO compensation shot up 1,085%, compared with a 24% increase in a typical worker's compensation.

In 2023, CEOs were paid 290 times as much as a typical worker—in contrast to 1965, when they were paid 21 times as much as a typical worker.

That CEOs were paid nearly 10 times as much as the top 0.1% of U.S. wage earners in 2022 illustrates just how distorted CEO pay increases have become.

CEO pay is linked strongly to the stock market—but in 2023, the stock market held fairly steady, while there was an uncharacteristic dip in CEO pay.

—By Josh Bivens, Elise Gould and Jori Kandra

The last holdout on the Vegas strip goes union

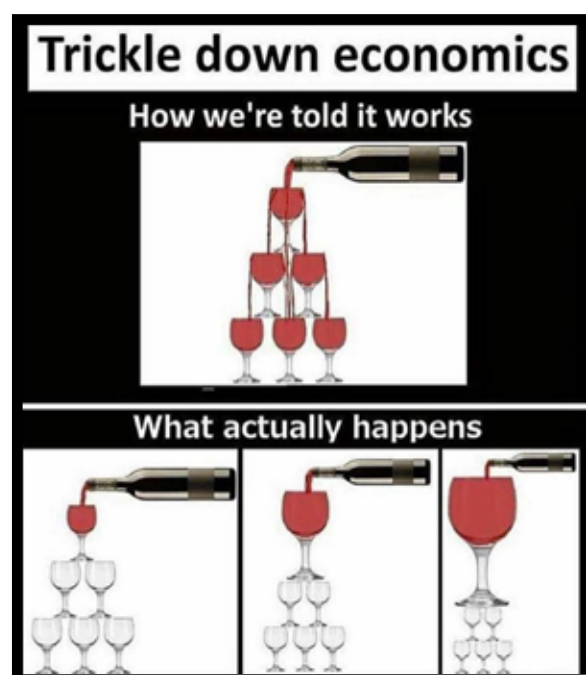
The Venetian, a major hotel and casino on the Las Vegas strip, and the Culinary Union have

reached a contract agreement. The Venetian was the last establishment on the Las Vegas strip not to have a union contract with the Culinary Union,

and workers at the Venetian have been fighting for a contract for the last 25 years.

The Venetian's management changed in recent years after the original owner passed away and was sold to Apollo Global Management. Apollo Global Management was much more open to worker unionization than previous management, and stated that working together with employees leads to the best results and everyone benefits. Unionized workers voted in favor of ratifying the contract, and the contract will increase employee wages and improve employee healthcare benefits.

Standing in front of a sculpture spelling out the word 'Love' in the Palazzo-Venetian waterfall atrium, Acting U.S. Labor Secretary Julie Su compared the Culinary Union Local 226's first contract with the Venetian and Palazzo to a marriage. "Workers never try to organize a union because they don't want to work with their employer," Su said at the September contract celebration. "They want the employer to do well, and that shared success is the future of the romance that you all solidified here today."



Bylaws Notice: Local 1528 members

Attn: Local 1528 Members:

The Local will be considering changes to the bylaws. Proposed amendments will be read at the regular membership meeting that starts at 7:00 p.m. on November 6 at the Union Hall: 713 16th Street, Modesto, CA.

The vote on all proposals will be held at the December 4 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 programs. If you wish to attend online, check with your local to ensure you have the web address and are properly registered.

Apprenticeship Entrance Exam

The Automotive and Machinist Apprenticeship Program is holding an entrance exam for potential apprentice candidates. This test is for potential apprentices in the Greater Bay Area.

There is no cost to take the test. Testers will not be required to bring anything except a valid ID. Scantrons and pencils will be provided. Applicants must be at least 18 years old and are required to have completed high school or passed the GED. Subjects tested are basic math, measurements, and spatial reasoning.

Passing the test does not guarantee you a position. If you pass, your information will be sent to our participating employers who will contact you if they are interested.



November 16, 2024

@ District 190: 10260 MacArthur Blvd., Oakland, CA
Come between 9:00 am - Noon to take the test

Please share this info with any students or young people who might be interested in a career as a union machinist/mechanic.

Questions? Go to the website at automotiveapprenticeship.com or email autojac2@aol.com

UNION MEETINGS

DISTRICT LODGE 190

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

Meetings are the fourth Tuesday of each month

October 22 • November 26 • December 18*

Executive Board Meeting: 6:30 p.m.

General Delegates' Meeting: 7:00 p.m.

(*Note: December date change due to the holidays)

LOCAL 653

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

Meetings are the third Wednesday of the month

October 16 • November 20 • December 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

October 17 • November 21 • December 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

October 8 • November 12 • December 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

October 10 • November 14 • December 12

Membership/Shop Stewards' Meeting: 6:30 p.m. on the second Thursday of the month

October 10 • November 14 • December 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

October 10 • November 14 • December 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.

October 17 • November 21 • December 19

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

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

October 17 • November 21 • December 19

General Membership Meeting: 6:00 p.m. on the first Tuesday of the month

October 1 • November 5 • December 3

Retirees' Club: 12:30 p.m. on the third Wednesday of the month: October 16 • November 20 • December 18

LOCAL 1528

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

Meetings are the first Wednesday of the month

October 2 • November 6 • December 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

October 19 • November 17 • December 15

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 1 • November 12* • December 3

General Membership Meeting & E Board Meetings: 5:30 p.m.

Alcoholics Anonymous: 9 a.m. every Saturday

(*Note: November meeting date changed due to election day)

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

October 17 • November 21 • December 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:

October 1 • November 5 • December 3

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

LOCAL 2182

967 Venture Court
Sacramento, CA 95825
916-929-1040/800-655-2182

Meetings are the second Tuesday of the month

October 8 • November 12 • December 10

Executive Board Meeting: 6:00 p.m.

General Membership Meeting: 7:00 p.m.

For dues questions, call Debbie Bird at 559-269-6386 or email her at machinists2182@gmail.com