

The IAM District 190

SPARKPLUG



VOL. 27 NO. 3



JULY/AUGUST/SEPTEMBER 2025

Serving the active and retired membership of IAM District Lodge 190

Silgan Containers Riverbank keeps the cans and union rolling



When you walk into the Silgan Riverbank facility, located just east of Modesto, you must wear earplugs, because everywhere around the plant, the sound of cutting, rolling, and moving cans reverberates.

As the largest provider of steel and aluminum food cans and trays in the U.S., Silgan Containers makes a variety of single, family, and institutional standard and custom cans. The Riverbank facility only makes consumer-sized cans. Silgan cans are used by America's most recognizable food and pet food brands, including Nestlé, Del Monte Foods, PCP, Liberty, and Juanita Foods.

Silgan promotes itself as providing sustainable food packaging: According to its website, "Metal food cans are 100% recyclable without loss of strength or quality. They have the highest recycling rate of any food package in addition to being efficient resource-savers since there is no need for refrigeration or freezing."

The Riverbank facility will produce between 780 and 800 million cans and will make 1.2 billion ends this year. They will cut and coat 42 million steel sheets for the various sized cans depending on if they contain tomatoes or vegetables. Each shift will utilize 30,000 pounds of coil steel, and each day, 900-1000 pallets will be loaded onto trucks and shipped out filling more than 50 trucks.

The facility was built in the early 1970s. 184 union employees work on two coater lines, one coil line, 12 double-die presses, and eight welded can lines. What makes the plant unique is that they can

change the configuration of the line to change the can size.

Many thanks to Plant Manager Shawn Anderson for inviting in The Sparkplug, and to Plant Superintendent Jacob Carolan for touring us around the 150,000 square foot manufacturing space.

"This factory makes three cans for every person in the country," said Carolan. "Every one of the 280 million Carnation cans made every year is made in this factory."

"This plant is old school," says Asst. DBR Mark Martin. "The management staff comes from the plant floor. It never works out as well when they bring an outsiders."

"One of the reasons Silgan is one of the biggest in the US is that the employees are great people," Carolan underscores.

Ean Delasaux has worked for Silgan for 11 years, and has been a steward and Chief Steward



Ean Delasaux

for most of that time. "This was my first union job. I enjoy being able to communicate with the company. It ties us in closer with management so we have a better understanding of their needs. With the union, our voice is heard, and we can ensure that our jobs are protected."

"Being on the nego-

tiating committee was stressful, but rewarding. It furthered relationships within our facility. All told, we had 19 bargaining sessions. I'm big on raises, especially here in California, where the CPI is so expensive. This contract gave us the largest wage increase since I've been here. Wages will surpass the increased cost in our insurance. And with overtime, we will do even better," Ean says. "Overall, I appreciate being part of the union. It's great to represent people I care about and it's been a great learning experience for me."

Kevin Waid is a millwright and has been at Silgan for 12 years. "We do all the fabrication and maintenance on the machinery and the whole facility. Metal fabrication, plumbing, maintenance on bearings, shafts, converting from belt to chain drive, all the track work, we do anything and everything here."



Kevin Waid

Kevin says that this union has been good to him. "I was a steward the first year I started here and was chief steward for a few years. I've learned a lot being in this union in terms of how unions work, the protection that our union provides, what a union can do for the people, and get what we need in terms of a contract and fairness. I've enjoyed it."

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SHOP TALK: How's your latest contract?



Mike Dugan
Silgan Riverbank
Local 1528—51 years

"We got three more years of 'no worries,' and a pay raise. This was much better than our previous contracts." (Mike has the most seniority of any Silgan employee nationwide!)



Tim Collie
Silgan Riverbank
Local 1528—40 years

"This was one of our better contracts. The union contract is the best—medical, raises, pension—all kinds of things. The contract sells itself."



Anthony 'AJ' Phipps
Silgan Riverbank
Local 1528—4-1/2 years

"It's a real family mentality here. They make sure we work together, communicate, and are on the same side. I'm thankful for the new contract and for the union and I'm glad everything worked out."



Eli Paz
Silgan Riverbank
Local 1528—28 years

"I love the union. I'm all union. I'd be interested in getting on the negotiating committee. I learned a lot. It's not what I expected, but I'm totally happy—it was a good result."

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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:

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mail: IAM District 190, 10260 MacArthur Ave., Oakland, CA 94621

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The International IAM website is at:

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Local Lodge websites:

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Local 1414: facebook.com/IAMLOCAL1414/

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Union Organizer: @union1484

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Local 1546: facebook.com/iam1546

The IAM District 190

SPARKPLUG

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Debra Chaplan, Managing Editor

UNION PEOPLE

District 190 hires new staff to replace those ready to retire

—New Business Rep Eric Banh

Meet Eric Banh. As of July 1, he is District 190's newest Business Rep working primarily for Local 1414. He will take over many of the shops that Pedro Mendez, who is soon retiring, has served for the past 27 years. "Pedro will mentor me for the first six months, and introduce me to all of the members and managers so that I'm ready to hit the ground running when he leaves," Eric said.

A Local 1414 member for the past eight years, Eric has been working for the San Francisco Metropolitan Transit Agency as an automotive machinist. "I rebuild engines, transmissions and components for buses."

Eric started with the City in 2017 as an apprentice. "It was my first, and so far only union job. I turned out as a journeyman in 2022." Along the way, Eric went to a leadership training at the William Winpisinger Training Center, joined the "Young Machinists" organization, came to union



Eric Banh — Business Rep

meetings, and twice served on the SFMTA union negotiating committee.

Eric, who turns 30 in August, has a seven-month old baby. Born and raised in San Francisco, he moved to San Bruno in 2024. He got his AA in business administration in community college and hopes to go back to school to complete his Bachelor's degree.

"I hope to bring some youth and continuity to the job. Many people are retiring and taking their knowledge with them. The

membership doesn't always see the behind-the-scenes work, but I think it's important. I know I have a lot to learn to master this position and best serve my fellow members."

One of Eric's top priorities is the apprenticeship program. "Right now at SFMTA, they haven't hired any apprentices. I want them to bring in more, and then get them involved with the union so they can become the next generation."

—New Organizer Will Uthman

Meet Will Uthman. As of August 1, this four-year IAM member, who has worked as a Quality Control Specialist at MGM Brake in Cloverdale, will become District 190's new full-time organizer.

"I took over as shop steward about three years ago and immediately fell in love with the solidarity, the connection, and the motivation to provide a fair day's pay for a fair day's work," Will says. "I just have a passion for this."

Will started spending time at union meetings and getting connected. "Soon, I started producing results as a shop steward, and that felt good. The district sent me to the Winpisinger Center, where I learned about the union's history and its inner workings. All of that lit a fire under me. I have attended every meeting; I also serve as a delegate to District 190 and the North Bay Labor Council. Last year, I started attending political drives for pro-labor politicians."

Before working at MGM Brakes, Will started his career in the military and then spent 15 years as a bartender. "I love people and service." He became an educator and communicator for Local 1173 because he wants to spread the word and encourage people to get involved. "This work brings together the two sides of my world: machining and production with connecting to individuals and the group effort of working together."



Will Uthman — Organizer

Will says current Organizing Director Jesse Juarez inspires him. "He's very powerful—and is definitely a presence when he enters a room."

"I've been lucky," Will adds. "The IAM creates an incredible environment to learn and grow. It's inspiring to see what's possible through just a few people's hard work and how we can make a difference for thousands, if not millions, of people."

Will says he wants to help improve people's lives through the

union. "We all deserve fair pay; we are the lifeblood of America. If every worker were treated better, we'd have a brighter future for the next generation. My goal is to leave this world in a better place for my young daughter, and I hope to achieve that through this position."

Although Will officially begins on August 1, he'll immediately head back to the Winpisinger Center for organizer training. "I hit the pavement on August 11."

Will lives with his family in Cloverdale, about four blocks from MGM Brakes. "I walk to work now and will have a much longer commute with the new position. But I look forward to the opportunity to improve the future for workers and for my family."

Silgan rolls on

Continued from Page 1

Waid, who's been on the negotiating committee twice, says he thinks the most recent contract is more beneficial than any before. "A large majority of people here agree that it's a great contract, that's why most of us voted for it. We got a few things that we didn't have before and removed some bad things." He adds, "We did well on the insurance, and the general wage increase finally addresses inflation. The company accepted what we came up with. It was good for morale and it's

been a long time coming. We set ourselves up well for the next contact."

On a personal basis, Waid feels that the contract finally recognized the important work that the two millwrights do. "Before, our title was maintenance mechanic...which is viewed as doing simple fixes. In the last 5-6 years, I've been allowed to show what I'm capable of and I've done some major installs and repairs at this plant. I'm just happy that the company recognized that."

NEWS FROM THE TRUST FUND



New Employer Health Care Rates Approved by Trustees

The Board of Trustees of the Automotive Industries Welfare Plan have approved the employer health care rates at their June meeting. Health care costs continue to rise throughout the country and our plan is not immune to being impacted by this upward trend in costs. The Trustees reviewed the actuarial information provided by the consultant very carefully and the rates were increased as minimally as possible for the employees and the employers equally.

Effective September 1, 2025, the health care rates will increase between 7% - 9% across all contracts between the employers and the union. If you are under the Plan A benefit plan or have family coverage under Plan B, Plan C or Plan K, your employer will see an increase in the monthly premium by approximately \$200. If you have single coverage under the medical plans, your employer will see an increase in the monthly premium by approximately \$70. If you are married without children under the medical plans, the employer will see an increase in the monthly premium by approximately \$125.

Please check your collective bargaining agreement to see what the cost share of the health care premium is that you will be responsible for as of September 1, 2025.

Pension Plan Special Financial Assistance – 2 Year Update

It has been almost two years since the Pension Plan received the Special Financial Assistance (SFA) as part of the American Rescue Plan Act. The \$1.1 billion we received is solely be used to pay benefits and expenses, thus allowing the “legacy” assets to grow. This single action helped secure the financial stability of the pension payments for each and every participant.

Since we received the money in August 2023,

we have been able to:

- Grow the Legacy Portfolio by approximately \$185 Million.
- Expand the asset allocation of the Legacy Portfolio to include more long-term investment options to maximize returns.
- Earn 6.41% return on the SFA Bond Portfolio.

Thanks to the SFA program, the Pension Plan is now secure to continue on to provide benefit payments for all participants through the year 2053.

Annual Physical Required to Lower Deductible in 2026 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 so that members may receive a lower calendar-year deductible. The deductible amounts are now in place for the 2025 calendar year, but participants and their spouse or domestic partner (if applicable) who get an annual physical exam anytime in 2025 will be moved to the lower deductible level in the 2026 calendar year, along with all dependent children.

The physical exam can be taken any time before the end of the 2025 Calendar Year (December 31) and requires the Plan’s certification form to be sent to the Trust Fund Office.

Plan Option	Annual Calendar Year Deductible	2026 Deductible IF you and your Spouse/Registered Domestic Partner receive a physical exam in 2025	2026 Deductible IF you and your Spouse/Reg Domestic Partner do NOT receive a physical exam in 2025
Plan A	\$400/individual or \$800/family	\$200/individual or \$400/family	\$400/individual or \$800/family
Plan B	\$1,000 individual or \$3,000 family	\$500/individual or \$1,500/family	\$1,000/individual or \$3,000/family
Plan C	\$1,000/individual or \$2,000/family	\$500/individual or \$1,000/family	\$1,000/individual or \$2,000/family

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 2026 calendar year.

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

Value Based Program

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

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

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

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

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

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

Reminder: Pension plan seeking 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

SHOP TALK: How do you like the union and your new contract?



Brian Thies
Silgan Riverbank
Local 1528 —Two years

“I like being in a union shop. It makes everything a little more fair and manageable. We all get along better. I don’t have a lot of experience, but it seems to be good. There are a few shadows, but overall, there are some good features in the new contract.”



Chad Oliver
Silgan Riverbank
Local 1528—12 years

“The union did a great job – it shows the hard work they do for us. It was a big turnaround of what they were originally offering and what we got. Surprising. We had the right group working for us.”



Eric Silva
Silgan Riverbank
Local 1528—4 years.

“I enjoy working here with the union. We were able to maintain our seniority and get better pay. And now we have equal opportunity to bid for jobs that suit our needs.”



Valentina Madrigal
Silgan Riverbank
Local 1528—10 years

“This contract was better than previous ones. I like the union—it helps people keep their jobs if something bad happens.”



Samson Lamb
Silgan Riverbank
Local 1528—10 months

“I like the union. I had a bad experience with management on a previous job who didn’t treat the workers well. I appreciate how the union takes care of the employees. Our new contract created a new position that’s an upgrade not just for seniority, but also ability.”



Local 653

Total Industries

Business Rep Jeremy Celaya reports that the 15 techs at Total Industries Material Handling in Fresno ratified a new one-year contract in May. They will receive a wage increase of 75¢ effective May 1, 2025. The employer agreed to cover 100% of the monthly health and welfare premium, with up to a 5% cap above the current rate, starting August 31, 2025. The company will resume talks with Locals 1414 and 2182 when their contracts expire in August, for the purpose of wages, hours and working conditions in subsequent years.

“The purpose of postponing negotiations is to see if the economy will bounce back after the tariff roller coaster, which is making customers uneasy,” Celaya says. “We also hope to better align the three contracts.”

Celaya wanted to extend special thanks to Local 653 committee members Brandon Sanders and Dan Hunt.

Starting a veterans program

Local 653 is preparing to launch a program to better support its veteran members. The first step is sending members Yee Vang and Chris Jimenez to the William W. Winpisinger Educational Technology Center in Maryland, from November 16-21, for training. Both are veterans, active in the local, and currently work at the U860 site in Fresno. “They hope to bring back all the knowledge they can so they can better help the many veterans in our local,” Celaya adds.

STI grievances

The local will be moving a grievance to arbitration regarding per diem pay for road mechanics at STI. Recently, the National Guard recalled members who service helicopters in 13 western states, citing a lack of funding. The union asserts that these members are employees of STI, not the Guard, so they should still receive per diem for being assigned to Fresno. (Many don't live in Fresno.)

Additionally, this contract is paid upfront; the funding should have been available through the contract's end in July 2025.

Local 801

Versar, Inc.

Our members who refuel jets at the Naval Air Station in Fallon, NV currently work for Versar, Inc. Asst. DBR Mark Martin reports that he recently resolved a payroll issue, making sure that the shift premium is included in members' overtime calculations.

United Parcel Service, Reno

Martin reports that various grievance issues continue to affect the members who repair trucks and equipment at UPS-Reno. These include, but are not limited to, seniority, overtime, and shift issues.

Local 1101

PD Systems

Business Rep Pedro Gonzalez reports that the 42 members at PD Systems, an employer at Fort Hunter Liggett, ratified a new four-year contract in April. These members provide maintenance and repairs for the Army Reserve's rolling equipment, and they also support multiple military units when they do military exercises at this facility.

The new contract includes 4% wage increases in years one and four, and 3% increases in years two and three. It also includes increases to vacation and pension benefits.

Five Rivers

Twenty-one members work for Five Rivers at Vandenberg Air Force Base managing the operating floor, which is similar to air traffic control, but for satellites. In April, they ratified a solid three-year contract that includes a 12% wage increase, more sick days for new hires, increased opt-out medical benefits, and a small increase for those working swing shift.

Akima Facilities Operation

The 16 members working for Akima Facilities Operation (AFO), a new contractor at Fort Hunter Liggett, serve as warehouse specialists, parts attendants, supply techs, production control clerks, and gunsmiths who travel the state. Those working at ASP (also known as ammo supply point) receive hazardous pay. Now, they all have a new three-year agreement.

“The first change was the name change because the contractor changed,” says Gonzalez. Members will receive an 11% raise over three years (3.5% in the first two years and 4% in the last). They'll also see small increases in the retirement contributions, and safety steel boots were increased by \$50” Gonzalez adds.

“We also added language for part-time work, the first right of refusal on job bidding, and temporary moves. We had to clarify the language so management couldn't manipulate the process.”

Local 1173

First Student - Concord

On June 2, the two bus mechanics working at First Student in Concord ratified a new three-year agreement, reports Business Rep Brian Fealy. Improvements include a 3.25% wage increase each year, a \$5,000 increase in tool insurance coverage, an extra \$250 per year in their tool reimbursement allowance, one additional holiday, and an extra \$125 for safety boots.

Local 1484

Los Angeles/Long Beach
Harbor Labor Coalition

46TH ANNUAL LABOR DAY PARADE, PICNIC & RALLY MONDAY, SEPTEMBER 1, 2025

March Starts at:
Broad & E Street in Wilmington
Assembly Begins at 8:00am
March Departs at 10:00am
Rally at Banning Park at 12 Noon
Speakers, Music, Shuttle Buses,
Hot Dogs, Soft Drinks & More!

La Marcha Comienza En:
Broad Y E. St En Wilmington
Formación Empezar 8 AM
La Marcha Sale 10 AM
Reunión en Banning Park 12 PM
Voceros, Música, Autobuses de Transporte, Hot Dogs, Sodas, y Mucho Más!

LABOR DAY COMMITTEE: 7844 ROSECRANS AVE, PARAMOUNT CA 90723
PHONE: 562.481.7275 OR ONLINE AT WWW.LALBLABORCOALITION.COM OR

Cole European

The 27 technicians at Cole European in Walnut Creek have approved a four-year agreement that includes competitive wage increases, maintenance of benefits, and an extra day of sick leave.

This happened after just two bargaining sessions!” reports Business Rep Cindy Gagliardi. “After the previous cycle ended in a brief strike, both sides were highly motivated to settle the agreement with minimal drama. This cycle concluded with a win for everyone.”

Sonic Dealerships

Area Director Steve Older reports that negotiations at two Sonic Dealerships, Concord Toyota and Concord Honda, are progressing slowly and not to the members' satisfaction. Members at the Toyota dealership voted unanimously to strike if necessary. Negotiations with Honda are not as advanced. “Negotiations are scheduled as we go to press,” says Older. “We plan to give them our last and final offer.”

Local 1414

Swissport

Jerry Gutierrez reports that the more than 150 members working at Swissport in SFO just ratified a new three-year contract.

“Settling this contract was delayed by a year,” he says, “so even though it's for three years, we'll be starting up negotiations again in 2027.”

The group includes baggage handlers and plane cleaners. Gutierrez says that the union was able to bring an additional 11 GSE mechanics to the unit. “These are the techs who fix the equipment for the baggers (push carts, forklifts) and vehicles that transport employees.”

Gutierrez says that the members will see higher wages and additional PTO time. They will also receive boots every year from the company, along with some additional benefits for bereavement.

Pedro Mendez and Donte Vickers joined Gutierrez for the talks.

Ryder San Francisco

In June, the five truck mechanics at Ryder San Francisco ratified a new three-year agreement, reports Business Rep Brian Fealy. “Improvements include a \$10,000 increase in their tool insurance coverage policy, an improved pneumatic tool repair/replacement policy, a new mobile technician pay premium, wage increases of 5.5%, 3.75%, and 3.5% respectively, plus a signing bonus.”

THE LOCALS

Local 1528

Geiger Manufacturing

Business Rep Paul Abarca reports that the 15 members working at the Geiger Manufacturing machine shop in Stockton ratified a contract renewal that grants them a 9% wage increase over three years. The company will continue to pay 100% of their plan C health and welfare benefits.

Local 1546

Waste Management

"Negotiations are hot and heavy with Waste Management," says Dir. Business Rep Don Crosatto. "We've had several productive rounds of negotiations. We didn't propose too many language items, and we're closing in on the economic issues," (wages, retirement, and the health and welfare cap).

This contract covers the 85 members at 98th Ave., Davis Street and the Altamont Landfill. Crosatto says that the contract will be voted on as this newsletter goes to press.

Reyes Coca Cola

Crosatto reports that contract negotiations for the 30 members working for Reyes Coca Cola in San Leandro are progressing very well. "So far, we've had four sessions. More to come," he adds.

Cummins Engine

On the other hand, Crosatto reports that talks have begun at Cummins Engine in San Leandro, and the management there is not an easy group to work with. "We convinced the company to stay in the apprenticeship program after they proposed to leave it. Their latest proposal included language giving themselves unlimited rights to subcontract work. We'll never accept that." 35 members work at this company.

AMR Ambulance

Members in Burlingame (Local 1414), Concord (Local 1546), Rocklin, Modesto, Sacramento and Stockton (Local 2182) who work for AMR Ambulance have taken their first strike vote.

"This company hasn't come close to matching the contract we secured with Falck ambulance in Alameda County. They have proposed a wage increase of less than 3% each year and want to eliminate Kaiser, which is a non-starter," Crosatto reports.

There had been talk that Alameda County would switch its contract from Falck to AMR, but after receiving the bids from both companies, they requested a resubmission. AMR has not committed to hiring existing Falck members if it wins the contract.



ORGANIZING UPDATE

Volvo Cars of Walnut Creek

"Automotive dealerships are hard to organize, let alone secure a first contract for," said Area Director for Organizing Jesse Juarez. "But in just nine months, District 190 managed to do both at Volvo Cars Walnut Creek, and the 12 techs and parts employees ratified that contract in June."

Highlights of this first contract include a 35% wage increase for the shop foreman, the establishment of the Union K-20 medical plan, additional floaters, dues checkoff, hard monies in the 401(k), and more.

"This dealership used to be Lawrence Volvo, and it had been an 1173 shop for decades until the new group purchased the dealership and broke the union in 2018," Juarez explained. "Some of the members were still employed from the Lawrence Volvo days, and they haven't forgotten what they had and what was taken away when they lost a union contract. When the employer broke his promises, it was time to bring the union back, and in September 2024, the group unanimously voted to regain union representation."

The union faced long odds against it. "We all know the Labor Board is basically useless right now. And the employer retained the law firm Littler Mendelson to lead their anti-union organizing efforts."

First, the dealership tried to add other employees to the bargaining unit; the workers walked off the job for four hours, quickly resolving that issue. "The employer folded like cheap lawn chairs," Juarez crows. "When the employer respects and fears the bargaining unit, good



Volvo members ratify new first contract

things happen. And it did here."

The employees kept the pressure on this employer throughout bargaining. Congrats to this group of warriors and to lead negotiator, Business Rep Cindy Gagliardi, who did a tremendous job securing a first contract.

The bargaining committee included members from both the parts department and the mechanics team. This included lead technician John Blakely as well as former members Mollo Ford and Randy Miliken.

"The group is pleased to finally have union benefits again," Gagliardi said. "Welcome back, brothers!" As reported above, the 27 members across the street at Cole European also ratified their contract. "I'm proud to say that I got both sides of the street under contract," she adds.

Zum (Oakland)

In March, the union organized the workers at Zum Transportation (formerly First Student) in Oakland, and within two months, those new members ratified their first contract with Local 1546.

"This group of three technicians who fix the buses for the Oakland Unified School District had decertified us, and then they came back," says Business Rep Jerry Gutierrez. "We got them \$3 more per hour, the Machinists 401K plan, and a raise every year—because it's in the contract and is not just a throw-away management promise."

MV Transportation in Pinole.

In 2019, the union organized a group of 11 mechanics who repair the city buses in Pinole for WestCat. "After they got a first contract, they decided they didn't need the union anymore," recalls Juarez. "But a year later, the employer broke all of their promises, and the group decided it was worth it to rejoin the union." Juarez reorganized them, and in June, they ratified their new contract.

Gutierrez says that the contract includes a wage increase now and each year of the agreement. They'll also participate in the Machinists 401(k) plan.

PB&A and bald eagles

The members working for PB&A in Dutch Harbor face a unique health and safety issue: bald eagles nesting at the back of the crane. "At first, the nest was empty, but when the eagles had their eaglets, the workers hesitated to get on the crane," Crosatto reports. "They sent up a drone that the eagles promptly attacked."

The next step was for the crane mechanic to film the situation using VR glasses, "but he said it felt like the eagles were attacking him when they flew nearby. Fortunately, we don't expect to encounter this particular safety issue in California," Crosatto adds.

Local 1584

Union Tank Car

"In June, six members at Union Tank Car in Concord ratified a new three-year agreement starting July 1," reports Business Rep Brian Fealy. "Improvements include wage increases of 4%, 3%, and 3% respectively over the term." Members will also see an increase in the contribution rate to their retirement plan of \$0.02 per hour worked per year. An additional \$0.05 per hour was added to the welder certification premium.

Fealy adds, "We also made gains in short-term and long-term disability benefits, life insurance, and AD&D benefits."

Local 2182

United Parcel Service

Asst. DBR Mark Martin reports that "payroll issues that result in penalty pay abound! We've also had to deal with grievances about out of seniority overtime as well as issues connected with location closures and members being transferred."

City of Sacramento

Martin reports that contract negotiations with the City for both the Building Trades and the Automotive units are starting slowly.

We've notified the City about negotiations, and they've responded, whining about having no money. Yet somehow, they've increased the pay for the Mayor, the City Manager, and other executive positions, as well as the City Council," Martin explains. "They claim it's due to market pressures. But those same market pressures require increases for us as well."

Brooks Body Shop

The nine members who work at

Brooks Body Shop in Manteca agreed to a new one-year agreement. "They will see a \$.30/hour wage increase, with the potential to raise their pay by \$2-4/hour depending on their productivity," says Business Rep Paul Abarca, who adds that "the company will continue paying 100% of their company-sponsored Kaiser plan and union-sponsored ancillary benefits."

Capital Machine

Capital Machine offers machining, welding, and fabrication services in Sacramento. Abarca reports that the four members ratified a two-year contract renewal that grants them a 3% general wage increase each year. Additionally, the employer agreed to cover future health and welfare increases for their union Plan K benefits.

Trouble at Nevada Cement

Nevada Cement at the Port of Stockton is a team of 13 members, including mechanics and operators. Nevada Cement recently bought this location from Martin Marietta.

Abarca states that the company is refusing to allow the members to keep their union-sponsored Plan A health and welfare benefits. The members unanimously rejected the company's offer, and negotiations will continue.

IN THE NEWS

The impact of the new Republican budget bill

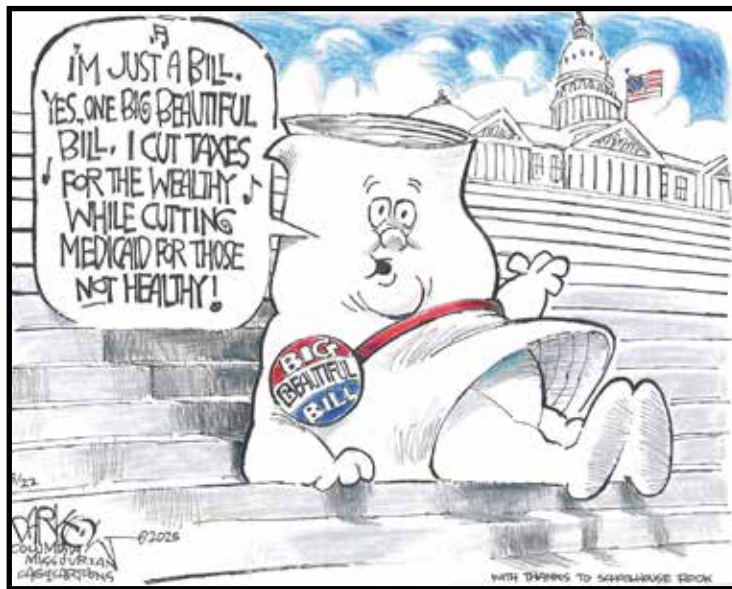
The recently passed Republican budget bill, dubbed the “One Big Beautiful Bill Act” by President Donald Trump, has sparked significant controversy due to its drastic redistribution of wealth and extensive cuts to welfare programs. According to the Congressional Budget Office (CBO), the bill will result in a 4% decrease in household resources for the poorest 10% of Americans, while the richest 10% will see a 2% increase. The bill is expected to add \$3.8 trillion to the deficit over the next decade.

The bill’s provisions include massive cuts to Medicaid, the Affordable Care Act, and the Supplemental Nutrition Assistance Program (SNAP), which will result in millions of Americans losing their health care coverage and food assistance. Additionally, the bill cuts funding for student loan aid plans and environmental investments, while funneling \$150 billion to the Pentagon and increasing funding for Trump’s mass deportation agenda.

At the heart of the bill is a significant tax cut for corporations and the wealthy, including an extension of the 2017 Tax Cuts and Jobs Act. Research indicates that the richest Americans will gain tens of thousands of dollars in tax savings each year, while the bottom 20% of Americans will see their taxes increase. This bill is expected to exacerbate the existing wealth gap, with U.S. billionaires having already doubled their wealth to a collective \$5.8 trillion since the 2017 Tax Cuts and Jobs Act.

The bill has faced strong opposition from various groups, including the AFL-CIO, which has labeled it the “worst job-killing bill in American history.” Critics argue that the bill will cause significant harm to the economy and the well-being of U.S. families, with the harshest impacts being felt by low-income Americans and people in rural communities, who have already started to experience hospital closures.

Despite the bill’s passage, its most severe provisions are strategically delayed until after the 2026 midterm elections, making it harder for voters to hold politicians accountable.



Expected cuts at the Department of Labor

President Donald Trump wants the Department of Labor (DOL) to do less. A lot less.

According to *Politico*, in June, the Administration proposed eliminating the Women’s Bureau, the Office of Federal Contract Compliance Programs and Job Corps, while moving the Bureau of Labor Statistics into the Commerce Department.

DOL would reduced its staffing to about 10,800, down more than one quarter from the nearly 14,800 staffers at the end of the Biden administration. Several agencies within the Department of Labor would lose from 10-38% of their funding, including the Bureau of International Labor Affairs, the Wage and Hour Division, and the Mine Safety and Health Administration.

The one branch that would be unaffected by the cuts is the Office of Labor-Management Standards, which imposes reporting requirements on labor unions.

Outside of DOL, both the National Labor Relations Board and the Equal Employment Opportunity Commission would also get less funding, but their cuts would be smaller. And at Health and Human Services, “The Trump administration has taken a wrecking ball to the collective labour rights of workers and brought anti-union billionaires into the heart of policymaking,” states the International Trade Union Confederation’s *2025 Global Rights Index*.

CALIFORNIA IAM

California Conference of Machinists meet in Sacramento

By Shelley Kessler



Women at the Cal Conference

The California Conference of Machinists held their annual meeting just after the legislative conference of the California Federation of Labor Unions. Both took place in May in Sacramento.

Bobby Martinez, General Vice President for the IAM Western Territory, spoke about the need for us to work and protect against the anti-union attacks on our democratic institutions and on workers’ rights. “The ongoing violations demand that we stand up against the stripping of our hard earned benefits,” he said.

The most vulnerable are targeted while the rich get tax cuts. Medicaid cuts mean that millions will lose their health coverage. “Our unions are the only structure that can fight back nationally to ensure that every human gets the dignity and value they deserve,” he added.

“No matter what party you belong to, you simply cannot deny that unions improve wages and benefits for all workers, not just union members. They help reduce income inequality by making sure all Americans, and not just the wealthy elite, share in the benefits of their labor.”

Hassan Solomon from the IAM’s Political Department spoke about how our losses are also lessons. “When our union was formed in the 1940’s, union organizing was happening across the nation. MLK stated that without job income, people could not have life, liberty and the pursuit of justice; that’s why we must protect our jobs,” Solomon said. “Today, the 3 G’s are not Gays, God and Guns, they are Gas, Groceries and Grandma.”

He reminded us that we have to be involved to protect our rights. Otherwise, we will get pink slips while the rich get golden parachutes.

SHOP TALK: How do you like the union and your new contract?



Nick Benham
Silgan Riverbank
Local 1528—20 years

“It’s a lot better than it has been, and it certainly could be worse. We got a good wage increase. in the last contract.”



Cho Vath
Silgan Riverbank
Local 1528—30 years

“It’s our best contract so far. We got a significant spike in the insurance and the raise barely covers it.”



Victor Jacou
Silgan Riverbank
Local 1528—3 years

“My job is to move all the pallets. Yes I’m happy with the latest contract. The union offers good benefits. I want to stay here until I retire – that’s my goal. We should have a decent retirement package.”



Gilbert Vargas
Silgan Riverbank
Local 1528—24 years

“So far, it’s been a good experience, especially with the top union rep that we have. I thought they did a phenomenal job of getting the contract done.”



Matthew Miller
Silgan Riverbank
Local 1528—23 years

“Everything we have here is because we have a union. It would be a much worse place without the latest contract. It was a rough road, but we got there. Over the three years, it’ll be the best rate I’ve ever seen in 23 years. Being on the negotiating committee was an enlightening experience.”



NEW TRAINING OPPORTUNITIES

Exciting New Training Program offered by Machinists Training Institute in Fremont

The Machinists Training Institute has recently launched an innovative training program in collaboration with Heidenhain, a German company specializing in CNC machine controls. This partnership began at a conference last year, where representatives from both organizations recognized the potential for a fruitful collaboration. Heidenhain has since built the Connect Hub for Manufacturing Innovation in Fremont, providing a state-of-the-art facility that showcases their equipment and is now being used as a Machinists' Institute training site.

Casey Gallagher, a former District 190 staff member and now the California Director for the Machinists' Institute shared, "The training program offers a comprehensive introduction to machining, manufacturing, and industrial trades. Participants have the opportunity to learn about various

types of machinery, including mills, lathes, and water jets, which are used to cut small biomedical materials like 3D printers or robots. The hands-on experience allows participants to not only see the equipment but also touch and operate it."

The program, which runs for four weeks with sessions three days a week, has garnered significant interest. Despite the limited space for around 10 participants, Gallagher says that approximately 50 to 60 people applied. The target audience for this introductory course was individuals aged 16 to 25, providing them with exposure to industrial trades that may not be available through traditional shop classes, if they're even still offered.

Bob Ecklund, a seasoned professional with over 40 years of experience at Fabco, a long-time Local 1546 shop in Livermore, leads the program. "His extensive knowledge and personal insights enrich the learning experience for participants," Gallagher adds. The curriculum covers essential topics such as shop safety, career opportunities, and the benefits of union membership. It also



Instructor Bob Ecklund speaks to the class.

includes 'know your rights' training, which encompasses OSHA regulations, wage and hour laws, and job rights.

Gallagher emphasized, "participants have been particularly excited about the variety of equipment available at the facility. Industry representatives demonstrate their products, and participants can earn industry-recognized certifications in areas like precision measurement, caliper use, veneer operations, and gauges. It's a nerd show and tell!"

This program marks an exciting maiden voyage for the Machinists Training Institute. With growing interest and support, the initiative is funded through a Port of Oakland grant, which they got through the USEPA.

Gallagher says that he's also working with District 947 in Southern California on projects to expand apprenticeship programs and collaborate with schools and commu-

nity organizations in Los Angeles on similar manufacturing and machining introduction programs.

Gallagher concluded, "This is an exciting maiden voyage. With growing interest and support from the facility, we hope to continue and expand these trainings over the next few years."



Casey Gallagher



SHOP TALK: How do you like the union and your new contract?



Christopher Davis
Silgan Riverbank
Local 1528—20 years/1 @ RB

"We did good—they got us a good percentage for cost of living and got more time off. I'm happy with the way the contract went. The union stayed strong on the health-care and the pension."



Justino Garza
Silgan Riverbank
Local 1528—4 years /1 @ R

"IAM handles many different types of members. We had four lines at the Yosemite location, but here there are 12. This benefits all of us. Overall, I'm happy with a 9% raise over three years. I'm the second person in my household that has full income, and we need the benefits."



Rob Echols
Silgan Riverbank
Local 1528—3 years

"You feel protected with the union. You have someone fighting for you. I'm happy with the contract. There's good incentives and we get rewarded for doing your job. It makes you inspired to come to work."



Armando Adan
Silgan Riverbank
Local 1528—10 years/1 @ RB

"I'm good with the new union. So far so good. And I'm happy with the contract. I wanted more, but you can't get everything. Wages are the most that we've ever gotten."



Philip Foster
Silgan Riverbank
Local 1528—5 years

"I feel good about it. Management respects the union, and the steward gives out great resources. Everybody knows their boundaries. On the contract, they did the best they could. It was a fair wage increase. They created department-specific operators, which will really help people gain expertise."

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 below 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.

PENSION SEMINAR

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

Nor Cal Sat. August 2 • 9 am
Local 1546: 10260 MacArthur Blvd., Oakland

So Cal Sat. September 13 • 9 am
American Legion: 5938 Parkcrest St., Long Beach

- ▶ 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;

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

You MUST register in advance, or the pension advisors will NOT have access to your records.

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

UNION MEETINGS

<p>DISTRICT LODGE 190 10260 MacArthur Ave. Oakland, CA 94605 510-632-3661</p>	<p>LOCAL 1484 1261 Avalon Blvd. Wilmington, CA 90744 310-835-6688</p>
<p>LOCAL 653 5726 E. Shields Avenue Fresno, CA 93727 559-264-2815</p> <p><i>Local Lodge Meetings will be held both in person and on zoom. If you plan to attend in person, please RSVP so staff can ensure there's enough food. If you want to attend on zoom, you must send a personal email to iamaw653@comcast.net. Be sure to provide your first and last name and the shop you work at in the email. Once you do, you will receive an invite to the zoom meeting.</i></p>	<p>LOCAL 1528 713 16th Street Modesto, CA 95354 209-529-9210 machinists2182@gmail.com</p>
<p>LOCAL 801 10260 MacArthur Blvd. Oakland, CA 94605</p>	<p>LOCAL 1546 10260 MacArthur Blvd., Oakland, CA 94605 510-638-6705</p> <p><i>Meetings are hybrid - you can join in person or on zoom. Email zr1zo6r@sbcglobal.net to learn how to join in on zoom.</i></p>
<p>LOCAL 1101 2102 Almaden Rd., #105 San Jose, CA 95125 408-440-8716</p> <p><i>Meetings will be held on the Bluejeans App for the foreseeable future. Email: aab1101@att.net to learn how to join in.</i></p>	<p>LOCAL 1584 10260 MacArthur Blvd., Oakland, CA 94605 510-638-6705</p> <p><i>Meetings will be hybrid (in person and on zoom) for the foreseeable future. Email Tom.Swanger@atlaspace.com to learn how to join in on zoom.</i></p>
<p>LOCAL 1173 1900 Bates Ave., # H Concord, CA 94520 925-687-6421 LL1173@sbcglobal.net</p> <p><i>Meetings will be held on zoom and in person at the Concord office. Contact Cindy at 925-687-6421 for zoom address and passcode.</i></p>	<p>LOCAL 2182 967 Venture Court Sacramento, CA 95825 916-929-1040/800-655-2182</p> <p>For dues questions, call Andrea Cruz at 510-638-6705 x11 or email machinists2182@gmail.com</p>
<p>LOCAL 1414 150 South Boulevard San Mateo, CA 94402 650-341-2689</p>	<p>LOCAL 1484 1261 Avalon Blvd. Wilmington, CA 90744 310-835-6688</p>