VOL. 27 NO. 2



APRIL/MAY/JUNE 2025

Serving the active and retired membership of IAM District Lodge 190

PENSION SEMINAR

Open to all District 190 members who participate in the Automotive Industries Pension Plan!

Nor Cal

Sat. August 2 • 9 am

At Local 1546: 10260 MacArthur Blvd., Oakland

So Cal

Sat. September 13 • 9 am Long Beach (Location TBD)

- ▶ If you are in the AI Pension plan and are close to retirement;
- If you want to know when & how to apply and how long the process takes;
- If you are wondering about your options for the best time to retire;
- If you want to know how to take joint survivorship —

Then this seminar is for you (and your spouse)!

Nor Cal: Call Tanya at Local 1546 to RSVP: 510-638-6705 So Cal: Call Lynette at Local 1484 to RSVP: 310-835-6688



Pension Seminar coming — for those with Al plan getting ready to retire in the next year...

If you're considering retirement, make every effort to attend the District 190 Automotive Industries Pension Seminar this summer. (Note: if you are NOT in the AI plan, but instead have the National Pension Plan, this seminar is NOT for you!)

The seminar will take place in Northern California on August 2 at the Local 1546 headquarters. For the first time, District 190 is holding a

seminar in Southern California. It will take place on September 13 in Long Beach.

Both seminars will begin at 9 a.m. and will continue until all individuals who wish to have a consultation have been seen.

Business Rep/Chef Robby Pintos will prepare a delicious breakfast for the Northern California attendees, and the union is arranging a caterer for Southern California.

Members are encouraged to bring their spouses.

What to expect at the seminar

Every member is asked to RSVP in advance; this will allow the pension plan staff to pre-download the pension information for those attending the event. (Note: for your security, the specifics of this information are NOT available online, so if you don't pre-register, your information will NOT be accessible for the pension staff to review with you.)

While most seminar attendees will receive a refresher overview of the plan, its rules, how it works, and the steps necessary for applying for retirement, individual members will be taken to another room to review their personal records and address questions specific to their needs.

Following the overview, there is always a robust Q&A session. "Every time we've done this, at least one question or scenario arises that requires further research," says Directing Business Rep Don Crosatto. "It's extremely informative for both the organizers of the seminar and the audience."

Three pension processors will be present and

equipped with laptops that have individuals' information pre-loaded. They will be able to discuss specifically what each member and their spouse are entitled to. Additionally, they can review factors for early retirement, retiree medical options, and spouse considerations. Members should leave the event knowing the amount of their expected retirement check.

"This is a significant and important event," adds Crosatto. "We're on track to have more than 600 retirements per year in the next four to five years. It's not surprising, as we're nearing the tail end of the baby boomers, the youngest of whom just turned 60. This represents a large population nationally, and our District reflects that."

Crosatto notes that the first baby boomers turned 55 in 2001, a challenging year marked by 9/11 and the recession. Since then, the IAM and most other unions have had to begin phasing out several enhanced benefits that they could once offer to the previous generation. This included the early retirement plan, which was discontinued in 2015, the midpoint of the baby boom generation.

"Around 2029, the last of the baby boomers will reach retirement age. Subsequently, the number of retirees will start to decline. This will undoubtedly affect the stability of our plan—in a positive way."

If you believe you may be in your final year of work and wish to learn everything you need to know about your AI pension, this seminar is for you. Please be sure to RSVP to:

Nor Cal: Tanya at Local 1546: 510-638-6705 **So Cal:** Lynette at Local 1484: 310-835-6688

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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

IAM

Local Lodge

Info

Ave., Oakland, CA 94621

Get your IAM news on the web!

Visit the District 190 website at:

iamdistrict190.org

The International IAM website is at:

goiam.org

Local Lodge websites:

Local 1101: www.iamlocal1101.org

Local 1414: facebook.com/IAMLOCAL1414/

Twitter / X

Union Organizer: @union1484

Facebook pages:

Local 1101: facebook.com/

Search for IAMAW-Local 1101 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

District 190 Names First Female Business Rep

On April 1, 2025, history was made at IAM District 190 when Cindy Gagliardi was named to serve as Business Rep, serving the members of Local 1173.

"The opportunity came to me for an unhappy reason," Cindy explains. "Business Rep Brian Fealy had to take a sudden medical leave last summer, which left a big hole in the local." In fact,

Fealy and Area Director Steve Older had both been grooming her for the position for the past year because they knew that Older and some other reps were planning to retire in the coming months. "I assisted them both by learning to interview members and write up grievances, and I started going to negotiations as second chair, enabling me to learn the process. So, when the need arose, I stepped in. And Don Crosatto made the official appointment on April 1."

Cindy grew up in a union family; her father and brother were both IBEW electricians, and her grandmother was a public school teacher. Though she initially went into graphic design, she's been working at Local 1173 since 2006, initially as a secretary and then, since 2015, as the Office Manager, where she was in charge of member services. In addition, she was elected Secretary-Treasurer of District Lodge 190 in January 2022.

Even before coming to the IAM, Cindy had taken numerous labor classes to get her associate's degree. More recently, she took the Women's Leadership Training at the IAM's William Win-



Cindy Gagliardi

pisinger Training Center in Maryland.

She took over Brian's shops when he went out on leave and is starting to work on some of Steve's shops as well, as he prepares for retirement. "Right now, I'm covering all the bases as best as possible." And she has a lot of bases to cover; the local stretches from the North Bay up to Eureka, from the I-80 corridor to the

Golden Gate Bridge, and throughout East and Central Contra Costa County.

"To all my mentors, thanks for showing me a way to help bring fairness and prosperity to the workplace," Cindy says, and she's quick to add: "To my fellow union sisters, my two daughters, and to women everywhere, always say "yes" when opportunity knocks on your door, and remember that sisters get it done!"

District 190's New Secretary-Treasurer

As Cindy took the position of Business Rep, she could no longer serve as the District's Secretary-Treasurer.

In another first, District 190 now has two women in leadership at the same time. Sherri Richardson, a retired inspector at Northrup Grumman who served in that position for Locals 93 and 1101 has been named Secretary-Treasurer of District 190. "She's really experienced and a pleasure to work with," says Directing Business Rep Don Crosatto.



One of the rare times Bud Beal was the center of attention—he was given a COPE Award in 2018.

In Memoriam **Bud Beal (1931-2025)**

Long-time IAM member Bud Beal served in the Navy on aircraft carriers during the Korean War. When the war ended and he returned to California, he worked odd jobs until he started his career and became a member of the old Local 284, working at Sunshine Biscuit in Oakland in the late 1950s. He joined Local 1546 in 1961 when he got a job at Peterbilt, machining truck parts. A 63-year member of Local 1546, Beal died on February 19, 2025, at the age of 93.

Bud worked at Peterbilt until the facility shut down in 1986. He served as a shop steward there and became very active in the union. From there, he went to Fabco Automotive in Emeryville, where he worked as a machinist until 1992. He ended his working career as a

janitor at the San Leandro Schools and a member of CSEA.

Retiring gave Bud time to be even more active in the union. He was one of Local 1546's delegates to District 190; he worked as a janitor/gardener and also as an Executive Board member of Local 1546 for many years. "No matter what needed doing, you always had at least one volunteer if Bud had heard about it," says Directing Business Rep Don Crosatto. "He was the ultimate behind-the-scenes guy, never wanting to be the center of attention. Ultimately, what touched me about Bud was his sense of gratitude. Where other union members had more lucrative pensions than he did, he was proud and grateful for everything he did have." Crosatto adds that Bud was a walking billboard for the union. "He'd either be in an IAM hat, shirt, belt buckle or all three. I once counted nine different IAM stickers on his truck."

Most importantly, Bud deeply understood that solidarity and unions, particularly his beloved Machinists Union, are the only factors that provide workers economic power in the workplace. He also understood politics—and for many years, you couldn't go to a phone bank without seeing Bud calling on his fellow union members to support or oppose a candidate or proposition. He was recognized numerous times by the Alameda County Labor Council and by the IAM for his dedication and volunteer service. Bud's service and dedication to the IAM will surely be missed.

1546 by Bud Beal's daughter:

To All the Men and Women of Local 1546,

My name is Cheryl McGinnis, and I am the youngest daughter of Bud and Shirley Beal.

Our father passed away on February 19, 2025, and our mother passed away two years ago. I am writing this to thank all of you for the friendship and support given to my parents throughout the years.

Local 1546 was very important to both of them. My dad was so very proud to be a member, and I know he felt appreciated for all the work he did over the years on behalf of the union members.

My parents were both union members, and

Here are excerpts from a letter written to Local they taught us all to have a very strong work ethic. They ensured that we understood that always looking out for our co-workers and lending a helping hand when needed was one of the most important contributions we could make.

> Our dad had photos and plaques from the union hung up all over the house. He wore his Local 1546 jacket with pride and often spoke fondly of his friends in the union.

So, on behalf of myself, my brother Mike, and my sister Jocelyn, I want to thank you all for your friendship and support throughout the years. It meant so much to them. We wish the very best to all of you.

C S

NEWS FROM THE TRUST FUND



2024 Annual Funding Notice Mailing

The Trust Fund Office recently mailed out the Automotive Industries Pension Plan's Annual Funding Notice (AFN) for the 2024 Plan Year. This notice provides information on the Plan's funding levels and other information about the Pension Plan. The mailing is required by law and is sent on or around the last week of April to all active, retired and terminated vested participants in the Pension Plan. The AFN will show that the Plan is listed as being 42.7% funded for the 2024 Plan Year.

That 42.7% reported on the AFN does **not** include the **\$1 Billion in assets** received by the Plan under the Special Financial Assistance (SFA) program. It is just based on the "legacy" assets held by the Plan. Rest assured that the Plan has sufficient funding that will allow it to remain solvent and pay benefits to all plan participants through 2053 or longer.

As advised last year, the American Rescue Plan Act of 2021 (ARPA) was signed into law on March 11, 2021. Among other things, ARPA provided various forms of funding relief for multi-employer pension plans. Most notably, ARPA established a new program under which the Pension Benefit Guarantee Corporation (PBGC) provided severely distressed multiemployer plans with SFA in order to keep them solvent. The Board of Trustees had filed for SFA in 2023 and the Pension Fund received \$1,081,455,840 on August 21, 2023, from the PBGC.

If you want to learn more about the SFA pro-

gram and how it was applied to the Automotive Industries Pension Plan, please visit the PBGC website at www.pbgc.gov/arp-sfa.

Why the Trust Fund is Mailing HRA Debit Card Confirmation Letters

If you utilize an HRA Debit Card with your medical benefits, you have probably received a letter from the Trust Fund office asking for additional information on services that were charged to the card. The question most asked about these letters is, "Do I really have to send the information requested into the Fund Office?"



- Aging
- Grief/Loss
- AnxietyRelationships
- Adoption
- Estate planning
- Bankruptcy
- ImmigrationChild custody
- Marriage
- Work issues
- Alcohol/Drug issues
- Finances
- Depression
- Criminal issues
- Tenant's rights
- Divorce

Yes. You do.

The letter is known as a "substantiation letter" and it is being sent by the Trust Fund Office because the IRS requires the Welfare Plan to verify that all charges and purchases made using the HRA card were for an eligible medical expense (as defined by the IRS). Substantiation letters are not generated for all card transactions. They are usually generated when the amount that is paid through the card does not match the plan information. Information that is being confirmed is:

- Service Date or Purchase Date
- Description of Service/Item Purchase
- Name of Provider/Merchant
- Claim Amount

As a participant in the Plan, you are required to complete the substantiation letter and provide documents that will confirm the information required by the IRA. In most cases, the Explanation of Benefits (EOB) from the medical provider or HMO will be sufficient information to fulfill the substantiation letter requirements. If you have any questions about the letters or what documentation needs to be provided, please call the Trust Office.

Reminder: Pension Plan Searching for Former Participants

The Automotive Industries Pension Plan currently has approximately 2,000 participants who are entitled to receive a pension payment under the Plan but have not made application for their money. If you know someone who used to work in the industry during the 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 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.

Automotive Industries (AI) Trust Fund Office: 800-635-3105 • www.AITrustFunds.org

Leadership Training Course Inspires Local 653 Member



Chris Jimenez helped organize his unit into IAM Local 653 more than a dozen years ago. He works in Fresno for Strategic Technology Institute, the contractor for the Army National Guard. He and his co-workers maintain the Guard's helicopters (UH 60s and CH 47s). In March, he got the opportunity to hone his leadership skills by attending a course at the IAM's William Winpisinger Training Center in Placid Harbor, MD. There, a group of about 70-80 students from IAM locals across the nation learned about labor rights and laws, parliamentary procedure, the role of stewards in grievance handling, and the union's constitution and bylaws.

Chris started his career in aviation when he worked on aircraft carriers while in the

Navy. When he came out of the service, he attended SJVC Aviation School, obtained his license, and was hired first as a painter and then as a mechanic. Now, with 15 years of experience under his belt, Chris helps keep those choppers safely in the air. He's also very involved with the union, serving as Chief Shop Steward and is Local 653's vice president.

Chris explains that the Maryland training facility is exclusively for IAM members. "The Center is located in a beautiful, secluded rural area. They provide all amenities, and the food is great—three meals a day." Chris was impressed to learn about the size of IAM and their involvement with their

members. "They encourage members to speak up and vote because power lies in numbers."

When asked about one of the most important things he learned at the training, Chris spoke about a group presentation he made in his Labor Rights class. "We learned about the Memphis garbagemen, who, in 1968, fought back against the injuries they sustained from the trash compactors. These were Black men who stood up for their rights not to be maimed and injured on the job, and they went on strike with the slogan 'I AM A MAN.' Learning about that struggle instilled respect in me and changed my perspective. It inspired me to become more involved with the union."

Chris learned that there's a deeper reason for the union movement. "Everyone deserves fair wages and medical care, regardless of the circumstances. We all have roles on this earth. How can men be providers if they aren't treated as men? It is the unfairness, inequality, and, on the other side, the concept of humanity that resonated with me the most. It was mind-blowing to see how much power our members possess when it comes to labor issues."

Back in Fresno, Chris says that during his years working at the Guard

base, he has seen contractors come and go. "The union has been so important in maintaining stability when the bosses keep changing. We're the ones who have been here and know what works best," he says confidently.





Local 653

Strategic Technology (STI)

The members who do aircraft maintenance and service for Strategic Technology Institute, Inc. (STI)—the current contractor at the Army National Guard facility in Fresno—have ratified a new three-year agreement, reports Business Rep Jeremy Celaya.

They will see a \$5.00 per hour increase for all classifications in the first year, followed by 5% increases in the second and third years. Additionally, they will receive seven extra days added to their PTO balance, increases to the 401K contribution, and more paydays while on active military duty. The contract also includes numerous improvements to the grievance and progressive discipline procedures.

Celaya wanted to give special thanks to the shop stewards who were elected to the bargaining committee: Melissa Gray, Eric Pelayo, and Chris Jimenez.

Contracts opening soon

Celaya reports that he will hold proposal meetings for BMW Fresno, Total Industries, and Bimbo Bakeries in April. Those contracts are due at the end of May.

Local 1101

Contract ratified at Lhoist

Business Rep Pedro Gonzalez says that the 12 members working at the Lhoist Quarry in Salinas ratified a new five-year contract late last year.

Members from four different unions are employed at the Salinas Quarry. "Our members handle the maintenance and repairs on equipment, plant machinery, and vehicles," Gonzalez explains.

Last October, the group ratified a five-year agreement that guarantees wage increases of 3.5% in the first year, 3.25% in the second year, and 3% in each of the subsequent three years.

Additionally, they will see increases in their shift premiums and will be compensated for vacations based on the differentials they earned during their last shift. Holiday pay has been doubled to two times the standard wage. Furthermore, they received an extra \$100 per year added to their boot allowance.

Local 1484

Getting past the tariffs

The contract at WWL Vehicle Services has come due, but the parties have agreed to a 30-day extension to assess the situation regarding the President's proposed tariffs, explains Area Director Kevin Kucera.

"This company, located at the Port of Los Angeles, offloads vehicles for automotive brands. Their contract recently expired, and we arranged a 30-day extension to navigate the announcement of the Trump tariffs due to the significant uncertainty around final tariff numbers and how they'd be applied."

Kucera explains that this onagain/off-again policy has been chaotic for the automotive industry. "They can't forecast. The week before Trump's announcement and rescission of the policy, Audi wasn't willing to take a delivery, so cars were stuck out at sea."

He adds that "this puts us in a state of limbo with our negotiations. We'll get through it, but will we have to establish a short-term agreement or wait until we know more about the industry."

He adds that the union and the employer plan to meet in the coming weeks.

Pushing a chassis bill at the state level

Kevin Kucera has been working hard to push forward AB 1409, sponsored by Mike Gipson (D-Carson), the bill requiring full inspections of all chassis being used at the port. He has held meetings with lobbyist Matt Broad, Longshore Workers Union (ILWU), and Assembly Transportation Committee Chair Lori Wilson.

"Currently, we don't agree with the ILWU on strategy, which makes it difficult to present a coherent request," he explained. "I hope we can reach a deal and move forward, as we are witnessing more accidents at the Port, and this issue contributes to increased traffic and public vulnerability."

Talks opening

The contracts at Marine Dockside and Oceanwide, both ship repair companies, will be open for negotiations later this spring, Kucera says.

Members passing

Since January 1, seven shop stewards and officers from Local 1484 have passed away, reports Kucera. "This is an immense loss," he states. "All were remarkable individuals who contributed greatly to the union. However, I would especially like to honor Jesus Garcia, a long-standing shop steward at Oceanwide Ship Repair, who lost his battle with liver cancer on March 27 at the age of 50. He was a wonderful person, and we will truly miss him."

Lexus lawsuits continue

Kevin Kucera was ready to explain the status of the Labor Board's lawsuit pending against Lexus of San Diego, when the union's lawyer told him to hold his horses. "The case is still in flux. It has many moving parts, and we can't report on it until it's more settled," Kucera told us. Stay tuned!

Local 1528

Silgan Riverbank is growing

Assistant DBR Mark Martin reports that negotiations at Silgan Containers are progressing rapidly. "It seems that further investment and production might be directed toward the Riverbank plant. Over the past couple of years, we've added two additional can lines, which has increased our employee count from approximately 175 to about 200, and there may be more to come," Martin states. "We still have many meetings ahead of us, and we hope to conclude the negotiations soon."

Geiger hopes to grow and union-build

Geiger Manufacturing is a 15-member machine shop located in

Stockton. Negotiations have recently begun for a new contract. Business Rep Paul Abarca reports that long-time shop manager Roger Haack is retiring, and the new shop manager, James Clark, has expressed his desire to generate more business, raise wages, and attract additional machinists. "Only time will tell," Abarca says.

AROUND

Local 1546

Ambulance mechanics get deal—for now

The seven members who work for Falck Ambulance in Alameda County ratified a new four-year contract in March.

Here's the good news: "They'll receive \$3.48 in year one, which represents an 8% increase. This will be followed by a 5% increase in 2026 and a 3% increase in both 2027 and 2028. In total, it amounts to a 19% increase over four years," says DBR Don Crosatto. "Additionally, this contract has doubled the compensation utility mechanics and journeyman mechanics will get for earning ASEs."

Crosatto states that the members will receive additional funds on their HSA cards, and on-call pay has increased from \$3 to \$8 per hour.

Here's the not-so-good news: "Falck's contract with Alameda County is up in May. The former contractor, AMR, is bidding for the work. This new increase puts the Falck workers about \$8/hour ahead of the AMR mechanics, who the union still represents across Northern California."

"Ordinarily, the county would stipulate 'continuity of existing labor' in its bidding process, but this time, there are no meaningful labor standards in the county bid. This means that Falck must bid using the numbers they agreed upon in the contract, whereas AMR or any other potential contractor isn't required to uphold the existing agreement and can lower the wage rate without the county penalizing them."

Renewed contract at Avis

Fifteen mechanics employed by Avis Rent-a-Car at the San Francisco and Oakland airports recently ratified a new four-year contract that will raise their wages by \$3.80 over the duration of the agreement.

"For the first time, we added some new ASEs that each offer a \$0.50/hour premium: Automated Driver Assistance (lane-keeping features) and Advanced Engine Performance for Hybrid & Electric Vehicles," says Crosatto. "They'll also receive an increase of \$113/month over four years put into their AI pension, along with an additional floating holiday for those who have been there for 12 years or more."

Quick interim deal

The 17 members who work at TowLift (formerly Cromer) in

Local 1546

Congratulations to new IAM Journeymen



Danny Lacayo completed his apprenticeshipworking at the Golden Gate Truck Center and is now a journeymen diesel truck technician.



From Left: Alex Alba, Adel Murad Harara, Jesus Diaz Villasenor all work at the Ford Store of San Leandro. They recently completed their apprenticeships and are now full journeymen technicians.

HE LOCALS

Local 1414: Car Show raises funds for GW Auto Shop Program

The Fourth Annual Local 1414 Car Show held on April 14 to benefit the George Washington High School's Auto Shop, was a great success.

IAM members and other car show enthusiasts brought their beautiful cars, trucks and motorcycles to the GW campus, displaying a sea of colors under a sunny blue sky —the only car

show with a Golden Gate Bridge view. The show attracted a total of 165 vehicles and raised over \$11,000 for the auto shop program.

The auto shop students made the car show trophies (see pix on Page 8). Several students showed off their EV-powered, custom made vehicles fabricated in the auto shop. Students gave

tours of the shop, food was available, and music was provided by a KMEL-Radio DJ.

Thanks to all the Union members who participated and volunteered. The students and the community benefited from your involvement.

To see Chris Perry's fabulous pictures of the event, go to: bit.ly/4jAbbf2









From Left: A view of the show, car and GG Bridge, a unique creation, Teacher/1414 member Rich Del Rosso (L).

Oakland ratified a one-year interim agreement that includes a \$3 per hour wage increase. "We also secured a substantial increase in the health and welfare cap, which should prevent them from incurring any additional health and welfare costs for this year and some time to come," Crosatto adds.

Talks coming

The next negotiations coming up are with Waste Management, Ford Store in San Leandro, Con Global, Reyes Coca Cola, and Penske Truck Leasing, reports Crosatto.

UPS - Nor Cal Locals

UPS consolidates facilities

Due to reduced business volume, partly resulting from the conclusion of their partnerships with Amazon and the USPS, and to maximize profits, United Parcel Service (UPS) is consolidating some of its smaller, older locations into nearby facilities.

"UPS has announced that it will close its facilities in Concord, Cordelia, Stockton, and Sunnyvale, which are older ones, and will, when possible, transfer staff to neighboring, more automated facilities," reports Assistant DBR Mark Martin. The IAM has three members at each of the affected facilities, except for Cordelia, where there is one member.

Martin adds, "All of our members should be safe, but the Teamster loaders and drivers will likely face significant layoffs due to the closures."

"Importantly, our members will retain their seniority, which will align with the location they're being transferred to," Martin says. "That said, it's still a significant disruption. Amazon has made substantial cuts into this business with their own expanding network of trucks and infrastructure. Furthermore, we're still working to improve the conditions for our Production Specialists who recently joined the unit."

Local 2182

Sacramento talks coming

The City of Sacramento has

begun to make some noise about laying off some city workers. Mark Martin is optimistic that this won't affect the automotive or building trades groups he represents. "We don't foresee any reduction in force with our groups. We're already quite lean from a staffing standpoint, and any cuts would result in outsourcing at significantly higher costs."

Martin adds, however, that with the announced budget shortfalls, "the unions anticipate a challenging time once we reach the table."

Thank heaven for good filing systems

Local 2182 has filed a work jurisdiction grievance against Teichert Construction, which is set to proceed to a grievance board and will likely advance to arbitration.

"It concerns the articulated dump trucks operating at Teichert's quarry," explains Mark Martin. "The Operating Engineers are attempting to claim that work, but we have documentation—including a nearly 75-year-old letter from the Operating Engineers' attorney dated May 11, 1950, which acknowledges this as the jurisdiction of the Machinists."

Martin states that this letter, along with many other similar documents, originates from the period when this group was first established as the Machinists Union.

New contract at Riverview

Riverview International in West Sacramento is an International dealership. Business Representative Paul Abarca says that the 48 members have ratified a contract that will provide their Phase 3 Journeyman with a \$3.50 increase over a two-year period, while the Phase 1 Parts Journeyman will receive a \$2.00 increase during the same timeframe. The group will maintain its current Union Kaiser 20 medical plan.

More than one year

Sacramento-based Capital Machine is a four-member machine shop that starts contract renewal negotiations in May. "For years, because the property was for sale, the owner would not commit to contract renewals for more than one year at a time," Abarca explains. "However, the property was recently sold, and the new landlord has allowed Capital Machine to continue

its lease, so we are seeking a contract commitment of more than one year."

Waiting for the big one

Sims Recycling, an electronic repair and recycling group based in Roseville, employs 45 members of Local 2182. Their contract opens at the end of June. "The company is expected to secure a significant contract later this year, and we anticipate more jobs will become available once the contract is signed," Abarca says.

Locals 2182 & 1528

Keeping Kaiser is top priority

Negotiations with the American Medical Response ambulance company started in April. Local 2182 represents one member in Rocklin, three in Sacramento, and four in Stockton, while Local 1528 has two members in Modesto.

"The mechanics are seeking a substantial wage increase," Abarca states. "During contract talks three years ago, the company wanted to eliminate the Kaiser medical plan, but, for the members, this was a non-starter. We will see what the company has to say this time."

8 3

ORGANIZING UPDATE

Zum Transportation

Area Director for Organizing Jesse Juarez reports that the three mechanics at Zum Transportation in Oakland voted to join Local 1546 and bargaining has been progressing smoothly.

"This company transports kids for the Oakland Unified School District, and our members maintain the buses," Juarez explains. "When I went with the members to demand union recognition, the company did not campaign against the union. In fact, they provided us the fastest election ever—just two weeks later. They respect workers' rights and remained neutral." Juarez adds that in just one month, the parties have already agreed to the non-economic parts of the agreement.

"It helps that Local 1414 already has a contract with this company, representing members in San Mateo County. Jerry Gutierrez is the servicing rep on that contract, and Pedro Mendez is the chief negotiator, so they can both remind the company of how smoothly things are going with the union in place."

MV Transportation

Bargaining has commenced between Local 1546 and MV Transportation (WestCat) in Pinole. "They granted us recognition without a struggle," says Juarez. "Pedro

Mendez has established a relationship with MV in the San Mateo area, enabling him to foster considerable goodwill and significant progress."

This unit has about 12 maintenance mechanics and service workers. Juarez says that the group was organized during the pandemic, but "when the contract opened up, the company made many promises if the group would decertify the union. Seeing the writing on the wall, the union gave up the unit. When management failed to fulfill their promises, the group asked to return to the union. We welcomed them back and look forward to continuing to represent them."

Volvo Cars of Walnut Creek

The 12 techs at this dealership voted to join Local 1173 last September. Juarez says that it used to be a union shop but was sold to a non-union dealership. However, the non-union approach did not work for this group, and they voted to reinstate the union.

"We've had seven or eight meetings so far. A lawyer from the anti-union Littler Mendelson firm is leading the talks for management, and there's not much good faith," Juarez reports. "Our committee is demanding better benefits. This is an aggressive group; I expect things will become interesting."



INTHENEWS

Republicans don't have to be anti-union

It's no secret that America is a deeply polarized nation right now. Partisan politics influence everything from the media we consume to the people we associate with.

Here's something that isn't, and shouldn't be, partisan: Workers' right to organize and collectively bargain. Everyone should support that fundamental right, which is rooted in the First Amendment of the Constitution and enshrined into law in the National Labor Relations Act.

Now, that right is under siege by a presidential administration bent on breaking unions. First, President Trump summarily ended the federal government's collective bargaining agreement with Transportation Security Administration workers. Then, he went further, stripping more than one million federal workers, across a broad swath of the U.S. government bureaucracy, of their right to collectively bargain.

It's not only public sector unions that are under attack. This administration has gutted the National Labor Relations Board, leaving millions of workers, including in California, without options if their employer is resisting their efforts to unionize or bargain in good faith.

Now, more than ever, that cross-partisan spirit of support for the right to collectively bargain is so important. This isn't a left issue or a right issue. This is a worker issue.

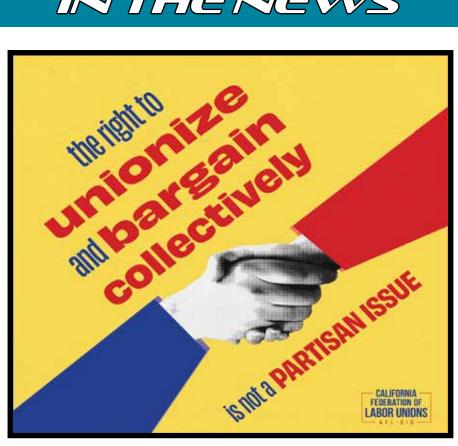
That's why we see Republicans and Democrats supporting the right to a union, both statewide and nationwide.

In Washington, D.C., eight Republican congressional representatives, led by Rep. Brian Fitzpatrick, R-Pennsylvania, sent a letter to Trump urging him to reconsider his actions negating the right of federal workers to collectively bargain. Fitzpatrick has also co-authored a bipartisan bill with Rep. Jared Golden, D-Maine, the Protect America's Workforce Act, to nullify that executive order.

Here in California, Assemblymember Tina McKinnor, D-Inglewood, has introduced a bill, Assembly Bill 288, that protects workers' right to organize and collectively bargain by empowering the state Public Employment Relations Board to hear petitions from workers unable to receive a timely remedy from the federal National Labor Relations Board.

AB 288 passed out of the Assembly Public Employment and Retirement Committee with bipartisan support and without any Republican opposition. Assemblymember Juan Alanis, R-Modesto, voted in favor of

Collective bargaining is a basic right, not a partisan one. We need



your help to get these bills across the finish line!

Find your local California lawmakers and tell them to vote yes on AB 288 to protect workers' right to organize! (Go to: findyourrep.legislature.ca.gov/)

—California Federation of Labor Unions

Federal cuts hurt veterans most

Veterans make up roughly a third of the federal workforce-in fact, Uncle Sam is the largest single employer of veterans in the country.

According to PBS, a significant percentage of employees at the Departments of Veterans Affairs, Homeland Security and Defense are veterans. But vets also work for other departments, including Transportation, Agriculture, the Interior, Treasury, Health and Human Services, as well as the U.S. Postal Service.

It's safe to say that vets are the backbone of the U.S. Government's workforce.

So how are President Donald Trump and his billionaire backer Elon Musk thanking these women and men for their service? With a pink slip and slashed services.

Trump and Musk are looking to fire hundreds of thousands of federal employees. According to the San Diego Union-Tribune, at least 100,000 federal employees have already been fired or taken buyout offers (which Congress has not approved). That's out of the roughly 2.3 million Americans who work a federal job.

At least 6,000 of those who have been fired are veterans, according to data released by Democrats on the House Appropriations Committee, and the Subcommittee on Military Construction, Veterans Affairs, and Related Agencies.

But the attacks on veterans keep coming. The Department of Veterans Affairs—the largest federal employer with an estimated 483,000 workers nationwide—has not only instituted a hiring freeze at a time when the agency is critically short on staffing, including for clinical positions, but has actively purged thousands of workers from its ranks; at least 2,400 have been fired thus far, according to a statement from Democrats on the Senate Appropriations Committee.

These cuts not only have cost veterans their hard-earned livelihoods, but also jeopardize the critical, often-life-saving care that they receive, such as from staff that support the Veterans Crisis Line.

The California Federation of Labor Unions stands opposed to these arbitrary cuts, and with the workers-both civilian and veteran -who are impacted by them.

—California Federation of Labor Unions

Bus Factory Win Offers a Clear Lesson for Labor Organizers: Money Talks

Workers for the New Flyer bus manufacturer formed a union in 2024 in traditionally anti-union Alabama. Their first contract includes significant wage raises, cost-of-living increases, and improvements to retirement benefits. Why did these workers win in a state where so many other workers have lost?

New Flyer currently has a huge contract with the Los Angeles public transit system. Advocates in that city have negotiated a "community benefits agreement" with the firm that, among other conditions, requires the company to remain neutral in unionization campaigns. If New Flyer did not respect the Alabama workers' rights, the firm risked losing those public funds.

"The New Flyer example," as Nick Hertsch of Demos explains in an Inequality.org exclusive, "offers a clear lesson for organizers: Money talks, and employers listen to their workers much better when their public funding is on the line."

—By Inequality.org

The Trump Recession

Donald Trump is on track to be the first president to deliberately engineer a severe recession.

In assessing how past presidents dealt with catastrophic downturns, you might give Herbert Hoover an F, Franklin Roosevelt an A, and Barack Obama a C-. But no other president has gone out of his way to create a collapse.

There are several distinct elements of the coming Trump depression, all cutting in the same direction, all interacting with each other, all needless. The first is Trump's entirely gratuitous tariff war. Economists are divided on just how much the tariffs on Canada, Mexico, and China will increase inflation, but there is no doubt they will raise consumer and producer prices somewhat.

Exacerbating the impact of tariffs on Canada and Mexico is the integrated nature of North American production since NAFTA. The Wall Street Journal recently ran an article explaining how a humble car part, a piston, makes six different border crossings as it goes through several stages of production in the U.S., Canada, and Mexico.

Quite apart from whether this process makes sense, how on earth do you levy tariffs on each border crossing without slowing down the production chain? It is as if Trump wants to artificially recreate the supply chain crisis of the COVID years.

The tariffs will have several other knock-on effects. They will produce retaliation by Canada and Mexico, which in turn will depress GDP growth. Even a modest uptick in prices has already spooked the bond market. In just four days, the stock market lost nearly \$6 trillion in

All of this will be bad for consumer confidence, which had already been plummeting. The Conference Board's Consumer Confidence Index for February fell for the third straight month, marking the largest monthly decline since August 2021.

And when consumers are in a pessimistic mood about the economy, they reduce their spending. Consumer spending in the U.S. dropped 0.2 percent in January-the first monthly decline since March 2023. Spending probably fell even more in February and March.

What has gotten less attention is the risk of a general implosion in demand, as the result of several other Trump-Musk policies. The cuts in government spending and the layoffs of government employees will have a direct impact on total demand. Across the economy, institutions from universities to research labs to government contractors have prudently reduced planned outlays because they have no idea whether anticipated government support will materialize.

INTHENEWS



Which raises the question: What in the hell does Trump think he is accomplishing?

I'm guessing that the tariff part of Trump's wreckage is a pure case of Trump's impulsivity and irrational fondness for tariffs. I'm also guessing that there have been frantic back-channel conversations between White House aides and Treasury Secretary Scott Bessent and Commerce Secretary Howard Lutnick, who understand the risks even if Trump doesn't.

As Lutnick recently told Fox Business: "Both the Mexicans and the Canadians were on the phone with me trying to show that they'll do better, and the president's listening, because you know he's very, very fair and very reasonable. So I think he's going to work something out with them." Good luck with that.

The problem is that it's easier to engineer a crisis of consumer and investor confidence and aggregate demand than it is to undo it. Even if Trump were to come up with some face-saving pretext for once again suspending the tariffs, investors and consumers know that Trump is capable of reversing today's policies on a whim yet again.

A related key question is whether Trump has any master plan for the economy here, or whether he is just batshit crazy. The evidence is that Trump's effort to destroy the government reflects a certain malign consistency, but that his effort to destroy the economy is based on sheer ignorance and impulsivity.

His economic policy is internally inconsistent, and totally at odds with his political need to tame inflation. He is on track to have the kind of stagflation that did in Jimmy Carter, only far worse—and self-inflicted.

Trump has the power to issue commands in the domains that he controls, but he can't command the stock market to levitate, or prices to moderate, or consumers to feel confident, or people who have just been laid off to go out and shop. In the meantime, this engineered crisis is entirely Trump's.

— By Robert Kuttner, American Prospect

DOGE closes mediation service

The Trump administration is cutting almost the entire workforce at the Federal Mediation and Conciliation Service (FMCS), a small, independent agency that handles collective bargaining disputes in the private sector and across the federal workforce.

President Donald Trump signed an executive order earlier this month eliminating FMCS "to the maximum extent consistent with applicable law," along with six other small agencies and

programs. Because the agency was created by Congress, the president cannot unilaterally eliminate it. But, while the agency remains, its staffing went from 220 down to 15 in late March.

The agency saved the nation half a billion dollars a year by preventing, minimizing and resolving work stoppages and labor disputes in the private sector and across the federal workforce.

DBR Don Crosatto explained that

District 190 has occasionally used the federal mediation services. "They were invaluable in helping bridge the gap when there's a real logiam between the parties. As an alternative, there are private mediators, but they're mostly retired federal mediators who won't have anyone coming up behind them when they fully retire. Additionally, it was free to work with the FMCS, but private mediators charge \$1,500/day. This move effectively guts an important service to unions and employers."

Anti-union zealot to oversee unions

President Trump appointed Elisabeth Messenger to serve as the head of the Office of Labor-Management Standards (OLMS) at the U.S. Department of Labor. Messenger is the former CEO of "Americans for Fair Treatment," an organization opposed to public sector unions, and has spoken publicly against union membership and union dues. She's never worked in the public sector or as a union member; she was a publicist at Atlantic Records.

OLMS is a small sub-agency of the Department of Labor, with just over 200 employees enforcing the Labor Management Reporting and Disclosure Act (LMRDA). The LMRDA regulations include "persuader" reporting, requiring employers to report their use of union-busting labor management consultants; reporting from unions on their finances; ensuring fair union elections; certifying compliance with labor standards as a condition of federal transit funding, and more.

However, since its inception, OLMS has overwhelmingly prioritized enforcing the LMRDA's requirements on unions to report their activities, while failing to apply the same level of scrutiny to employers. Project 2025, the right-wing policy playbook strongly informing the Trump administration's policy agenda and personnel, recommended beefing up OLMS's scrutiny of union activities, rather than of employers. An openly anti-union head of OLMS is a step in that direction.

The Economic Policy Institute (EPI) has estimated that employers spend hundreds of millions of dollars a year on union-busting legal and consulting services – and this is likely a conservative estimate, since there are many activities that employers are not required to report to OLMS and there's limited transparent data on this field. "Persuader" activities—both legal and illegal union-busting—are a significant reason why workers who want to form unions face so many barriers to organizing a union in their workplace.

—Economic Policy Institute

JUNION JOBS

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.

IAM District 190: If you've ever thought about working directly for your union, helping negotiate and enforce contracts or organizing new members, for the first time in a long while, you have that opportunity. There are still some openings coming up, due to retirements! If you want to support your fellow members by becomeing a servicing representative or an organizer, pull your resumé together and send it to: DBR Don Crosatto, IAM District 190, 10260 MacArthur Blvd., Oakland, CA 94605.

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

Waste Management's Davis Street Transfer Station in San Leandro needs 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 \$46/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.

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

FAST FACTS

<\$1 per day

The savings the bottom **50%** of U.S. families would get if/when Congress extends the 2017 Trump-GOP tax law.



The richest **0.1%** of families would pocket an estimated **\$314,266** per year in tax savings from this extension.

U.S. Treasury Dept., 1/10/25 as reportred in inequality.org

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.

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.



High School Students Create Car Show Awards

Students in the George Washington High School Auto Shop program make all of the car show trophies. They utilize vehicle components that they take apart, including engines, transmissions and differentials. They weld and fabricate the awards, polishing the parts and then painting them with a clear coat or color paint.

"The event is a labor of love and learning, from start to finish," says Local 1414 member and shop teacher Rich Del Rosso.



UNION MEETINGS

DISTRIC LODGE 190

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

Meetings are the fourth Tuesday of each month
April 22 • May 27 • June 24

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

Oakland, CA 94605 510-632-3661

5726 E. Shields Avenu

Fresno, CA 93727

559-264-2815

Meetings are the third Wednesday of the month April 16 • May 21 • June 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

10260 MacArthur Blvd. Oakland, CA 94605 Meetings are the third Thursday of the month April 17 • May 15 • June 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 April 8 • May 13 • June 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

April 10 • May 8 • June 12

Membership/Shop Stewards' Meeting: 6:30 p.m. on the second Thursday of the month
April 10 • May 8 • June 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

April 10 • May 8 • June 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.

April 17 • May 15 • June 19

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

June 4 • September 3 • December 3

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

April 17 • May 15 • June 19

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

April 1 • May 6 • June 3

Retirees' Club: 12:30 p.m. on the third Wednesday of the month:

April 16 • May 21 • June 18

LOCAL 1528

713 16th Street Modesto, CA 95354 209-529-9210 machinists2182@gmail.com Meetings are the first Wednesday of the month April 2 • May 7 • June 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
April 19 • May 17 • June 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 April 1 • May 6 • June 3

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

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 April 17 • May 15 • June 19

Membership Meeting: 7:00 p.m. Executive Board Meeting: 6:00 p.m.

Meetings will be hybrid (in person and on zoom) for the foreseeable future. Email Tom.Swanger@atlaspacific.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
April 8 • May 13 • June 10

Executive Reard Meetings 6:00 p.m.

Executive Board Meeting: 6:00 p.m. General Membership Meeting: 7:00 p.m.

For dues questions, call Andrea Cruz at 510-638-6705 x11 or email *machinists2182@gmail.com*