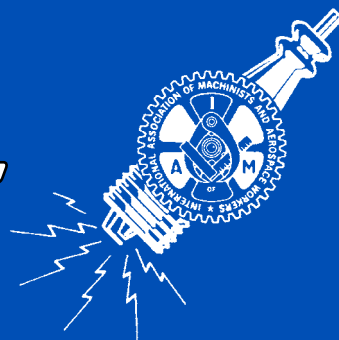




Unions urge a YES vote on Prop 50

What is Prop 50?

Since day one, Californians have been on the frontlines of protecting our communities under attack by the Trump administration and his MAGA Republicans. With Proposition 50, California voters have the opportunity to fight back against the cuts to healthcare, the rising cost of living under tariffs, and the cruel abductions and forced removals of immigrants.

There would be no Prop 50 if there had never been a Republican power grab orchestrated by President Trump and Texas Governor Greg Abbott to redraw that state's Congressional district lines to gain five more seats in the U.S. House of Representatives.

Prop 50 aptly named the Election Rigging Response Act is a direct counter to this illegal maneuver in Texas. While it does call for redistricting, unlike what happened in Texas, the plan is being put to a vote, and will not be done by legislative fiat. It will potentially give labor supporters five more seats in the U.S. House of Representatives, as a way to counter the five new seats in Texas.

With a majority in the House,



workers can fight back against Trump and the MAGA agenda.

The proposition includes several key provisions:

- **Levels the playing field**

Prop 50 makes sure the 2026 mid-term elections are conducted on a level playing field without an unfair advantage for Republicans.

- **Commits to fair redistricting**

Prop 50 reaffirms California's commitment to independent redistricting and calls for a nationwide commitment to fair and impartial maps after the next census.

- **Gives voters the power**

Prop 50 puts the power in the

hands of the People of California, not backroom politicians, to approve emergency congressional district maps in response to Trump's election rigging scheme.

- **Is temporary**

These maps expire in 2030.

Prop 50 preserves

California's award-winning redistricting reforms and reaffirms the California Citizens Redistricting Commission's authority to draw congressional districts after the next census in 2030.

Why vote YES?

A YES vote on this measure means the state would use new, legislatively drawn congressional district maps starting in 2026. California's new maps would be used until the California Citizens Redistricting Commission draws new maps following the 2030 U.S. Census.

Who is endorsing Prop 50?

YES on Prop 50 is endorsed by

the California Conference of Machinists, California Labor Federation, California Conference of Carpenters, California Teamsters, California Operating Engineers, California Assoc. of Plumbers and Pipefitters, National Education Association, California Nurses Association, Service Employees International Union, every County Labor Council, election experts, independent redistricting commissioners, the NAACP, California veterans, and more.

Who is against Prop 50?

While some 65,000 individuals have sent money to the Yes on 50 campaign, the NO campaign has one major donor, Charles Munger, Jr. a rightwing billionaire who has given at least \$30 million to date.

Important Dates

October 20: LAST DAY TO REGISTER TO VOTE

October 25: Vote centers open for early in-person voting.

November 4: ELECTION DAY

Vote-by-mail ballots that are returned by mail must be postmarked on or before Election Day. Ballots may also be returned at a drop-off location, or at your county elections office.

Celebrating with International Transportation Services (ITS)

After seven months of negotiations with the International Transportation Service, LLC (ITS), Local 1484 arrived at an historic eight-year agreement that provides significant life changing, economic improvements for the members.

"Thanks to the amazing leadership and contributions

made by Shop Stewards Casey Anthony and Jeff Harton, in a collaborative effort with the rank-and-file, we achieved a consequential, industry-leading waterfront contract," says Area Director Kevin Kucera, who led the contract talks.

Wages will increase by \$10/hour in the first two years, with more going forward. "And we got respectable direct contribution increases to the members' individual 401k plans," Kucera explains. "We are also very fortunate to have



Attending the July 11 Shovel Ceremony at ITS are Marco Santoyo, Area Director Kevin Kucera, Bill Thomas, Directing Business Rep Don Crosatto, Casey Anthony, Chris Atwood, and Joseph Deguchi.

monny" to launch the \$365 million expansion to a seaport terminal operated by ITS.

Officials say the project will help the Port accommodate more inbound ships, reinforce the nation's Pacific Rim trade and create hundreds of local jobs using materials sourced from the region—all of this built with American materials and local labor.

If all goes according to plan, the South Slip Fill Project begins in October, 2025 and will finish by December, 2028.

outstanding labor relations and a meaningful partnership with ITS management from top to bottom.

On July 11, that partnership was showcased when union representatives Don Crosatto and Kevin Kucera, and a host of other political officials were invited by the company to attend their "shovel cere-



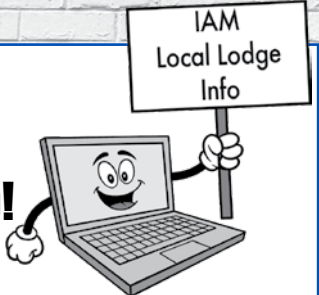


LETTERS TO THE EDITOR

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

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

Get your IAM news on the web!



Visit the District 190 website at:
iamdistrict190.org
The International IAM website is at:
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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

Congrats to Business Rep Cindy Gagliardi

At the Western Territories 2025 staff conference held in San Diego, Business Rep Cindy Gagliardi was honored to receive the HAWK award. HAWK stands for Helping A Worker Know! and nobody does that better than Gagliardi.

She was honored for her dedication, leadership, and relentless fight for our members' rights. From the shop floor to the bargaining table, she goes all in — not for recognition, but because she believes in the worker. Congrats, Cindy. Keep it up!



Cindy Gagliardi (3rd from Left) receives the HAWK award from IAM Western Territories. Shown from left: Past VP Gary Allen, GVP Bobby Martinez, and Chief of Staff Jimbo Watson.

Northern California Apprenticeship Program Hosts Annual Graduation Dinner

On September 20, the Northern California Apprenticeship Program proudly hosted its annual graduation dinner, honoring a remarkable cohort of ten apprentices who successfully completed the rigorous four-year program. The event, held at the Cobra Experience in Martinez, celebrated their hard work, perseverance, and growth, marking a significant milestone in their careers. Attendees enjoyed a delicious meal, toured the museum, and were recognized by our guest speakers.

Each graduate was acknowledged for completing the intensive four-year apprenticeship, which included hands-on training, classroom instruction, and personal growth. Apprenticeship Coordinator Darren Rees and Employer Chair Tony Bowman (Golden Gate Trucking) emphasized the apprentices' dedication to mastering their craft and overcoming challenges along the way. Commemorative gifts were given to each graduate to recognize their achievements and the promising future that awaits.

The Northern California Apprenticeship Program stays dedicated to empowering individuals through education and skill-building, and we look forward to this recognition dinner becoming a cherished tradition that celebrates the next generation of skilled professionals.



New journeymen (from L): Paul Lopez • Danny Lacayo • Eleanor Portillo • Josafat Garcia Aguiniga • Rudy Ramos • Jorge Segura • Federico Garcia. Another 23 apprentices graduated, but did not attend the event.

SF teens intern at Muni's bus maintenance yard hoping for future jobs: 'AI can't replicate this'

Here's another great news story about the SFMTA's internship program, bringing together Local 1414 members with high schoolers in San Francisco's George Washington High School Automotive Repair Program who are getting hands-on experience doing bus repair: <http://bit.ly/42rOinW>



Pension seminars in Nor Cal and So Cal help members prepare for retirement

For the first time, District 190 sponsored Pension Seminars in both Northern and Southern California. The Northern California event, held at the District's Oakland office on August 2 was attended by about 70 members and their spouses.

Starting in May, Local 1484 ran an outreach campaign targeting IAM union members who might be retiring within the next five years. By the September 19 event in Long Beach, just over 100 IAM union members and spouses attended.

Both seminars focused on planning for the future, how to apply for their pension, and which documents will be required. The seminars reviewed the new rules since the bailout, the strength of the pension program, how the benefits are calculated, normal retirement vs. early retirement, payment options, along with questions and answers. Each attendee was able to privately meet with fund representatives where they received a personalized printout of their pension estimate.

The events were well-attended and all agreed that they were quite useful and worth the time.

Throughout this issue, meet members who attended the Northern California seminar and learn how they hope to spend their retirement years.



Top: Nor Cal seminar in Oakland. Middle: Trust Fund administrator Chuck Besocke makes presentation; Bottom: So Cal seminar in Long Beach.

NEWS FROM THE TRUST FUND



Vision Benefit Increased for Health Plan Participants – Eye Exams Now Available Every 12 Months

The Board of Trustees is pleased to announce the Fund has approved an improvement to the vision benefit, effective for services on or after July 1, 2025.

At this time, your Vision Plan provides for an eye exam every 24 months. Effective July 1, 2025, the Plan will allow for an eye exam every 12 months for you and your eligible dependents. You will see that this frequency change only applies to the vision exam. All other benefits are available once every 24 months.

Full details about this change are available at www.aitrustfunds.org.

Trustees Add New Vendor to Health Plan – Cancer Navigator

Hearing the word “cancer” is a life-changing experience for everyone. Over this past year, the Board of Trustees has been reviewing ways to help our participants navigate the healthcare system if a cancer diagnosis is received. The trustees have contracted with CancerNavigator to assist our members with navigating the health care system if you receive a cancer diagnosis.

You can utilize the services of CancerNavigator at any time during your cancer treatment process. The CancerNavigator team will provide you with unlimited support including education and helping you to connect with doctors specializing in cancer diagnostics in order to receive prompt and accurate diagnoses and treatment. For example, if you would like to have a second opinion, CancerNavigator will schedule and facilitate the appointment.

CancerNavigator services are currently only offered to participants enrolled in the Self-Funded Anthem Blue Cross PPO Plans. Kaiser participants are not eligible to participate in these services at this time.

Visit www.cancernavigator.com/aitrustfunds to learn more.

Annual “Reminder to Retire” Mailed by Pension Plan

The Trust Fund Office has mailed out the Pension Plan’s annual “reminder to retire” notices to all participants in the Automotive Industries Pension Plan that are eligible to receive a benefit payment but have not made application to do so. If you have received this notice and have any questions about your benefit or how to apply, please contact the pension department at 800-635-3105 and one of our analysts will walk you through the process.

Annual Physical Required to Lower Deductible in 2025 Under Blue Cross Self-Funded Plan Options

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

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.

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

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<https://hmc.personaladvantage.com>

- Stress
- Parenting
- Aging
- Grief/Loss
- Anxiety
- Relationships
- Adoption
- Estate planning
- Bankruptcy
- Immigration
- Child custody

- Real estate
- Family
- Marriage
- Work issues
- Alcohol/Drug issues
- Finances
- Depression
- Criminal issues
- Tenant’s rights
- Divorce

Pension Plan Searching for Former Participants

About 2,000 participants are entitled to receive a pension payment under the Automotive Industries Pension Plan but have not made application for their money. If you know someone who used to work in the industry during the 1970s or 1980s, is over age 65, and is not receiving a pension payment from the Trust Fund, they could be missing out on a monthly payment from the Plan. Have them contact the Trust Fund Office at 800-635-3105 for a review of their work history to see if they are eligible.

SHOP TALK: What are you looking forward to in retirement?



Daniel Kimbrell
Local 1546—>30 years
Nelson’s Body Shop

“Spending time with my grand-kids and relocating to southern Oregon. Maybe we’ll have a few animals.”



Paul Anduja
Local 1546—33 years
Cummins Engine

“I’m just looking forward to giving my body a rest. I’ll stay in town for as long as I can. Hopefully, I can survive on my pension and social security, but eventually I may move out of California.”



Carlos A. Martinez
Local 1546— 21 years
Cummins Engine

“I just want to relax and rest my body. I’ll probably retire next year. My wife and I will decide what we’re going to do; it’s getting rougher to live in California. We’re looking for an affordable place where the taxes aren’t too high. Hopefully not too far from here.”



Wayne Chu
Local 1414— 40 years (with a few out years) — SFMTA

“I want to enjoy the rest of my life, obviously! I’ll take it one day at a time and just enjoy it.”



Scott Evans
Local 1546— 40 years
Tow Lift in Oakland

“I look forward to not having to get up at 3:30 a.m. anymore so I can spend more time with the family. I’ll be moving to Arizona to care for my dad. After that, we want to travel—Spain is high on the list. It’s a big world and I haven’t yet had time to enjoy it.”



Local 653

STI

Business Rep Jeremy Celaya reports that STI in Fresno has denied him access to the shop floor to service the 78 Local 653 members who work there.

“They keep shifting blame to the contracting officer, not allowing me on the site or shop. Our stewards have been interacting with that officer and they tell me that he has no issue with me being on the site as long as it doesn’t interfere with production. I’m currently seeking all remedies up to and including board charges,” Celaya adds.

Meantime, the company took away the bargained lead pay incentive from our Mechanic 2s who are currently leading the team. “They were told to continue doing the lead functions without receiving that compensation,” Celaya says. “We’re currently active in the grievance procedure.”

Fresno BMW

We’ve been in talks with Fresno BMW on behalf of the 14 techs. “Negotiations have been ongoing since May,” explains Celaya. “We’ve made slow progress, but talks suddenly came to a halt over wages and healthcare contributions. Our guys are prepared to do whatever it takes to get a cost-of-living wage increase and additional contributions towards their healthcare.”

The union is now seeking mediation to help remedy the stalled talks.

Total Industries

In September, the 12 members at Total Industries in Fresno who are forklift mechanics ratified a two-year agreement. Celaya says that they got significant wage increases and improvements to the health and welfare contributions from the employer.

Sun-Maid

The contract has opened and Celaya will send out surveys and start planning proposal meetings.

Bimbo Bakery

The eight members rejected the company’s five-year offer because it did not include wage increases that put these skilled mechanics near industry standards. “The company claims the bread industry is very unstable right now due to tariffs and the current administration’s policies,” says Celaya. “Our members are firm that they need a raise.”

Local 653, 1528, 2182

JM Equipment

In June, JM Equipment was purchased by BMH Equipment LLC, a company headquartered in Washington, DC that owns forklift dealerships in the Midwest, northeast, and mid Atlantic. This is BMH’s first West Coast dealership.

The IAM represents 68 parts and service employees in Fresno, Patterson, Manteca, and West Sacramento. “We are coordinating with BMH and their legal counsel for negotiations to be conducted in Oakland,” says Business Rep Paul Abarca.

Local 1173

Concord Toyota

The 38 techs, service advisers, and parts techs at Concord Toyota recently ratified a new contract that includes substantial raises and good signing bonuses, reports Business Rep Cindy Gagliardi.

Van Bebbler Steel

Gagliardi did a wage reopener for Van Bebbler Steel in Petaluma. “I’m pleased to report that we secured decent wage increases for the final two years of the contract.”

County Connection

Gagliardi was able to negotiate a settlement agreement with County Connection in Concord that made one member whole and enabled another member to avoid termination—all without having to go to arbitration.

Elite Diagnostics

Business Rep Brian Fealy is happy to announce that the union has signed a second one-year agreement with Elite Diagnostics.

Opening the shop is the culmination of a lot of hard work and determination by one of our long-term members, Don Johnson. He was a shop steward at two different shops in this local and is a highly trained and experienced automotive technician who decided to venture out on his own. Having worked in IAM shops for years, he understood the value of being union and wanted the same for his new business.

Elite Diagnostics is a mobile repair service provider specializing in advanced driver assistance systems (ADAS) such as automatic emergency braking, adaptive cruise control, blind spot detection, and lane departure warning. LL1173 is proud to support Don and hope you will, too.

Parker Robb Body Shop

On July 30, the seven members at Parker Robb Body Shop in Walnut Creek ratified a new three-year agreement. “We were able to maintain the healthcare and fringe benefit package along with wage increases of 5%/4%/4%,” reports Fealy.

Audi Concord

On July 31, the Ninth Circuit U.S. Court of Appeals issued “the most severe bargaining order I’ve ever seen,” says Area Director for Organizing Jesse Juarez. “And we have been bargaining ever since.”

Back in March, 2021, six service advisors at Audi of Concord voted to be represented by Local 1173

after a short organizing campaign. For the past four years, the dealership, through its attorney, John Boggs, has been fighting tooth and nail to avoid bargaining a first contract in good faith.

“We took the case to the Labor Board, which ruled for the union,” Juarez explains. “After losing numerous appeals up the chain, the Ninth Circuit Court not only ruled in favor of the union, but held the company in civil contempt” for violating the court’s October 2024 judgment. “Claiming that the NLRB itself was unconstitutional, the company actually admitted that it would not comply with the court’s judgment,” Juarez adds. “That did not please the court.”

As a result, Audi must fully comply with the court’s judgment, refrain from refusing to meet and bargain at reasonable times or refusing to bargain in good faith, provide relevant information in a timely fashion, and not restrain or coerce employees in exercising their rights. The court specified that bargaining sessions must occur at least eight days per month and last a minimum of four hours (unless the union agrees to adjourn a session). The dealership must pay the NLRB all costs incurred by the agency in this case. Any future violation will result in a \$25,000 fine against Audi Concord, plus \$1,000 per day for ongoing violations.

Juarez says that although many of the original Audi service advisers no longer work for the company—whether by choice or otherwise—the union is still bargaining and hopeful of reaching a contract for the current advisers. “It may be a full employment order for attorney Boggs who’s making a fortune attending all of these bargaining sessions, but it’s a demanding schedule for the union. So far, there’s no give on the employer’s part. For them, it’s all about delay. But we’re making it work. Several Business Reps are on the case.”

after a short organizing campaign. For the past four years, the dealership, through its attorney, John Boggs, has been fighting tooth and nail to avoid bargaining a first contract in good faith.

Local 1414

SMART

Business Rep Cindy Gagliardi reports that she is currently negotiating a successor agreement for the Local 1414 members who work for the Sonoma Marin Area Transit Agency (SMART). “I expect to have news of a settlement in the next edition.”

City/County of San Francisco

Business Rep Donte Vickers reports that he was successfully able to get a member returned to work for the City/County of San Francisco after he was wrongfully terminated in 2023.

“Our member was ‘mobbed’ by some fellow members who worked with him but didn’t like him. Their allegations succeeded in getting the member fired.”

Two years later, on September



Wilmington

On Monday, September 1, the Los Angeles/Long Beach Harbor Labor Coalition celebrated the 46th Annual Labor Solidarity Parade with a March through Wilmington and picnic at Banning Park. More than 4,000 union members and their families from about



Members and staff take part in the Labor Day Parade in Wilmington.

30 labor organizations united in solidarity.

Western Territory General Vice President Robert “Bobby” Mar-

tinez and his staff joined over 300 IAM members in celebrating Labor Day in Wilmington. The day’s headliner was AFL-CIO President Liz Shuler who made a significant impact on Labor Day 2025 by framing it as “Workers’ Labor Day,” a call to action highlighting the threats workers face and promoting union-led solutions.

The holiday was the centerpiece of a multi-city “It’s Better in a Union” bus tour, and was marked by large-scale rallies, from the East Coast to the West.



GVP Bobby Martinez and Billy Thomas prepare to conquer the Parade walk in the scorching heat.



Daniel McEntire and Chris Giordano cook carne asada and chicken, while Ray Vergara supervises.

15, he was reinstated to his original position by the arbitrator. “He works as a supervisor of the heavy duty mechanics in the motorcycle shop. One of his accusers is still working; the other is retired. “We can’t show him holding up his big back wages check yet because we’re still negotiating the amount of the check,” Vickers added.

Hertz Rent-A-Car

On September 26, the 16 members at Hertz Rent-A-Car in South San Francisco (SFO) ratified a new three-year agreement. Among the improvements are additional tool insurance coverage and additional shop safety equipment for working on EV and hybrid vehicles.

Brian Fealy says that journeymen made wage gains of 9.3% in year one and 2.1% in years two and three. The Utility Technicians won wage increases of 6.8%, 2.6% and

THE LOCALS

2.6%. “We also updated the be-reavement language, gained another \$0.10 per hour per ASE certification and improved seniority recall rights for layoffs from 6 to 9 months.”

Fealy wanted to give shop steward Wen Jiang a huge thanks for his work at the bargaining table and his commitment to safety in his shop. He is an outstanding example of what the Fighting Machinists are all about.

“The company had decided that they will stop production in Stockton but maintain the service department,” reports Business Rep Paul Abarca.

“We have negotiations scheduled at the end of October to negotiate severance packages for all the manufacturing employees.”

Silgan Doherty

Negotiations at Silgan Doherty are opening up soon, and Assistant Directing Business Rep Mark Martin says that he’ll be distributing surveys to the members to prepare for the negotiations. “Silgan Riverbank was challenging, but we ended up with a fair agreement. I imagine we’ll face similar challenges at Doherty.”

Local 1414, 1528, 1546 & 2182

American Medical Response

The four locals represent 19 techs in six different locations (two in Rocklin, three in Sacramento, five in Stockton, two in Modesto, four in Concord, and five in Burlingame), and they all ratified the same contract.

“We wrapped up negotiations this summer,” says Paul Abarca. The mechanics in Sacramento and Rocklin will get a 12.16% wage increase over three years; the Stockton and Modesto techs will receive 12.77%.

“We got increases in lead pay, safety/tool reimbursements, and a company contribution in 401(k),” Abarca adds. “AMR pushed hard to get rid of Kaiser medical but we were able to secure it for another three years.”

“The contract was completed in record time by this company’s standards,” adds Dir. Business Rep Don Crosatto. “What’s weird is that the former president of the ambulance drivers’ union flipped and is now the labor guy for the company.”

Crosatto adds that the contract will increase wages of the 19 techs by \$5.50 over three years. “We negotiated the same increases for Stockton, Modesto, and Sacramento as the Bay Area members got, so those members in the Valley actually get higher percentage raises.”

Local 1546

PBA Maintenance

The members at PBA Maintenance in Dutch Harbor, Kodiak and Anchorage have “ratified by far their largest wage in-

crease ever,” reports Don Crosatto. “They’ll get a \$6/hour increase in year one, followed by an additional \$5.05 over the next three years. Crosatto says that this increase is retro for a year. “Some employees will get up to \$40,000 in retro pay.” Importantly, they maintained the health and welfare plan and will also get an additional \$2.25/hour over three years added to their IAM national pension.

St. Francis Electric

Crosatto reports that the five members at St. Francis Electric ratified a good three-year agreement. “With 5% increases each year, they surpass the \$60/hour threshold in the second year. The employer will also continue to fully cover the Health and Welfare Plan A.

Coca Cola

The 35 members who work for Coca Cola in San Leandro almost unanimously ratified a new five-year deal. “This includes \$14/hour increases for Mechanic A/Plant maintenance over 5 years. (They’ll go from \$46 to \$60/hour),” says Crosatto. “They’ll also get to participate in a new 401K plan that includes a company match plus an additional amount of \$100-500/quarter. And the company will maintain their current health and welfare plan.”

California Waste Solutions

There may only be four union clerical staff (CSRs) who work at California Waste Solutions (CWS), but when they went out on a one-day strike on September 5, the entire facility was forced to close.

“We needed to get the attention of the Duong family, who own CWS,” says Business Rep Robby Pintos. “Our main fight is the pension. The company doesn’t want to put anything into a defined pension or 401K, so we’re trying to get them to contribute to individual accounts. We’re also fighting to improve their wages.”

Pintos says that the entire operation came to a standstill, as the Teamsters and sorters (ILWU) supported our members and didn’t cross the line. “It doesn’t hurt that the next day, they had to catch up and the Teamsters had to work for double-time pay.”

“The CSRs in San Jose get 32% more than our people and they have retirement,” Pintos says. “The Duongs claim they use a different model in Oakland than San Jose, but we’re using that as leverage.”

Pintos adds that the union just wants to move forward with the negotiations to get a deal. More to come!

Waste Management

The 85 members who repair vehicles and equipment at Waste Management on Davis Street, and at the Altamont facility have overwhelmingly ratified a new five-year agreement, Crosatto tells us.

“The CPI wage adjustment

puts journeymen at over \$57/hour in wages and their health care was maintained, with a 6% cap on increases. Little but important things include a \$100 increase in the boot allowance, the ability to carry over three more sick days, an increase in the life insurance to \$100,000, and an additional \$75/month contributed to the 401K plan over next four years.”

Local 2182

Clutch & Brake Xchange

Business Rep Paul Abarca reports that the nine members who work parts and service at Clutch & Brake Xchange in Stockton ratified a new one-year contract in August. “They will get an additional dollar an hour and the company will absorb all of the health and welfare increases this year.”

Greyhound

The three bus mechanics who work for Greyhound in West Sacramento ratified a new three-year contract in August, says Abarca.

“The group will see a 10.5% increase in wages and increases in the company’s health and welfare contribution over the next three years. They also get a larger tool allowance, CDL pay, and \$50 towards prescription safety glasses.” Abarca adds that they’ve added incentive pay for the technicians. “With three ASE certifications, they’ll get a 5% wage increase. That will go up to 10% when techs complete seven certifications.”

Sims Recycling

The 46 members who work at Sims Recycling in Roseville will receive a 13.5% wage increase over three years. “We were able to get an extra week of vacation for employees with 20 or more years of service and the group will see an improvement in the company’s 401(k) contribution,” says Abarca.

Total Industries

Asst. DBR Mark Martin says that the members at Total Industries (formerly Toyota Material Handling) ratified a two-year agreement that provides \$1.75/hour each year in wage increases with enough money to cover benefit increases. We also saw improvements to certification incentives.”

I thank my committee members Amber Scott and Jason Mansker for their assistance in reaching this agreement.

City of Sacramento

As expected, the Automotive and Building Trades negotiations have been slow and plodding, says Martin. “All of the affiliated unions have run up against the same roadblocks. The City claims there’s no money, and even though openings remain unfilled, they’re not proposing any increases. We’ll continue to press them for improvements.”

DAY EVENTS

San Mateo



L: Participants get a delicious lunch prepared by Kentucky Catering. R: Raffle winners collect their prizes.

Local 1414’s union picnic 2025 took place on September 13 at Coyote Point, San Mateo. People started arriving at the picnic just around 11 AM as Kentucky Catering was preparing the food for the day with the smell of tri-tip and links wafting off the barbecue. The jumper was set up for the kids to enjoy. The event also included a raffle, and an outdoor Photo Booth.

Local 1414 Office Manager Tere Milos sat at the first table greeting people and handing out raffle tickets. All three Business Reps, Pedro Mendez, Eric Banh and Donte Vickers, were there to mingle with the members. Photographer and board member Chris Perry captured some great candid photos of us enjoying ourselves throughout the day. Big thanks go to Rich Bernal, Rooney Ruiz, and Don Adonis for their work in setting up the details which allowed all attendees to enjoy themselves with their families.

This was a great day enjoyed by union brothers and sisters, including many friends of Local 1414. We look forward to the next picnic with better weather and a larger attendance. It was a great day of solidarity for all!

Total Industries

The techs at Total Industries in Livermore and Salinas (formerly Toyota Material Handling) will see wage increases of \$1.75/hour each year for the next two years.

“For the first time, the company added a heavy equipment shop that service JCB, a giant English construction company coming into the U.S. for the first time. The heavy equipment mechanics got a \$4/hour increase in year one as well as ASE incentives for the first time, and they picked up an extra floater.

Local 1528

Sardee Industries

The owner of Sardee Industries in Stockton sold their property and will soon move into a new building.



IN THE NEWS

Trump is the biggest union buster in U.S. history

Since Inauguration Day, the Trump administration has taken a flurry of actions that have put our federal agencies, economy, and democracy at risk. One alarming line of attack that directly threatens workers’ economic security has been on labor unions and workers’ right to engage in collective action.

For decades, large corporations and unscrupulous employers have undermined workers’ right to collective bargaining. But throughout this period, the federal government largely recognized the existence of these rights and respected the independent bodies that enforce our labor laws. No more.

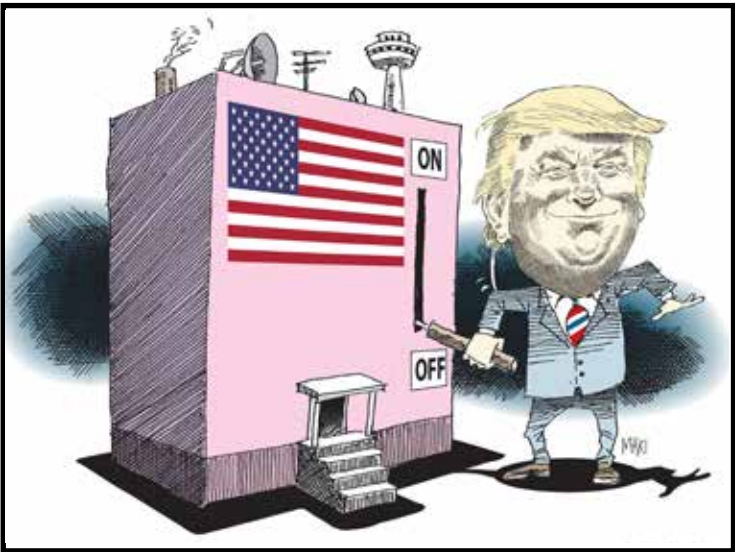
Trump has tossed aside the rule of law and advanced a strategy to not only weaken but effectively eliminate many workers’ ability to engage fully in collective action and bargaining. Below are some of Trump’s most egregious actions so far.

Union-busting the federal workforce.

In March, Trump issued an executive order that stripped union protections from more than one million federal workers across dozens of federal agencies. And in advance of Labor Day, Trump issued another executive order expanding these actions to additional agencies. Despite ongoing litigation, some agencies have unilaterally canceled collective bargaining agreements with the unions that represent its employees. For example, the Department of Veterans Affairs announced in early August that union contracts for 400,000 employees were terminated, eliminating crucial protections for federal workers.

More than 20,000 IAM members who worked for the Veterans Administration and the Department of Defense have lost their bargaining rights. “The IAM has three locals in the Western Territories (Honolulu, San Diego, and Bremerton WA) that have been chartered for decades to represent workers at the Navy Department. With the members stripped of all their rights, nobody knows if the locals will even continue to exist,” explained Directing Business Rep Don Crosatto.

Trump’s actions represent the largest retaliatory action against unions and workers ever and



send an alarming signal to employers across the country. The federal government should be modeling high-road employer practices. Instead, Trump has implemented the most egregious union-busting tactics and normalized illegal actions for private-sector employers across the country.

Undercutting efforts to foster and support labor-management mediation.

In March, Trump directed the Federal Mediation and Conciliation Service (FMCS) to “reduce the performance of their statutory functions and associated personnel to the minimum presence and function required by law.” Since 1947, the FCMS has helped resolve difficult labor disputes, especially those that resulted in strikes. There is a clear interest for the federal government to encourage parties to continue engaging in the collective bargaining process: workers who go on strike can experience economic hardship and broader economic impacts may be felt.

Trump’s actions may have a significant chilling effect on workers’ ability to get employers to engage in good faith at the bargaining table.

Threat to fire, or not pay, workers after government shutdown.

According to a memo circulated by the White House, furloughed federal workers may not be eligible for back pay after the government shutdown.

The memo appears to contravene the 2019 “Government Employee Fair Treatment Act,” signed by Trump during his first term after a partial shutdown that stretched over 35 days. And it paints a cloudy

UNION NIGHT

Local 1484

Union Night at Dodger Stadium

On Saturday, August 30, 2025, the leadership of Local 1484 attended the 2025 Union Night at Dodger Stadium where the Los Angeles Dodgers played the Arizona Diamondbacks. The group of 53—Executive Board Officers, Shop Stewards and their families were treated to a Union Night shirt giveaway and Dodger dogs and cold beverages. It was a fun night of unity and solidarity for all present. The union section where Local 1484 was seated started the wave that went around the stadium three times.



Local 1484 Executive Board members Javier Contreras, Rudy Morales, Kevin Kucera, Daniel McEntire and Chris Giordano at Dodger Stadium Union Night.



Daniel McEntire, Rudy Morales and Kevin Kucera watching their boys in blue.

economic picture for the 750,000 federal workers currently under furlough.

The White House has also used the shutdown as an excuse to suspend energy and infrastructure funding for the 18 states that voted against Trump in the 2024 election, including California.

—Patrick Oakford and Margaret Paydock, Economic Policy Institute

SHOP TALK: What are you looking forward to in retirement?



Mark Gray
Local 1173— 37 years
Ryder Benicia

“I look forward to spending more time with my four grandbabies. They all live within a mile of my house. Also, we’ll go to Hawaii a lot.”



Yen Wing
Local 1546— 10 years
Lexus of Pleasanton

“I want to retire early if I can, mostly to relax. Everything is good, I just wish I had time to enjoy my life.”



James Escobar
Local 1546— 6 years
UPS Airport

“I have about three more years to work before I retire. I look forward to having more freedom, just to be able to do other things in life. I’m pretty handy. I like to make decorative stuff. Right now, I’m working with air plants.”



Steven Golden
Local 1101— 40 years
Sunnyvale Ford

“I hope to retire in 6 months to a year. I’ve got lots of work to do at the house. Maybe I’ll get a part-time job of some sort. More than wrenching, I’ve had enough of the Ford Motor Company.”



Xypherine Oca
Local 1546
ACI, San Leandro

“I’m planning to retire this year. I don’t have any plan for now for what I’ll do. I’m 63 years old and my back is not good. I plan to relax the back. It’s not easy to work as a mechanic when you have that kind of problem.”

NEW TRAINING OPPORTUNITIES

Working Waterfront Coalition: Pioneering Maritime Career Pathways

The Working Waterfront Coalition is making waves in the Bay Area’s maritime industry. Sal Vaca, a key figure in the coalition, shared insights into their groundbreaking efforts during a recent interview.

“The Working Waterfront Coalition is an industry-led initiative that includes the largest shipyards in the Bay Area, as well as some of the largest on the West Coast, ferry providers and operators, and a cadre of labor unions representing some of the workers,” explained Program Director Sal Vaca. “That includes obviously the Machinists Union, the Inland Boatman’s Union, the Master Mates and Pilots, and also the operating engineers, laborers, and carpenters who represent the pile drivers on the waterfront. So they all play a role in what takes place on the waterfront.”

Developing career pathways

The coalition’s primary focus is to develop career pathways in the maritime industry, targeting underserved communities and the reentry popu-

lation. The initiative is currently centered on two career tracks: marine trades and transportation.

“Our focus is to develop career pathways into the maritime industry. Think in terms of pre-apprenticeship. We’re doing what Richmond BUILD did for construction, but we now focus on the maritime sector,” Vaca said. “We had to develop this curriculum from scratch, but it’s very similar to the building trades program. The main difference is that instead of working with hammers and wood, you’re working with grinders and steel and a whole lot of welding.”

For the marine trades, the coalition has developed a short-term training program in collaboration with industry employers and unions. “Our short-term training program, initially 10 weeks, prepares individuals for the various crafts in the marine trades,” Vaca noted. The program covers essential skills, including marine machining, welding, painting, and shipwright work.

“We’ve also introduced a first-source hiring concept that was totally non-existent in the maritime industry. This means that those who complete our program have a leg up on getting hired.”

On the transportation side, the coalition is mapping out career paths for operating commercial-scale



vessels. “It’s one thing to maintain and repair them, but somebody also has to operate them,” Vaca emphasized. The career path includes roles such as entry-level deckhands, senior deckhands, captain assistants, and eventually captains, all requiring Coast Guard certification and training.

Currently, the Coalition has three training sites: Mare Island, Cal Maritime, and Bay Ship and Yachts (the Bay Area’s largest shipyard, located in Alameda). The Coalition launched its first training program a year ago, and has graduated 79 people, 70% of whom are currently working in the maritime industry. The pay range matches union scale.

Setting the example

The coalition’s efforts have not gone unnoticed. “We can say that with high level of certainty because we visited with folks down in Long Beach. They don’t have these career pathways. They’re looking to us to really lead the way so they can emulate us,” Vaca shared. The program has gained significant attention, par-

ticularly with the renewed focus on bringing shipbuilding back to the West Coast.

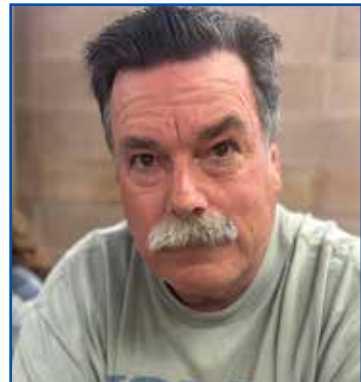
The coalition’s success is also attributed to its strong partnerships with workforce development boards, industry employers, and unions. “Through our partnership with the workforce development boards and the industry, we’ve been incredibly successful in securing grant funds to launch the training program,” Vaca said. These funds cover staff, instructors, supplies, and participant support services, including transportation assistance and stipends.

The Working Waterfront Coalition’s innovative approach and commitment to developing the next generation of waterfront workers are paving the way for a brighter future in the maritime industry. “The opportunity to prepare the next generation of waterfront workers is really here. And we’re riding that wave of opportunity,” Vaca concluded.

For more information, visit their website at waterfrontjobs.com and follow them on Instagram and Facebook at Waterfront Jobs.



SHOP TALK: What are you looking forward to in retirement?



John McGlinchey
Local 1546
Auto Nation Honda, Fremont

“I left when I turned 60 in 2022. I’m into photography; I take a lot of pictures. I maintain our cars. And we travel a little bit. I put a lot of money into the 401K which I’m drawing on now. I look forward to being able to also draw on my pension.”



Wayne Pon
Local 1414— 26 years
Peter Pan BMW

“I don’t know yet. I hope to get back to fishing a bit. And then I’ll see what’s going on. I’ll retire some time next year.”



Gerardo Muniz
Local 1546—25 years
Safeway Distribution Center

“I’m only 54, so I have a ways to go. But I want to get informed. I’ll probably try to find another job for a little while. After that, I’ll go camping and traveling.”



Daniel Marroquin
Local 1414—15 years
SFMTA/MUNI

“I’ll be retiring in 2 years. I look forward to not working. I’ve been working since I was 16 years old. I fish, golf, travel, so things like that. I’m an active person. I bike and I hope that I’ll still be able to do all that when I retire. That’s why I want to retire at 65—because I still want to be able to do all that.”



Juan Vega
Local 1101—21 years
Penske Truck Leasing

“I want to see if I can retire at 65, next year. I want to continue until I have 25 years. I have to see how my body reacts to that. I just want to have a good life. I don’t have real plans. I almost have the house and everything done. I want to get the house paid off, and then, just living, traveling.”

