

Local 1484 members ratify industry-leading contract at MTC/Ports America

IAM Local 1484 members at MTC/Ports America, located at the Port of Los Angeles West Basin Container Terminal, ratified a new four-year agreement that delivers major wage and benefit gains for 50 power, reefer, and chassis mechanics.

The previous agreement, negotiated five years ago, was set to expire June 30. Since then, inflation and other IAM port agreements helped establish new wage and benefit standards.

“Those benchmarks made it possible to substantially increase wages and benefits for these members,” said Area Director Kevin Kucera. “And that’s exactly what happened.”

Effective July 1, 2026, the standard dayside Journeyman wage will rise from \$56.12 to \$70.87 an hour — a \$14.75, or 26.28%, increase. Wages will climb 34% over the agreement’s term.

The contract also includes year-over-year increases in 401(k) contributions. Members ratified the agreement on May 13 by more than 80%.

Kucera credited the rank-and-file members and IAM Union Shop Stewards and Negotiators Juan Pina and Chris Christensen for their work. “They did an outstanding job representing these negotiations, from developing our IAM Union proposals to addressing the issues most important to our members. Chris and Juan are truly the next generation of union leaders who inspire me,” Kucera said.



Photo taken on the day of the contract signing. (From left) Chris Christensen, Shop Steward/Negotiations Committee; Chance Levin, M&R Manager; Kevin Kucera, IAM Area Director; Willy Won, Director of Engineering; Juan Pina, Shop Steward/Negotiations Committee; Patrick Fink, M&R Manager

Kucera said the agreement reflects both the strong skills of Local 1484 members and the labor-management partnership.

“IAM Local 1484 has developed a longstanding partnership with MTC/Ports America over many decades,” said Kucera. “In addition to having some of the most highly skilled and experienced IAM mechanics, that partnership is why we achieved such an outstanding, industry-leading agreement.”

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PENSION SEMINAR

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



NOR CAL

Saturday • September 12 • 9 am

Local 1546: 10260 MacArthur Blvd., Oakland

- ▶ 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

(Note: So Cal seminar to be planned at a later date.)

LETTERS TO THE EDITOR

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

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

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iamdistrict190.org

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Local Lodge websites:

Local 1101: www.iamlocal1101.org

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The IAM District 190

SPARKPLUG

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Debra Chaplan, Managing Editor

UNION PEOPLE

Meet Business Representative Bryce Giordanengo



Business Rep Bryce Giordanengo

Bryce brings more than 15 years of experience in quality inspection, supervision, and management across the aerospace and semiconductor industries. Nearly five years ago, he became a Quality Inspector at Northrop Grumman—his first union position—and has been a union member ever since.

Bryce's belief in unions goes back much further than his time at Northrop Grumman. Growing up, he saw the difference a union could make. Before his father joined Local 8 Elevator Workers, things were difficult. Afterward, Bryce saw firsthand the stability and benefits that union representation could bring.

"I saw the benefits a union could bring to families," Bryce said. "I was always interested in that, but I never had the opportunity."

That opportunity came when Bryce joined Northrop Grumman and became active during the last round of negotiations. As members shared concerns, Bryce helped coworkers put their thoughts into words and ensure their voices were clearly represented.

"Many people said they had trouble expressing

In his second week as a Business Rep for Local 1101, Bryce Giordanengo brings shop-floor experience, a strong union background, and a commitment to helping members be heard.

how they felt," Bryce said. "I had people coming to me saying they agreed with me, but asking if I could help them put it in writing. I was pulled into helping fellow workers anyway—and I enjoyed it."

For Bryce, helping others comes naturally. "Even something that takes minimal effort to help someone else is beneficial," he said. "It's good karma."

As he got to know Jim and the other Northrop Grumman reps, Bryce saw a path to do more. When the Business Rep opportunity came up, the decision felt like a natural next step. "I figured I've already been helping the people here," he said. "Why not do more to help more?"

In his new role, Bryce will represent approximately 680 members at Northrop Grumman in Sunnyvale. Because he comes directly from that workplace, he brings a practical understanding of the day-to-day issues members face.

"This gives me a unique perspective," Bryce said. "I know a lot of the inner workings and inner problems. There's a lot that can benefit the membership from me understanding the inside and not having to learn it from scratch."

Outside of work, Bryce lives in Livermore. Born and raised in the East Bay, he and his partner have two children, an 11-year-old son and a 6-year-old daughter, along with three dogs. He coaches his son's baseball teams, and his kids are active in 4-H; with the Alameda County Fair approaching, his son looks forward to auctioning two pigs and a goat.

Between family, coaching, hunting, fishing, sports, and time outdoors, Bryce describes life as busy—but full. Now, as he begins this new chapter with Local 1101, he is focused on putting his experience, perspective, and commitment to work for the members he represents.

Ford Store uses new technology to expand mobile service program



Service Director Tom McNab

For Service Director Tom McNab, the goal is simple: bring dependable maintenance to customers where their vehicles already are, without sacrificing dealership-level care and cleanliness. The Ford Store San Leandro has offered mobile service for roughly three years, but oil changes posed a difficult challenge: whether the team could do the work without leaving a trace.

"We have always been hesitant about doing oil changes, especially for retail customers out in the field," McNab said, citing the risk of even a small drip of oil on a customer's driveway, pavers, or landscaping. That concern has guided the store's careful rollout of mobile oil service.

A new process has helped change the equation. Technicians use a high-output Milwaukee vacuum attached at the oil fill opening to hold the oil in place before the drain plug is opened. With the vacuum running, McNab said, the oil stays suspended. The team then uses an extraction pump to remove the oil from below in a controlled way.

The method was recently demonstrated during an oil change of Business Rep Robby Pintos' truck at the Local 1546 union hall in Oakland, where McNab said the result was exactly what the team wanted: not one drop of oil spilled. "It's amazing technology," he said.

After extraction, the drain plug is reinstalled and torqued to specification. The oil filter remains the most delicate step because oil inside the filter can still escape during removal. To reduce that risk, technicians use a drain pan and are evaluating an oil filter "udder," designed to capture oil as the filter is loosened.

The Ford Store's first priority for the expanded program is commercial customers. Businesses can keep vehicles on site while maintenance is performed, reducing downtime and making routine service easier to schedule. Commercial locations also typically provide work areas such as asphalt lots, which are more practical for the early phase of the program than residential driveways.

For McNab, the measure of success is still practical and personal: the service has to be clean, professional, and safe for the customer's property. As the store builds confidence with the process, mobile oil changes could become a valuable addition to The Ford Store San Leandro's service lineup.



Mobile Service truck and techs come to Local 1546 to perform a remote and clean oil change.

UNION PEOPLE

Remembering Glenn Gandolfo, a lifelong union advocate

By Shelley Kessler

Glenn Gandolfo, a longtime Machinists official who spent nearly 30 years fighting for workers' rights, passed away Monday, April 6, at age 79. Born in San Francisco, he was the son of an IAM mechanic employed by the City.

After high school, Glenn apprenticed as an auto mechanic at Putnam Buick and later worked at Daland Nissan in Millbrae, where he served as shop steward.

Active in his union, Glenn was elected Secretary-Treasurer of Peninsula Auto Mechanics Lodge 1414 in 1977. An early adopter of technology, he took computer and accounting classes that strengthened the union's operations. In 1985, he was appointed Business Representative for District 190, where he negotiated and serviced contracts across the Peninsula.

In 2003, Glenn moved his membership to Local 1101 in San Jose and served as Area Director until retiring in 2006. He was a delegate to the San Mateo Central Labor Council, later became its Treasurer,

and served for years on the Board of the San Mateo Labor paper. Known for his financial savvy, he came out of retirement to serve as part-time Secretary-Treasurer for District 190 from 2013 to 2021. Friends knew him as the Tasmanian Devil or the Big Tuna—titles he earned, though those close to him also knew his kinder side.

"Glenn was a character. Once you got to know him, he was a hard person to forget," said Directing Business Rep Don Crosatto. "If he thought his members were being wronged, he'd go to the ends of the earth to make it right. He was a smart and aggressive rep."

Crosatto added that while Gandolfo was cynical about our political system, he believed that labor had no choice but to participate. "I always enjoyed going back to Washington, D.C. with him because he could clearly articulate our members' needs to members of Congress."

He is survived by his wife, Linda, and two daughters.

Honoring Jorge Portillo: 65 years of union dedication

By Shelley Kessler

Jorge Alberto Portillo was born on April 19, 1936—one year older than the Golden Gate Bridge. He grew up in San Salvador, El Salvador, the son of a shoemaker and labor organizer.

In 1960, Jorge immigrated to the U.S., taking on various jobs before finding his calling as a machinist in 1961. Government programs helped him become a citizen, and at a community college in San Francisco he studied American history, the Constitution, the labor movement, and community engagement. Inspired in part by Harry Bridges of the ILWU, Jorge became active in the unions representing his worksites, fighting for healthcare, pensions, and workers' rights.

Jorge built a long and respected career as an aerospace machinist, including work on components for the Apollo program that helped send astronauts to the moon.

He remained dedicated to his trade for four decades, retiring in 2001. A proud member of IAM Locals 68, 1327, and 1414, Jorge remains active in Local 1414 today, serving as



65-year member Jorge Portillo, then & now

a Trustee. His union commitment included spending seven months on strike in 1970.

Jorge continues to serve as a leader in the local's Retiree Club. He is also a devoted father to three sons and enjoys caring for his two cats. In 2026, he marked 65 years of union membership.

At his 90th birthday celebration, Jorge reflected on how quickly the years have passed. He credited the many people who shaped his life and expressed deep appreciation for his friends, family, and union community.

We honor Jorge for his dedication, his life well lived, and the many lives he has inspired. Happy Birthday, Brother!

Solidarity with striking Steelworkers



Local 1173 brings Scabby on support the Steelworkers strike at Marathon Oil in Concord, now going into its third month.

One hundred and ten members of the United Steelworkers (USW) Local 5 are on strike at the Marathon Martinez Refinery. Marathon canceled bargaining dates and brought regressive proposals to the table. Workers had one choice left—and they took it. They were officially locked out in June.

This strike began on Workers Memorial Day (April 28), at the same facility where field operator Jerome Serrano suffered burns on over 80% of his body in 2023. Safety is not a bargaining chip.

The Contra Costa Council Labor Council put out the call to nearby unions to join the picket line on "Solidarity Mondays." Local 1173 has turned out in force...and not alone. They've brought Scabby the Rat every Monday for the past two months.

The 24/7 strike has passed the 8-week mark. If you'd like to join Local 1173 in the action, go to Solano Way & Arnold Industrial Way in Concord, on Mondays at 4 pm.

Car show raises funds for GW High auto shop

On Saturday, May 2, more than 175 old and older cars, trucks, and motorcycles gathered for the 5th Annual George Washington High School Auto Shop Car Show, held at the school's campus overlooking the Golden Gate Bridge in San Francisco.

"It's a student-run event," says instructor and Local 1414 member Rich del Rosso. "The students are involved in running everything from registration and the raffle to grilling the hotdogs, DJing the music and emceeing." They also fab-

ricated the awards and distributed more than a dozen of them—to supporters and to "Best of" winners in numerous categories. The Show is cosponsored by Local 1414 and the San Francisco School district.

The event exceeded expectations, raising more than \$12,000 for the auto shop program. Here are a few of many pictures taken by Local 1414 member Chris Perry. To see more, go to: bit.ly/4eKMxzg



AROUND THE LOCALS

Local 1101

New HQ

After 90 years of renting office space while saving and investing money, Local 1101 purchased its own building and moved in on June 19. Pictures and the full story will appear in the next issue, but in the meantime, all Local 1101 members are invited to come by and see your new building: 556 N. 1st Street, San Jose, CA 95112.

Local 1414

NASA insourcing

Business Rep Eric Banh reports bad news for members who work for contractors at Moffett Field. Banh says the federal government has begun a process to identify and convert contractors into Civil Service employees. However, under Executive Order 14343, NASA is excluded from Federal Labor Management Relations, so it will not have collective bargaining rights. "This is just the beginning," says Banh.

"One of our bargaining units, with about a dozen members, is in the process of being converted. I want everyone to be aware of what is happening at Moffett Field," Banh adds. "This will affect our brothers and sisters not only at this site, but at all NASA locations across the country."

Local 1528

Applied Aerospace

ADBR Mark Martin says that for a period of time, the union had an issue with plant access that was finally resolved in June. "Now the union can visit members on the plant floor, and we did so within the last month. I want to express my appreciation to all of our shop stewards at Applied for their assistance and support," Martin said. "Our

Chief Steward is Jameo Nesbitt. Our Shop Stewards are as follows: Jerry Diaz, Victor Ganthor, Roger Hoerth, Larry Johnson, Frylan Magbual, Richard Perez, John Rabang, Henry Robinson, Peter Rubi, and Jessica Witherow."

Silgan Doherty

Effective June 1, the members at Silgan-Doherty have transitioned back to the Automotive Industries benefits plan from being in a company plan. "That's a result of the agreement we reached with the company earlier this year," says Mark Martin.

Mark Martin says the members also secured a new three-year contract that they ratified overwhelmingly. "By moving from the company's benefit plan to Automotive Industries, the employee's share of the cost will be lower by the end of the contract term. Previously, employees paid a 10% share of the cost. With this new contract, they'll pay up to 7.5% for the first two years, and in year three, it goes to 8%. We also secured additional contributions to their 401(k). Wage increases will total 9.35% over the three-year term."

It took 12 proposals going back and forth before we finally reached a settlement. "Our committee, Chief Steward Tim Lepley, Matt Salmon and Roberto Versuzco, were phenomenal," adds Martin with the thanks of the union.

Darling Ingredients

The two members who maintain the trucks at Darling Ingredients in San Francisco ratified a new three-year contract in June that provided the largest increase they've ever seen. Not only will they receive a \$6.75 wage increase over the contract term, but they also received an additional two sick days and an extra floating holiday. Additionally, employees will pay no more than 5%

for Plan A coverage and will receive an extra \$10/year added to their individual account annuity.

Morgan Ceramics

At Morgan Ceramics in Hayward, members voted 62-3 to both reject the employer's offer and to strike.

The back story is that Morgan's British owners are consolidating their holdings and plan to relocate operations to England by the end of 2027. As a result, the severance package was the primary concern. The company specializes in advanced technical ceramics for aerospace, communications, and semiconductor manufacturing.

The proposal included a 3% wage increase for the final year of operations, but limited severance pay to 8 weeks, even though the majority of the bargaining unit has more than 20 years of service, with a few having up to 46 years.

Meetings between the union and the company are ongoing.

Local 1546

McKevitt Volvo closes

"It saddens me to inform you that after ratifying a three-year agreement in November of 2025, McKevitt Volvo closed its doors on April 17, 2026, displacing the entire bargaining unit of 13," said Business Rep Brian Fealy. "Unfortunately, the employer was unable to find a buyer willing to continue with the Volvo franchise."

A month after the closure, San Leandro Ford moved down the block and into the McKevitt facility.

Livermore Sanitation

Nine members who repair equipment and trucks at Livermore Sanitation ratified a new contract in July. Business Rep Robby Pintos said that they'll see a continuation of the

consumer price index wage increase which is currently at 2.7%, plus a \$1.85 catch-up increase putting their wage at \$57.37/hour. They'll also get increases in the Michael J Day 401K plan and in the IAM national pension contribution.

Local 1584

Chemtrade

On May 6, the 21-member bargaining unit who work as Operators and Plant Mechanics at Chemtrade's Sulfuric acid plant in Richmond ratified a new three-year collective bargaining agreement, according to Brian Fealy. After 90% of the group voted to reject the employer's first offer and the previous agreement had just expired, the employer finally made a reasonable offer the members could accept.

"We secured a modest gain in the differential for Lead Repair Persons and expanded that differential to include Lead Operators. We updated the bereavement language, and the employer agreed to a new provision allowing members to cash out up to 40 hours of unused sick leave at the end of each year. Lastly, all members will receive wage increases of 4.0%, 3.5%, and 3.25% each year of the contract, along with a \$500 signing bonus," Fealy explained.

Fealy particularly wanted to thank the bargaining committee, especially Stewards Briton Davis and Rhett Sheppard, for all their hard work on this contract.

Local 2182

Teichert Construction

Assistant DBR Mark Martin reports, "We're getting ready for negotiations with Teichert, and we anticipate that we'll be successful in our deliberations and expect a fair contract. We also have an arbi-

tration case coming up at the end of September regarding work jurisdiction. We have one location, but our guys do mobile work and cover Sacramento, Roseville, Truckee, and Marysville/Yuba City. We have 20 members there."

Waste Management

Martin reported in the last issue on the union's success in negotiations at Waste Management. "There have been some growing pains as we work through some issues over the last couple of months. I'd like to give a shout-out to our Shop Steward John Sauseda for all the work he's done through all of this."

Cal Tank Lines

Business Rep Paul Abarca reports that the seven members who work at Cal Tank Lines in Stockton were ready to go out on strike. After extended negotiations, the company decided to provide a wage increase and absorb 100% of the increases in health and welfare costs. With those additions, the members ratified the contract in May.

City of Sacramento Fleet Mechanics Group

The managers at Sacramento's fleet mechanics group have decided to move from a voluntary on-call program to a mandatory one beginning in July, and many of the 58 members are unhappy about the change.

"All of this stems from a week when on-call wasn't covered because the managers failed to respond in a timely manner after a member provided them with three weeks' notice that they couldn't cover on-call for one week," says Business Rep Paul Abarca. "The managers waited until three days before that on-call week was to begin and then couldn't find anyone to do that work."

Abarca says the managers claim they are moving to mandatory on-call for all members to prevent burnout, "but that hasn't been a problem for our members who like to work overtime." Unfortunately, after several meetings, the union was unable to convince the man-

agers otherwise. "For more than 30 years, the voluntary on-call program worked fine," Abarca adds. "This might be the final straw for some members who have one foot out the door."

Locals 653, 1528, & 2182

JM Equipment

The 66 members who work at JM Equipment in Fresno, Manteca, Patterson, and West Sacramento ratified a 5-year agreement in May. In year one, road mechanics will receive an 8.49% wage increase, shop mechanics will see a 5.75% increase, and parts dept. and general laborers will receive 3%. The entire group will receive 3% each year for the remainder of the agreement.

"Historically, the company has negotiated a lower percentage for the parts dept. & general laborers," adds Abarca. "We were happy to get them more than 1-2% for each year of the agreement."

Locals 1546, 1101, & 1173

Cal Portland Cement

Cal Portland's purchase of Vulcan/California Ready-Mix includes some long-time union facilities—Shamrock and Central Concrete with members in Petaluma, San Jose, Hayward, Oakland, and Pleasanton.

The union was wary because an unfair labor practices strike has been underway in Tacoma, WA. California Attorney General Rob Bonta delayed the sale for months on antitrust grounds but the deal was finalized in June with the stipulation that Cal Portland rehire 90% of the existing workforce.

"The result is that they had to recognize the union," says Directing Business Rep Don Crosatto. Workers kept their old pay rates but must move to inferior company health and 401K plans.

"We have to negotiate new contracts for each facility and anticipate tough talks," Crosatto adds. "The Operating Engineers have already filed for strike sanctions, and we expect to be right behind them."

Local 1414

Local 1414 awards three 2026 scholarships

To show its commitment to training students to become part of the automotive industry, Local 1414 helped relaunch the Automotive Shop program at George Washington High School in San Francisco. Each year, the Local grants awards that include a tool box filled with quality tools to three promising students with the potential for becoming successful mechanics.

The annual Machinists Union Local 1414 Scholarship is open to all San Francisco Unified School District graduating automotive students from G. Washington High School's Automotive program. This year, Ezra Wolf, Sebastian Cardona Hernandez and Wallace Starkweather attended Local 1414's general meeting and received their tools and toolboxes.

Sebastian, who graduated from Lowell High School and attended the after-school auto shop classes at Washington High School, wrote in his winning essay that "receiving this scholarship would help me financially because attending Skyline Automotive College requires that students have their own hand tools. Coming from the Bayview-Hunters Point area and a low-income, first-generation family, I know that receiving a tool box scholarship would help raise the ceiling for my future as an automotive technician."

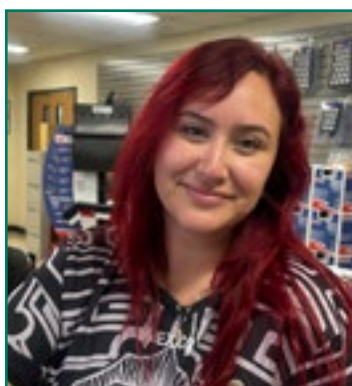
If you have tools tool boxes or vehicles to donate to the Washington High School automotive program, please contact Rich Del Rosso at delrosso@sfsud.edu. All donations are tax-deductible



The three scholarship winners (Ezra Wolf, Sebastian Cardona Hernandez and Wallace Starkweather) stand behind their newly-filled tool boxes with their Auto Shop teacher Rich Del Rosso and retired Local 1414 member and class aid Miles Hampton.



SHOP TALK: How has the economy been treating you lately?



Jelsy Ramirez
Coast Counties
Local 1546 – 3 years

"It could be better. Everything is more expensive. Probably food first and then gas."



Gregory Allan Gehr
Coast Counties
Local 1546 – 25 years

"I don't have a problem with it. I'm in my golden years, so a couple more years of this and I'll have done enough. I say, just roll with it and keep on moving."



Charles Evans
Coast Counties
Local 1546 – 5 years

"The economy is not bad, not good—somewhere in the middle. I'm managing. Business at the shop has been booming. I think people want to hold on to what they know and trust, rather than get something new, not knowing what troubles it might bring."



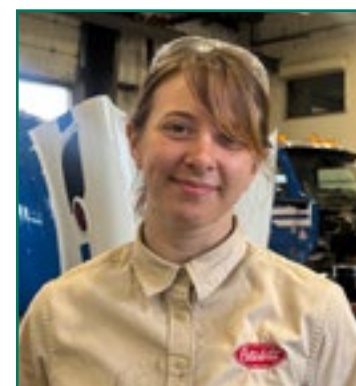
Thang Dinh
Coast Counties
Local 1546 – 3 years

"Everything has been expensive, like water electric, food. Gas is the number one thing that we need to worry about—it's way too expensive. And dog food too."



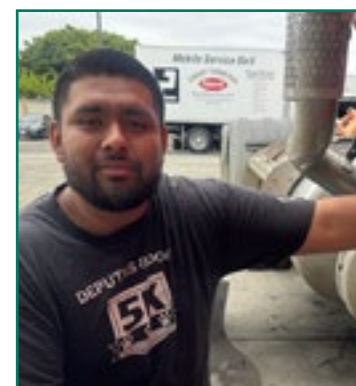
Roger Ramirez
Coast Counties
Local 1546 – 2 weeks

"Since I don't rent or own, I don't personally see the worst of it. But I do see the impact it has on my parents and others with those expenses. I'm glad to be working here—it's definitely a good spot."



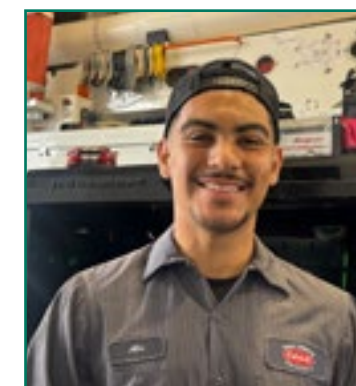
Olivia Stow
Coast Counties
Local 1546 – 1 week

"Not too good. My commute is over 100 miles each way, which means I spend about \$40 a day on gas. On the other side, this is my first actual full-time job and this is the most money I have ever made."



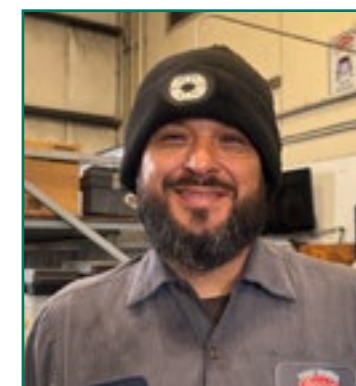
Isaac Contreras
Coast Counties
Local 1546 – 3 months

"I can't complain. I'm just trying to stay busy and keep learning. I commute, but I also do mobile work, so I take the truck home; maybe that's why I don't see it as much."



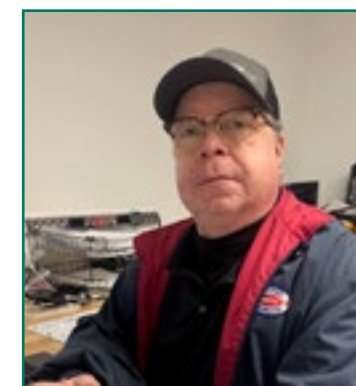
Alex Garcia
Coast Counties
Local 1546 – 7 months

"It's been a little rough, particularly the price of gas. Inflation's a little high, but we're managing. So far, the work has been great. I love it. Every day I learn something new. I work on these trucks, which is a lot of fun."



Carlos Osorio
Coast Counties
Local 1546

"Food and gas are just ridiculous right now. I'm running a car that has premium gas and I'm paying like \$6.19-\$6.28 a gallon. It's just ridiculous."



Carl Held
Coast Counties
Local 1546 – 30 years

"At this point, my wife and I are both working, putting away money, getting ready for retirement. I keep on worrying that the bottom's going to fall out, but that's just me."

IN THE NEWS

Billionaire Tax on November ballot three ways

Californians will vote in November on three related measures centered on a proposed “billionaire tax.”

The original measure, backed by SEIU-United Healthcare Workers West, would impose a one-time wealth tax on California billionaires—with a 5% rate for those worth \$1.1 billion or more. Supporters say it could raise \$100 billion over five years, with 90% going to health care and the rest to education and food assistance.

Gov. Gavin Newsom opposes the state tax, arguing wealth taxes should be national and warning it could hurt California’s innovation economy. Some unions and public-sector groups also worry billionaires could leave, reducing income-tax revenue for schools and services.

Billionaire opponents, including a group partly funded by Google co-founder Sergey Brin, have spent nearly \$98 million to qualify two rival measures aimed at blocking the tax and shaping how voters weigh competing fiscal proposals.

The first measure was put up by the SEIU. The second two measures were put up by the billionaire owner of Google. All three will appear on the November ballot:



1. Billionaire Tax: A one-time wealth tax on roughly 200 California billionaires, paid over five years, to fund health care, education and food assistance.

2. Audit new tax spending: Would require audits of programs funded by new taxes and apply new tax revenue to the state spending cap, effectively canceling the wealth tax if it receives more votes.

3. Prohibit new personal property and retroactive taxes: Would bar new taxes on personal property, also undercutting the wealth tax. If competing measures pass, the one with the most votes prevails.

Union membership at highest level in 16 years

The AFL-CIO announced at its 30th Constitutional Convention in Minneapolis that it had organized one million workers years ahead of its 10-year goal and is launching a strategy to organize millions more through new partnerships, expanded training and coordinated campaigns.

The federation set the goal in 2022 and surpassed it in three years as workers organized across new industries, regions, and public- and private-sector workplaces. The gains came despite corporate opposition,

weak labor laws and Trump administration attacks, and helped push union representation to its highest level in 16 years.

“Working people are facing down and fighting back against every obstacle thrown their way—and they’re doing it by coming together and organizing,” said AFL-CIO President Liz Shuler. She said unions give workers power to demand wages, benefits, protection and dignity, and pledged to keep organizing until every worker who wants a union can join one.

Faster Labor Contracts Act (FLCA) passes House, advancing fight for workers’ first contracts

The U.S. House passed the Faster Labor Contracts Act, a major proposed revision to the National Labor Relations Act, by a 230–193 vote on June 9, 2026. The bill would speed up first-contract negotiations after workers vote to form a union.

The IAM Union strongly backed the bill, arguing that employers often delay bargaining to weaken support for newly certified unions.

IAM International President Brian Bryant said first contracts are central to workers’ decision to organize, but employers can “drag their feet and demoralize workers.” He said the bill would require union-busting employers to come to the table.

The legislation requires employers to begin bargaining within 10 days of a union vote. If no agreement is reached within 90 days, the parties could move to mediation and then binding arbitration.

Workers currently wait an average of more than 458 days for a first contract, according to Bloomberg. Bryant urged the Senate to pass the bill quickly, saying workers should not spend years waiting for an employer to negotiate.

FROM THE TRUST FUND



Trustees Recognize Plan Manager Charles “Chuck” Besocke



Charles “Chuck” Besocke receives award from the AI Board of Trustees recognizing his years of dedicated service.

The Board of Trustees recently recognized Plan Manager Charles “Chuck” Besocke during his final Board of Trustees meeting in appreciation of his dedicated service to the Automotive Industries Trust Funds.

Chuck joined the Trust Funds in August 2018 and, throughout his tenure as Plan Manager, worked closely with the

Board of Trustees, Trust Fund staff, participating employers, and professional service providers to support the administration of the Trust Funds and the benefits relied upon by members, retirees, and their families. Known for his extensive knowledge of the industry, engaged leadership, and collaborative approach, Chuck earned the respect of both the Board and the Trust Fund team.

To recognize his contributions, the Trustees presented Chuck with a commemorative award featuring interlocking gears, a fitting tribute to the automotive industry and the teamwork, dedication, and collaboration that support the Trust Funds and the members they serve.

As Chuck embarks on an exciting new professional opportunity, the Board of Trustees thanks him for his dedication, leadership, and many contributions over the past eight years and wishes him continued success.

Nick King Joins Automotive Industries Trust Funds as Plan Manager

Nick joined the Trust Fund Office in May and has been working closely with the Board of Trustees and the experienced Trust Fund staff to ensure a smooth transition while continuing the high level of service members, retirees, participating employers, and business partners have come to expect.

While new to the Automotive Industries Trust Funds, Nick brings more than two decades of experience in administering multiemployer employee benefit plans, including operations, compliance, and member services. He looks forward to building on the strong foundation established by the Trustees, Trust Fund staff, and those who have served the membership over the years.

We look forward to sharing more about Nick and the team in the next issue of the *Sparkplug*.

Trustees Approve 2027 Health Plan Rates

The Board of Trustees has completed its annual review of health plan funding and approved the 2027 Health Plan rates.

Like health funds across the country, the Au-

tomotive Industries Welfare Fund continues to experience rising healthcare costs. After reviewing projected costs and the long-term financial position of the Fund, the Trustees strategically applied a portion of the Fund’s accumulated reserves to help moderate this year’s rate adjustments.

Participants enrolled in Plan A will see a 3.4% rate increase. Plan A uses a single blended (composite) rate that combines the costs of both the Self-Funded Anthem and Kaiser options. Under Plan C, where Anthem and Kaiser rates are determined separately, the Anthem rate will increase 3.2%, while the Kaiser rate will remain unchanged. Rates for the specifically Kaiser-only plan options will also remain unchanged.

The Trustees strive to balance today’s affordability with tomorrow’s financial stability by strategically using reserves over time. This thoughtful approach helps reduce the impact of year-to-year healthcare cost increases while preserving financial flexibility for future challenges.

How Plan Reserves Help Moderate Future Rate Changes

Plan reserves help protect the long-term stability of the Welfare Fund while providing the Trustees with flexibility to help moderate the impact of healthcare cost increases from year to year. By strategically applying a portion of accumulated reserves over time, rather than exhausting them in a single year, the Trustees seek to reduce sharp fluctuations in future rate changes while maintaining the financial strength of the Fund.

Take Care of Your Health and Save on Your 2027 Deductible

Preventive care is one of the best ways to protect your long-term health. An annual physical gives you and your healthcare provider an opportunity to discuss your overall health, identify potential concerns early, and stay on track with recommended screenings and preventive care.

As an added benefit, eligible participants and their covered spouses or registered domestic partners who complete an annual physical during 2026 will qualify for a reduced deductible during the 2027 calendar year under the eligible Anthem Blue Cross Self-Funded Plan options.

To receive the reduced deductible, both

Plan Option	Annual Calendar Year Deductible	2027 Deductible IF you and your Spouse/Registered Domestic Partner receive a physical exam in 2026	2027 Deductible IF you and your Spouse/Reg Domestic Partner do NOT receive a physical exam in 2026
Plan A	\$400/individual or \$800/family	\$200/individual or \$400/family	\$400/individual or \$800/family
Plan C	\$1,000/individual or \$2,000/family	\$500/individual or \$1,000/family	\$1,000/individual or \$2,000/family

you and your covered spouse or registered domestic partner (if enrolled) must complete an annual physical by December 31, 2026, and submit the required certification form, available on the Trust Fund website at AITrustFunds.org.

Healthcare at Your Fingertips

Many of your Trust Fund benefits are available online or through convenient mobile apps.

Anthem Blue Cross PPO participants can use the Sydney Health app to access digital ID cards, review claims, locate in-network providers, view Explanation of Benefits information, and connect with Member Services.

Kaiser Permanente members can use kp.org or the Kaiser Permanente mobile app to schedule appointments, refill prescriptions, message their care team, review test results, and access

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- Divorce
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- Marriage
- Work issues
- Alcohol/Drug issues
- Finances
- Depression

their digital ID card.

Your Employee Assistance Program is available through **Uprise Health**. Some members may still recognize the HMC HealthWorks name that appears in certain materials and website addresses. Uprise provides confidential counseling, legal and financial resources, self-assessments, training resources, and an online health library, all available from your computer or mobile device, at hmc.personaladvantage.com; use access code AUTOMOTIVE.

Take a few minutes to register today so your benefits are ready whenever you need them.

Nor Cal Pension Seminar in September

If you are starting to think about retirement, plan to come to the Pension Seminar on September 12 at Local 1546 (see ad on Page 8).

You’ll need to register in advance so that the pension consultants can upload your paperwork. Bring your spouse, enjoy a hearty breakfast, and learn about what you can expect and what you need to do to prepare for retirement day. (Note: a similar program will be held in So Cal at a

later date.)

Pension Plan Searching for Former Participants

The Automotive Industries Pension Plan continues to search for former participants who may be eligible for pension benefits.

If you know someone who worked in the automotive industry and has not yet applied for a pension, encourage them to contact the Trust Fund Office. A quick phone call could help reconnect someone with benefits they have earned.

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



MOVING?

Or need to report a member recently deceased...

Send the mailing label on this newspaper to your local union office. Please note: Even if you send your notice to the Pension Fund or the Health & Welfare Trust, that won't change your address as the union has it. Be sure to contact your local union!

See calendar 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 hybrid, meaning you may attend on Zoom (or similar) video-conferencing program. If you wish to attend online, check with your local to ensure you have the web address and are properly registered.

ELECTION NOTICE— Local 2182

Attention Members of Local 2182

NOMINATIONS: At Local 2182’s regular meeting in March, a Special Order of Business will be called at 6:00 p.m. on **Tuesday, November 10, 2026**. The meeting convenes at 7:00 p.m.

The positions listed below will be opened for nominations: President • Vice President • Secretary-Treasurer • Recording Secretary • Conductor-Sentinel • Three (3) Trustees • Six (6) Executive Board Members • Three (3) Auditors • Four (4) Central Labor Council Delegates • Two (2) California Conference of Machinists Delegates and One (1) Alternate. Each office is for a three-year term ending on December 31, 2029. Members nominated for office must meet all the “Qualifications of Candidates” as listed in our bylaws and the IAM Constitution.

ELECTION DAY: If needed, a formal Election of Officers will be held on **Tuesday, December 8, 2026** at 967 Venture Court, Sacramento.

Absentee Ballots: Members who reside in out-lying area more than 25 miles from the balloting place, members who are ill and confined under orders of a physician and members temporarily absent from the City may be furnished absentee ballots. Any member entitled to receive an absentee ballot shall make written request to the Recording Secretary of Local 1546 by delivering or mailing such request not later than ten (10) days before the election.

Qualifications to become a Candidate for Election: In accordance with Article XII, Section 2, of the Local Lodge By-laws, to be eligible a member shall attend at least fifty percent (50%) of the regular Local Lodge meetings held during the twelve (12) month period ending the date of close of nominations.

Qualifications to Vote: Only members in good standing and free from delinquency of any nature to the Local Lodge shall be allowed to vote.

IN THE NEWS		
DISTRICT LODGE 190 10260 MacArthur Blvd. Oakland, CA 94605 510-632-3661	Meetings are the fourth Tuesday of each month July 28 • August 25 • September 22 Executive Board Meeting: 6:30 p.m. General Delegates’ Meeting: 7:00 p.m.	LOCAL 1484 1261 Avalon Blvd. Wilmington, CA 90744 310-835-6688 Executive Board Meeting: 6:00 p.m. on the third Thursday of the month July 16 • August 20 • September 17 General Membership Meeting: 6:00 p.m. on the first Tuesday of the month July 7 • August 4 • September 1 Retirees’ Club: 12:30 p.m. Meets quarterly on the third Wednesday of the month: July 15 • August 19 • September 16 • December holiday luncheon TBD.
LOCAL 653 5726 E. Shields Avenu Fresno, CA 93727 559-264-2815 Note: Per the bylaws, the Nov. and Dec. meetings are held on the second Wednesdays. Meetings are held 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, 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.	Meetings are generally the third Wednesday of the month July 15 • August 19 • September 16 Executive Board Meeting: 5:00 p.m. Membership Meeting: 5:30 p.m.	LOCAL 1528 713 16th Street Modesto, CA 95354 209-416-0644 machinists2182@gmail.com Meetings are the first Wednesday of the month July 1 • August 5 • September 2 Executive Board Meeting: 6:00 p.m. General Membership Meeting: 7:00 p.m. July 1 • August 5 • September 2 Narcotics Anonymous: 5:30-6:30 p.m. every Tuesday
LOCAL 801 10260 MacArthur Blvd. Oakland, CA 94605	Meetings are the third Thursday of the month July 16 • August 20 • September 17 Membership Meeting: 4:00 p.m. Meetings are held at the Carpenters’ Hall, in Reno.	LOCAL 1546 10260 MacArthur Blvd., Oakland, CA 94605 510-638-6705 Meetings are the first Tuesday of the month July 7 • August 4 • September 1 General Membership Meeting & E Board Meetings: 5:30 p.m.
LOCAL 1101 556 N. 1st Street San Jose, CA 95112 408-440-8716 Meetings will be held on the Bluejeans App for the foreseeable future. Email: aab1101@att.net to learn how to join in.	Meetings are the second Tuesday of the month July 14 • August 11 • September 8 Executive Board Meeting: 5:00 p.m. General Membership Meeting: 5:30 p.m.	LOCAL 1584 10260 MacArthur Blvd., Oakland, CA 94605 510-638-6705 Meetings are the third Thursday of the month July 16 • August 20 • September 17 Membership Meeting: 7:00 p.m. Executive Board Meeting: 6:00 p.m.
LOCAL 1173 1900 Bates Ave., # H Concord, CA 94520 925-687-6421 LL1173@sbcglobal.net Meetings will be held on zoom and in person at the Concord office. Contact Cindy at 925-687-6421 for zoom address and passcode.	Executive Board Meeting: 6:00 p.m. on the second Thursday of the month July 9 • August 13 • September 10 Membership/Shop Stewards’ Meeting: 6:30 p.m. on the second Thursday of the month July 9 • August 13 • September 10	Meetings will be hybrid (in person and on zoom) for the foreseeable future.
LOCAL 1414 150 South Boulevard San Mateo, CA 94402 650-341-2689	Executive Board Meeting: 6:00 p.m. on the second Thursday of the month July 9 • August 13 • September 10 General Membership Meeting: 6:30 p.m. on the third Thursday of the month via Zoom. Please contact the of-fice for the meeting link. July 16 • August 20 • September 17 Retirees’ Club: 11:00 a.m. on the first Wednesday of March, June, Sept., Dec. All are welcome! September 2 • December 2	LOCAL 2182 967 Venture Court Sacramento, CA 95825 916-929-1040 For dues questions, call Kimberlee Gutierrez at (510) 244-3304 or email machinists2182@gmail.com