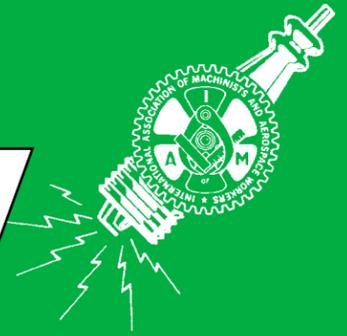


The IAM District 190

Sparkplug



VOL. 20 NO. 4



December 2018/January-February 2019

Serving the Active and Retired Members of IAM District Lodge 190

Strike at Cromer ends with good contract

“We walked out, not because we wanted to, but because we needed to,” said Bill Brink, who came off of vacation to walk the picket line with his brothers at Cromer Material Handling in Oakland.

On Monday, November 13, the 22 members of Local 1546 took to the street for their third strike in the last three contracts at this Oakland-based forklift sales, rental, and repair shop. “The final straw was that they fired our one truck driver and eliminated his position. This is a position that’s in the contract. They can’t just do that,” said Brink, who’s worked in the industry for 46 years, and at Cromer for the last 21.

Members had plenty more complaints about the contract. Jose Juan Gomez, a general mechanic at Cromer for the last 15 years, says that Cromer is the lowest paid forklift company in the Bay Area. “We just want to be on par with the other companies.”

The facility, located just off of 880, has a huge sign that says, “Hiring Service Techs.” According to the workers, this sign is not new for the strike; it’s been up for three years. “People apply, but when they hear what the salary is, they don’t take the position,” adds Gomez.

Workers complained that for every issue raised at the table, owner Marshall Cromer came back with 12 take-aways. One worker has been paid at the “trainee” rate for 16 years. “Cromer charges full price for my work; he just doesn’t pass it along to me,” says Ruben Guzman.

After 10 days on the line during the weeks when Oakland’s air was stifling with smoke from the Camp Fire, the 22 workers kept up the picketing. “We figure it cost them \$3,000 in wages to



Local 1546 members at Cromer Material Handling in Oakland were on the picket line for 10 days and succeeded in getting significant raises and language improvements.

be on strike,” says Area Director Don Crosatto. “But the offer was improved by about \$13,000 per person, which means the strike paid off.”

Crosatto says that when the guys went out, the employer’s wage offer was \$2.75 total over three years. “We settled for \$5 over four years in wages. We also got an increased health and welfare cap and they agreed to put everyone under the Oakland sick leave ordinance, which means those outside of Oakland will get additional sick days. And, the contract includes a written training progression that ensures that if a worker passes

the on-line training course, then he’ll become a journeyman.

“We have more leverage than we think,” Crosatto adds. “The customers were calling up screaming. This is a service industry and there’s a lot of competition. Without anybody to replace our guys, Cromer had to settle.”

“Often, our members have more leverage than they think. However, they have to be in a position to go on strike,” Crosatto said. “This is a good group of guys. They’re one of our most militant shops and they stick together. It paid off.”

Periodicals postage paid at Oakland. USPS 007966

¡Feliz año nuevo! ★ Bonne année! ★ 新年快乐 ★ Maligayang bagong Taon!

नया साल मुबारक हो! ★ Chúc mừng năm mới! ★ سنه جديده سعيده!



From the staff and officers of
IAM District Lodge 190

Thank Unions!

As the year comes to an end and we get into the holiday spirit, here are 8 reasons to thank unions!

Weekends Off: Massive union strikes in the late nineteenth and early twentieth centuries led to shorter work weeks with weekends off. This allowed Americans to be home with loved ones instead of constantly working.

Paid Vacations: Thank your union for the paid vacation time that made it possible to rest and relax with your family.

Family & Medical Leave Act (FMLA): Unions spearheaded the fight that resulted in the passage of this law that gives eligible employees the right to take up to 12 weeks of job-protected unpaid leave annually for family and medical reasons.

Breaks at Work—including Lunch: Although they are now federally mandated, breaks haven't always been an employee right. Studies have shown, breaks provide important rest periods that improve safety and productivity.

Sick Leave: Without paid sick leave, many workers couldn't afford to take the time necessary to recover from illnesses and accidents.

Paid Holidays: Labor Day is one of nine paid holidays offered by most employers in the U.S.

Military Leave: The Uniformed Services Employment and Reemployment Rights Act ensures those that serve their country can keep civilian employment and benefits, and seek employment free from discrimination.

40-hour Work Week: Americans once worked 60 hours a week or more. It wasn't until the 1950s that 40-hour work weeks and 8-hour work days became standard across America thanks to union negotiations.

Union Plus

The IAM District 190

Sparkplug

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Debra Chaplan, Managing Editor



UNION PEOPLE

Wildfires destroy homes of Machinists; how you can help



Yet another wildfire season has taken a horrible toll on communities and IAM members across California.

"The fires that raged in California are truly devastating," said IAM Western Territory General Vice President Gary Allen. "I am saddened by the loss that our members are experiencing and my heart broke as the images of the fires' devastating impact continued to come forward."

Area Director Mark Martin says that two Local 2182 members who work at Toyota Material Handling live in Paradise, and both lost their homes in the Camp Fire. One is staying with a shop steward from the Sacramento facility and the company was able to relocate his work to Sacramento from Chico. The other found alternative lodging in the Chico area.

"The Local raised \$1,144 for each of them, and will get support from the International and from the District—the exact amount is not yet finalized," Martin said. "To their credit, Toyota Material Handling covered the time both guys missed from the fire and gave them \$1,000 apiece. Neither of them lost an hour's worth of pay throughout the whole ordeal."

"Unfortunately, both members had so little time to get out, they lost everything. They're grateful to have gotten out with their lives and they still have their jobs, which is pretty good compared

to the devastation felt by so many others in the fire zone.

Several members of Local 1546—both current and retired—also lost homes in the Camp Fire, reports Area Director Don Crosatto.

A group of newly organized IAM Local 946 members in Chico are also living through the impact of the Camp Fire. "Our hearts are with the families affected by this tragedy," said IAM District 725 Business Representative Oke Iese. "The workers at Terminix Chico have been hit especially hard. They have been fighting for over a year to get their first contract and now half of them have lost their homes and are unsure if their livelihoods will be intact as the destruction has taken a huge portion of their route areas."

Give through the IAM disaster relief fund

As a union family, we have the ability to assist in time of need. If you can, please help Machinists Union members devastated by the Camp, Woolsey, Hill and the more than a dozen other wildfires that raged across the entire state of California in November.

Every dollar you give to the IAM Disaster Relief Fund goes directly to IAM members and their families in need. Go to: <https://www.goiam.org/departments/headquarters/community-services/disaster-relief/iam-disaster-relief-fund/>

Local 1596

First Contract at Santa Rosa Stainless Steel

On December 1, the 30 welders and fabricators employed at Santa Rosa Stainless Steel ratified their first collective bargaining agreement, after having voted to join the union in the spring.

These new Local 1596 members produce stainless steel tanks for the wine industry throughout northern California. These tanks range in size from the small custom tanks that you see in the wine tasting rooms and cellars

to the large-volume tanks like the ones at the McManis Family Vineyards in the Central Valley.

The collective bargaining agreement is unique in this highly specialized industry. Special thanks to the bargaining committee members, Adam Reutinger and Craig Bailey, who joined DBR Jim Beno in hammering out the agreement.



Santa Rosa Stainless Steel members build a wine tank at the McManis Family Winery in Ripon. Negotiating committee member Adam Reutinger stands next to the top of the tank that will be raised up as each tank section is completed.



FROM THE TRUST FUND

2018 Retiree Tax Information (Pension Plan)

The Trust Fund Office will be mailing the Pension Plan 2018 1099-R Tax Forms no later than January 31, 2019 to all retirees receiving monthly pension payments. If you have moved in the last year, please make sure your address is updated with the Trust Fund Office before December 31, 2018.

Beginning in 2019, the 1099-R Tax Forms will also be available on the Trust Fund website

at www.aitrustfunds.org. The forms will be posted to each member's online account no later than January 31, 2019 and can be downloaded or printed directly from the website.

Creating an online account is simple and takes minutes to complete. Visit www.aitrustfunds.org for details on how to create an account so that you can review your benefit information.

Blue Cross Direct Pay Medical Plan - Outreach to Members (Health & Welfare Plan)

In an effort to reduce costs under the Direct Pay Medical Plan and to better educate members on their benefits, the Board of Trustees of the Welfare Plan have authorized Anthem Blue Cross to contact members by phone to provide education on current and future medical care options.

A member will be selected for outreach for two reasons:

1) If medical care services were utilized that could have been provided at a lower cost, or in some cases, no cost at all. An example would be utilizing emergency room services for non-emergency medical treatment.

2) If preventative care or age-based screenings have not been performed. Examples would be not having a Primary Care Physician assigned or not having a colonoscopy performed at the required age.

The phone calls will be placed by the Anthem Benefit Advisors team at Blue Cross. They will identify themselves as calling on behalf of the Automotive Industries Welfare Plan. The call is a free service to provide education on medical treatment and services available under the Direct Pay Plan.

Blue Cross Direct Pay Medical Plan

Higher Deductibles Locked in for 2019 for Plan A and Plan B Medical Plans if Wellness Exam is **NOT** taken by January 31, 2019.

Depending on your Plan, your deductible for services received on or after January 1, 2019, will change as outlined in the chart below. However, if you (and your eligible spouse or domestic partner if applicable) get a **FREE** comprehensive health exam through the Health Dynamics Program, you may be eligible to re-

duce your deductible. This health evaluation is **absolutely free** and will provide you with a health profile that identifies any potential health concerns, assesses your nutritional status and fitness and helps keep you on track to maintain optimal health.

Plan	2019 Calendar Year Deductible	2019 Decreased Deductible for participation in Health Dynamics Program
Plan A	\$400/individual or \$800/family	\$200/individual, \$400/family
Plan B	\$1,000/individual or \$3,000/family	\$500/individual, \$1,500/family
Plan C	\$1,000/individual or \$2,000/family	No Change: \$1,000/individual \$2,000/family

This 2019 deductible will become effective for services on or after January 1, 2019. However, Plan A and B participants and spouses/domestic partners who have previously completed a Mobile Unit or Health Dynamics Program exam in 2017 or 2018, or who complete their comprehensive health exam through the

Health Dynamics Program by January 31, 2019 may reduce their 2019 deductible.

Those Plan A and B participants who have NOT completed their Health Dynamics exam by the January 31, 2019 deadline will not have the opportunity to reduce their deductible for 2019.

Why you're getting your HRA debit card confirmation letters from the Trust Fund

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

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

not match the plan information. Information that is being confirmed is:

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

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

Reminder: Notify the Trust Fund Office of Life Events

Members are responsible for notifying the Trust Fund when they experience a life event. Life events include: marriage, divorce, death, birth of a child, adoption and change of ad-

dress. Enrollment change forms can be downloaded and printed directly from the Trust Fund website at www.aitrustfunds.org

Pension Crisis Legislative Update

By Jim Beno
District 190 Directing Business Representative

The Congressional Joint Select Committee on Solvency of Multi-Employer Pension Plans released a statement committing to continue their work past their November 30 deadline to solve the multi-employer pension crisis. The Committee was formed to find solutions for pension plans facing insolvency like our Automotive Industries Pension Plan.

The Committee issued the following statement: *"The problems facing our multi-employer pension system are multifaceted and over the years have proven to be incredibly difficult to address. Despite these challenges and a highly-charged political environment, we have made meaningful progress toward a bipartisan proposal to address the shortcomings in the system and to improve retirement security for workers and retirees while also providing certainty for small businesses that participate in multi-employer plans. While it will not be possible to finalize a bipartisan agreement before November 30, we believe a bipartisan solution is attainable, and we will continue working to reach that solution."*

Among the topics the Joint Select Committee is reviewing are:

- changes to funding rules including the lowering of the discount rate affecting the plans' long-term expected return on plan assets,
- changes to the funding standard account credit balance,
- asset smoothing rules, and
- the amortization period for paying off a plan's liabilities.

Other areas being discussed include improving the Pension Benefit Guarantee Corporation's (PBGC) overall funding. This is the government agency that was established to insure the benefits of retirees should their pension plan become insolvent. This proposal increases PBGC funding by increasing funding contributions from all pension plans, employers and unions, and even by charging retirees of non-green zone plans.

Many of the proposals being considered, while helping those plans such as our Automotive Industries Pension Plan, would also put a heavier financial burden on plans that are not facing impending insolvency. As the Committee stated in their official news release, the problems facing our pension plans have proven to be incredibly difficult to address.

We in the Machinists Union are committed to continuing to reach out and assist the Joint Select Committee in its efforts to resolve this impending crisis.

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. Letters may be submitted as follows:

e-mail: dchaplan@mindspring.com

fax: 510-288-1346

mail: IAM District 190
8201 Capwell Drive,
Oakland, CA 94621

Local 653

Working toward a lucrative settlement

Business Rep Jeremy Celaya is currently in negotiations for the newly organized group at IAP Worldwide Services in Fresno. “We organized the Clerk Group and the Field Mechanics, which was about 100 members; and we just recently got 20 new people who work in the UH60 Blackhawk Helicopter group,” says Celaya.

“We’re deep into the bargaining process and should conclude the talks in the next 30 days,” he adds. “We anticipate a lucrative settlement.”

The employees should get a significant improvement in their share of costs of health and welfare. The company will pick up about half of what they’re currently paying.”

Local 801

Starting stages

Area Director Mark Martin reports that he’s getting ready to start negotiations with UPS Freight. “We’ll be meeting with the employees there and taking proposals.”

Local 1101

Big increases for San Jose shops

Business Rep Richard Breckenridge reports that two San Jose dealerships—Lexus of Stevens Creek and Normandin Chrysler-Jeep-Dodge-Ram-Fiat—just settled new three-year contracts that include wage increases for each classification.

Local 1173

Solidarity means everyone wins

When the counsel for Parker Robb Body Shop in Concord approached the union shortly before the opening of the contract and asked us to consider a one-year extension with the same annual wage increases, the members were agreeable. However, they quickly learned that the employer was trying to move the members from an Automotive Industries K-20 Kaiser Plan into an inferior employer plan.

“It would have saved the members a little bit on the monthly premium costs, but was a substantial shift in risk to the members—with higher deductibles, doubling of the out-of-pocket limit and

doubling the cost of office visits. Even though the AI plan is more expensive, these members realized it is a much better value for them and their families,” says Business Rep Brian Fealy.

After managing to retain the current healthcare, the negotiations moved to wages. “After several passes the employer wasn’t willing to put any wage increases on the table. Then at our last negotiations they came up with a novel idea, only give a wage increase to the lower-paid journeymen,” Fealy explained.

This shop has two tiers of journeymen, those hired before and those hired after August, 2002, with the newer guys receiving a lower wage rate. The union finally had an opportunity to do something about this inequity. However this meant that the longer-time journeymen would have to do without a wage increase this year to make it happen.

“In an amazing display of solidarity and support for the their union brothers, the bargaining unit of 11 unanimously ratified a \$2.00 wage increase for the four guys at the lower end of the scale while receiving no increase for themselves,” Fealy says. “This is why I enjoy what I do. When I can witness these moments of self-

lessness, camaraderie and solidarity it makes all those long days worth it.”

Contract in Concord

The members at Concord Mitsubishi-Kia ratified a one-year deal with the same annual wage increases as they got in their last three-year contract.

“We were also able to provide two up-and-coming young members some additional opportunities,” says Business Rep Brian Fealy. “One member received a \$1.80 wage increase starting November 1 and is on a path to step up his classification, entitling him to an additional \$5.45 wage increase upon passing 4 ASE’s. The second young man has earned a spot in the apprenticeship program after working for less than a year as a lube tech. It is refreshing to see two ambitious young men have the support of the journeymen and get the opportunity they deserve.”

New Boilermakers

While Local 1546 already represented the Boilermakers Local 549 office staff in Pittsburg, they recently got a new contract for the Boilermakers Training Trust office staff. “We completed a separate contract for the new unit,” says Older. “There’s only one person now, but they’re building a new training center, so we expect the unit will grow.”

Local 1484

Annual Retiree celebration

On Wednesday, December 12, the Retirees of Local Lodge 1484 came together at the Local’s union hall for their annual holiday banquet celebration.

Area Director Kevin Kucera paid special tribute to Fran Giacalone who has served the Retiree Club for several

years by taking copious notes at the meetings. In addition, Retired DBR of District Lodge 94 Max Chavez greeted the group with holiday wishes.

All of the retirees in attendance had a wonderful time sharing a meal and reminiscing with old friends.



Some of the retirees at Local 1484’s annual Retiree Banquet. Fran Giacalone is pictured at left of first picture. Center is retired DBR Max Chavez with Area Director Kevin Kucera. At right are the retirees from Toyota Logistics.

SHOP TALK: Tell us something good that happened this year — to you and/or to the



Dave Elgin

Retired – Central Chevrolet
Local 1546 – 35 years

I went on a 10-day cruise to Alaska. The weather was perfect—sunny, wonderful food, smooth sailing.



Rick Rufsvold

Retired – Central Chevrolet
Local 1546 – 35 years

I went to Vegas and saw Celine Dion with my wife. And I’ve had a lot of fun with my six granddaughters.



Nat Courtney

Retired – Doten Honda
Local 1546 – 42 years

Having the House of Representatives flip to be Democratic! We need some union-friendly congresspeople in there to fight for the American worker. It gives us hope!



Dave Massetti

Retired - Hansel Auto Body
Local 1546 – 50 years

I’m just hoping to shore up our retirement because in 10 years, what are we all going to do?



Fred

Retired - Fre
Local 1546

My wife and I are going to Hawaii—better than working!

THE LOCALS

Local 1484

Good deal at port

Metropolitan Stevedoring is a break-bulk employer located in the Port of Long Beach. The 18 members who work there repair facilities, equipment, and conveyance systems. “We recently got a three-year contract that includes a 10-hour guarantee, and respectable wage and pension increases,” says Area Director Kevin Kucera. “We worked creatively with the members to come up with something that would work for them and wouldn’t trigger the need for a strike, because we might not have gotten the support we needed from other port unions.”

Local 1528

Close but no cigar yet

Business Rep Skip Hatch got a tentative agreement with Applied Aerospace in Stockton. “The members will vote on it after this paper goes to press, so we’ll report on it next issue,” he explained.

Local 1546

Equity for Honda of Hayward

The 15 members at Honda of Hayward were pleased to ratify their new contract on November 1. “They will see a \$2 raise the first year, bringing them up to match Concord Honda, catching them up to the rates of the other Sonic stores,” says Area Director Don Crosatto. “They’ll also get a nice longevity bonus every year based on flat rate hours that they sell.”

Negotiations for all of the Sonic stores were started at one time, but the different locals deal with different issues and complete them at different times. We negotiate them all at once but with different issues, we finished them at different times,” Crosatto explained.

Sticking with the union

Members who work at Mercedes of Oakland successfully fought off a decertification campaign initiated by the dealership. “As it was develop-

Local 1173

Standing strong at Toyota Vallejo



Members who work at Toyota Vallejo took to the streets for an informational picket in December. “These technicians went flat rate in December of 2013 and haven’t received a wage increase since,” says Business Rep Brian Fealy. “We have been in negotiations for almost two years and the employer’s focus has been all over the place, from wanting a one-year extension, to expanding classifications, to healthcare.”

“The latest healthcare proposal is just a step too far. While our members currently enjoy full family coverage, the employer is proposing that new hires would have to pay full freight for spouse or family coverage, which equates to a \$7.50 per hour decrease in benefits for a new hire with a family. This is just wrong,” Fealy adds.

The members have been standing strong in opposing that proposal. The employer presented their “last best and final” offer with this substandard proposal in it. The members will vote on it after the paper goes to press. Stay tuned.



ing, we realized that the company had brought in non-union guys that hadn’t yet joined the union,” says Area Director Steve Older. “We turned it into an organizing opportunity. We brought in Area Director for Organizing Jesse Juarez and were able to sign up new members and beat the decert attempt by convincing the guys that there was value in us continuing to negotiate contracts.”

Older says that Crosatto, Juarez and Caren Sencer from the law firm of Roger, Weinberg and Rosenfeld are doing the negotiations.

Local 1584

Hands off our Health Plan

“Once again, an employer is coming after a good Automotive Industries healthcare plan, proposing their inferior company plan,” says Business Rep Brian Fealy of the management at GP Gypsum in Antioch. “Their plan includes higher deductibles, higher max out of pocket, and a higher cost for office visits and per-child premiums. A member with a spouse and four children would actually have a higher total premium cost than A.I.’s “Plan A”. The members made it very clear: “hands off our health and welfare.”

Fortunately, we won that fight and the members ratified a four-year agreement with a 12% wage increase over the term, plus retro pay and a \$1000 signing bonus,” Fealy adds.

Local 1596

Renewal contract

Steve Older reports that he got a new contract done and ratified by the 20 members at Van Bebbler Steel in Petaluma. “They’re getting a \$1.50 wage increase; the company agreed to pay 87.5% of the Plan A health care plan, and for the first time, they’ll have a 401K plan.”

Another renewal contract

The members at Donal Machine in Petaluma will see \$2.25 raises in the first two years, and then CPI raises for the next two years. “These folks haven’t seen any real raises in a long time,” says Area Director Steve Older. “We’re making up for the fact that wages have been flat since 2008.”

“We reminded the company of the big tax breaks they got this year and said it was time to share with their workers.”

Older says that the union would not have been as successful if not for the leadership of the stewards, bargaining committee members and the solidarity and support of the members

on the shop floor. To all of them a sincere thank you!

Local 2182

Bunch of contracts

Area Director Mark Martin notes that members at Pacific Material Handling are voting a package. “This didn’t come easily; we almost needed to file charges to get the company to meet,” but they finally did. At press time, we don’t have the scoop on whether the members ratified the contract.

Martin says that he’s going into negotiations with Waste Management of Lodi and has started talks with Bimbo Baking which covers Reno, Sacramento and Oakland.

Local 2182 & 1414

Greyhound settles

The National Greyhound contract got settled in December, and with it came the contracts for about 20 members who work for Greyhound in West Sacramento and Oakland.

“They got reasonable annual wage increases each of the three years, an increased company contribution into the health and welfare plan, and some language improvements,” said Business Rep Skip Hatch.

the world?



Miller
emont Ford
- 54 years

retired. We just
that’s a whole lot
ing.



Steve Malizia
Walnut Creek Toyota
Local 1173

We just want our pension saved.
We need a whole new government. We need unions—other-
wise, everyone would work for
nothing.



Joe Ioel
Avis Budget
Local 1546 - 17 years

I got back into the union because
I was out for a while. The pay
scale is great, though I’m worried
about retirement. The benefits
are good. The people are more
stable and professional, not flaky.



William Slivey
Retired - UPS
Local 1546 - 46 years

I was able to retire, thanks to the
union benefits. My wife and I are
with Kaiser health - it’s great.



Debra Fernandez
Coca Cola
Local 1546 - 19 years

I still have my health after a qua-
druple bypass and I’m blessed
with 10 grandkids.



IN THE NEWS

Another suit challenges unions

Following up on the Supreme Court's *Janus v. AFSCME* decision and seeking to take the fight against unions a step further, a professor of political science at St. Cloud State University in Minnesota sued the institution and its faculty union, arguing that forcing her to pay union fees violates her First Amendment rights. The professor, Kathleen Uradnik, is not a member of the union but pays its fees and agrees to its exclusive representation as terms of her employment on campus.

Uradnik is seeking a court order declaring that forcing her to submit to exclusive representation by the union violates her rights. The *Janus* decision held that public employees do not have to pay unions agency fees if they don't want to. But it did not go so far as to call into question a federal law on exclusive representation.

This case is wending its way through state courts and could end up at the Supreme Court soon.

—Colleen Flaherty, *Inside Higher Ed*

Proposed Trump rule could cost American workers \$1.3 billion in wages annually

In another attempt to weaken the power of labor unions, the Trump administration has proposed a new rule that could cost American workers \$1.3 billion in lost wages annually, a new study by the Economic Policy Institute has found. The rule proposal would limit the joint employment standard under the National Labor Relations Act.

Currently, two or more companies are "joint employers" of an employee if they share the ability to govern that employee's salary and working conditions. Even if a com-



pany has the right to govern an employee's working conditions but opts not to, it can be held responsible for labor violations. The rule change would limit that. A company would only be held responsible if it "possesses and exercises substantial, direct and immediate control over the essential terms and conditions of employment and has done so in a manner that is not limited and routine."

The changes would leave certain employees without the ability to hold their employers accountable for violating safety and fair pay laws. The rule change would also make it nearly impossible for unionized workers or workers who want to unionize to collectively bargain with all of their employers.

The original rule was created partially because employers would seek out temporary or contract labor in order to prevent employees from unionizing. The joint employment rule made it possible for employees to enter into collective bargaining agreements with the employer who controlled the terms of their employment, even if they were considered temporary workers.

—Nicole Goodkind, *Newsweek*

Tariffs could mean a 2M drop in car sales and cost 715,000 jobs, warns auto industry group

The impact of President Donald Trump's escalating tariffs is already being felt, say auto industry experts. New car prices are beginning to rise, and auto exports are dropping. But a new report warns that sales could plunge by as much as 2 million vehicles a year, resulting in the loss of up to 715,000 American jobs and a hit of as much as \$62 billion to the U.S. GDP.

The impact could mean more than just higher costs. A number of medium-sized and smaller parts suppliers could be forced out of business, unable to afford the cost of relocating their operations back to the U.S. That could result in disruptions at assembly plants, possibly meaning shortages of some products, and a big hit to automakers' profits.

—Paul A. Eisenstein, *NBC News*

Unions wary of the new NAFTA

Unions that spent years criticiz-

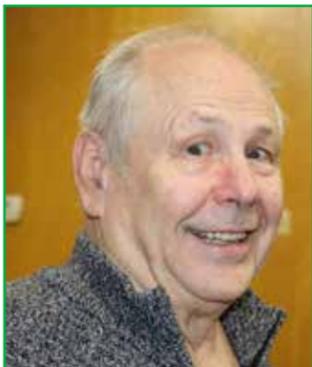
ing NAFTA's inadequate labor protections were far from elated about the Trump administration's new deal. Instead, five major union leaders who met with President Donald Trump in August to discuss NAFTA offered tepid acknowledgment of new provisions and warned that the Trump administration "could easily fail to enforce labor protections in the new agreement," reports POLITICO's Ian Kullgren.

AFL-CIO President Richard Trumka, International Association of Machinists President Robert Martinez, United Steelworkers President Leo Gerard, Teamsters President James P. Hoffa, and United Automobile Workers President Gary Jones cautioned that the so-called U.S.-Mexico-Canada-Agreement might not amount to a significant improvement for American workers, reflecting a deep distrust among unions that a Republican administration will remain a steadfast ally on trade.

But the lukewarm response isn't all bad. "A decision by labor leaders not to oppose the agreement, even if they don't actively support it, could lower political opposition in Congress," Jacob Schlesinger writes in *The Wall Street Journal*. He adds that "while crafting the new NAFTA in a way to try to draw labor support, the Trump administration has also written a deal highly appealing to many business groups, especially in the provisions aimed at 'modernizing' the pact that hasn't been amended since it took effect in 1994."

Democrats have expressed concerns about the labor standards that will make it into the final deal. Sen. Sherrod Brown (D-Ohio), has long warned that the current deal is falling short on labor issues. But if the new agreement marks a significant step forward on areas like workers' rights and wages, the Democrats

SHOP TALK: Tell us something good that happened this year



Bob Miller
Retired
Local 1546 – 49 years

I moved into Rossmore in Walnut Creek. I managed to get rid of my rental property, so I no longer have that headache.



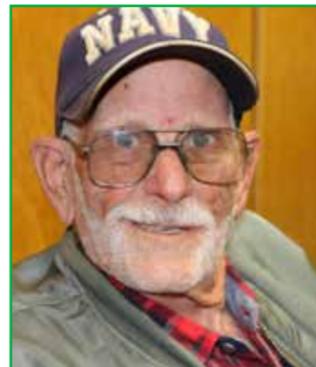
Nicola DeMichino
Waste Management
Local 1546 – 18 years

I was in my first negotiation. It was hard but positive. It opened my eyes to what it means to have a contract and be stable. It feels nice working for something, especially in today's economy. And having my health back has also been major!



Steve Dearborn
Waste Management
Local 1546 – 24 years

We finally got a good contract—the best since I've been at Waste Management.



Bud Beal
Retired
Local 1546 – Over 50 years

I managed to make it to 87 years old last month. I've got my health, and stayed healthy this year.



Ken Stoner
Vice President
Local 1546 – 50 years

I've been married for 50 years, we just had our first great grandchild, and I've been in the union for 50 years. It's all good!

IN THE NEWS

might vote in favor of the deal in order to show support for the fact that the new standards were included at all.

—AFL-CIO.org/Blog

Retail workers are more vulnerable than ever. A new campaign wants to protect their jobs.

Retail employees are now reeling from the effects of technology — a shift to online shopping driven by Amazon alongside automated checkouts — as well as disruption from Wall Street private equity firms that have left a trail of bankruptcies in their wake. Corporate consolidation has reduced the number of retailers, which has been found to keep pay down across the economy.

Retail “really tells a story around what’s happening in America” and “the forces that are transforming people’s lives,” said Andrea Dehendorf, co-director of OUR Walmart, a union-backed organization that helped organize the mega retailer’s employees. So a new campaign, dubbed Rise Up Retail, has launched to fight for decent pay, predictable schedules, and stability for the country’s million-strong retail workforce. It’s also part of a wave of worker-focused organizations that have cropped up outside of the traditional labor movement at a time of declining unionization.

“We are building new forms of organizations for people to come together and support each other to improve their work lives and work towards industry-wide change.” It joins the ranks of other, similar initiatives in different industries that are similarly pushing for workplaces changes without unions: the National Domestic Workers Alliance that works with nannies and housekeepers, Restaurant Opportunities United that organizes restaurant employees, and the National Day Laborer Orga-

nizing Network that reaches out to day laborers.

— Bryce Covert, Vox

IndyCar Driver Calls for Union: ‘You Shouldn’t Have to Risk Your Life for Free’

Popular IndyCar driver and Dancing with the Stars runner-up James Hinchcliffe called for collective bargaining among drivers in IndyCar, arguing that there should be league minimums like the NFL.

“There are drivers out there right now who drive for free. You shouldn’t have to risk your life for free.” Hinchcliffe says that he doesn’t want to lead the unionization charge and that he would prefer a retired driver with more authority to lead the charge.

— Raphael Orlove, Jalopnik

Your Pay Is Probably Going Down Next Year

Despite the improving economy, companies have stubbornly withheld salary increases over the past few years, opting to fatten the bonus pool instead.

Now, they’re taking those bonuses away, according to a new survey. Instead, employers are ever-so-slightly increasing salaries, but not enough to make up for the loss. Companies allocated 3 percent of their budgets to salary increases—a high since the recession—and they plan on allocating 3.1 percent of their budget for raises next year.

—Rebecca Greenfield, Bloomberg

Defying Predictions, Union Membership Isn’t Dropping Post-Janus

Five months ago, the U.S. Supreme Court dealt what was seen as a massive blow to unions in Janus v. AFSCME. The justices banned the collection of union fees from public workers who receive union-negotiated benefits but choose not to

belong to the union. The court’s decision led many to predict that massive defections of union members would follow. But so far, even as anti-union organizations wage campaigns to convince members to drop out, most are staying put. Some unions have actually increased their numbers since the Janus verdict. “I think the right-wing thought

this would decimate public-sector unions, and they were clearly wrong,” says Kim Cook of the Cornell University Worker Institute, which provides research and education in support of unions and workers’ rights.

Katherine Barrett & Richard Greene
Governing

Attention: Members of Local Lodge 1584

Official Election Notice

NOMINATIONS:

Nominations have been previously held for the following offices: President • Vice President • Secretary-Treasurer • Recording Secretary • Conductor/Sentinel • Three (3) Trustees • Six (6) Executive Board Members • Three (3) Auditors • Four (4) Alameda Central Labor Council Delegates • Two (2) Contra Costa Central Labor Council Delegates • Two (2) California Conference of Machinists Delegates and One (1) Alternate. Each office is for a three-year term.

ELECTION DAY:

Election of Officers will be held on Thursday, January 17, 2019 at 436 McCormick Street, San Leandro, CA 94577. Polls will be opened from 9:00 a.m. to 7:00 p.m.

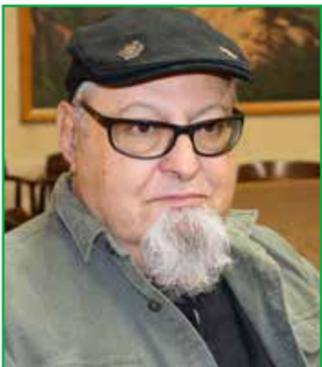
ABSENTEE BALLOTS:

Absentee Ballots will be furnished upon written request to the Recording Secretary of the Local Lodge by delivering or mailing. Members must qualify under the provisions of the Grand Lodge Constitution as follows:

1. Must reside in an outlying district more than 25 miles from the designated balloting place.
2. Confined because of illness.
3. On vacation.
4. On official IAM business approved by the Local Lodge District Lodge or Grand Lodge.
5. On an employer travel assignment or reserved military leave.

All requests for absentee ballots must be postmarked no later than Thursday, January 3, 2019.

SHOP TALK: Tell us something good that happened this year



Gene Borges
Sentinel-Conductor
Local 1546 – 42 years

I finally got my Sharps (a black powder rifle) that I’ve wanted forever.



Israel Rayna
Meritor (formerly Fabco)
Local 1546 – 12 years

My little sister got engaged. She’s a good kid We spend a nice Thanksgiving with her and her fiancé which made my mom really happy.



Daniel Luna
Mercedes Benz of Oakland
Local 1546 – 13 years

We defeated a decert election at my workplace. We’ve had new management pushing to get the union out. We beat them by 8 votes – it wasn’t really a close election, but it was too close!



Bill Schecter
Secretary-Treasurer
Local 1546 – 40 years

We got a bunch of Democrats elected to office I’ve got more money in the bank than I ever thought possible; my house and cars are all paid off. I’d never have gotten there without a union job and pension.



Werner Feldhaus
Recording Secretary
Local 1546

I have another grandson on his way, due in April. Life is boring, which is pretty great. Thanksgiving was awesome; a great time with family. And I was elected recording secretary of my local lodge.

1.9% Share of wealth globally held by adults with personal net worths under \$10,000. These 3.2 billion adults make up just under two-thirds of the world's population.

47% The amount of global wealth held by the world's richest 1%.

Credit Suisse Global Wealth Report 2018

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 and Welfare Trust, that won't change your address as the union has it. Be sure to contact your local union! (Addresses are listed in the calendar below.)



Get your IAM news on the web!

The International IAM website is at: www.goiam.org

Local Lodge websites:

Local 1101: www.iamlocal1101.org
 Local 1414: www.iam1414.org
 Local 1584: www.iamlocal1584.com

Facebook pages:

Local 653: <https://www.facebook.com/iamaw.local?fref=nf>
 Local 1101: [facebook.com](https://www.facebook.com/iam1101) (search for IAM Local 1101)
 Local 1546: <https://www.facebook.com/iam1546>
 Local 1584: <https://www.facebook.com/IAMLocal1584>

Twitter:

Union Organizer: @union1484

UNION MEETINGS

District Lodge 190

8201 Capwell Drive
Oakland, CA 94621
510-632-3661

Meetings are the fourth Tuesday of each month
 December 18* • January 22 • February 26
Executive Board Meeting: 6:30 p.m.
General Delegates' Meeting: 7:00 p.m.

* Date changed due to holidays

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
 December 20 • January 17 • February 21
General Membership Meeting: 6:00 p.m. on the first Tuesday of the month
 December 4 • January 1 • February 5
Retirees' Club: 1:00 p.m. on the third Wednesday of the month: December 19 • January 16 • February 20

Local 93

2102 Almaden Rd., #105
San Jose, CA 95125
408-440-8716

Meetings are the second Tuesday of each month
 December 11 • January 8 • February 12
Grievance Committee: 3:30 p.m.
Executive Board Meeting: 4:30 p.m.
Membership Meeting: 5:00 p.m.

Local 1528

713 16th Street
Modesto, CA 95354
209-529-9210

Meetings are the first Wednesday of the month
 December 5 • January 2 • February 6
Executive Board Meeting: 6:00 p.m.
General Membership Meeting: 7:00 p.m.
Shop Steward Meeting: 10 a.m. on the third Saturday of each month
 December 16 • January 20 • February 17
Narcotics Anonymous: 5:30-6:30 p.m. every Tuesday

Local 653

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

Meetings are the third Wednesday of the month except in November
 December 19 • January 16 • February 20
Executive Board Meeting: 5:00 p.m.
Membership Meeting: 5:30 p.m.

Local 1546

10260 MacArthur Blvd.,
Oakland, CA 94605
510-638-6705

Meetings are the first Tuesday of the month
 December 4 • January 8 • February 5
General Membership Meeting: 7:00 p.m.
Member Education Meeting: 5:30 p.m.
Executive Board Meeting: 6:30 p.m. on the Thursday preceding membership meeting
 January 3 • January 31 • February 28
Retiree Club Pot Luck Luncheon: 12 noon on the first Wednesday of each month
 December 5 • January 2 • February 6
Alcoholics Anonymous: 9 a.m. every Saturday

Local 801

8201 Capwell Drive
Oakland, CA 94621
800-655-2182

Meetings are the third Thursday of the month
 December 20 • January 17 • February 21
Membership Meeting: 4:00 p.m.
Meetings are held at the Carpenters' Hall, in Reno.

Local 1584

436 McCormick Street
San Leandro, CA 94577
510-635-2064

Meetings are the third Thursday of the month
 December 20 • January 17 • February 21
Membership Meeting: 7:00 p.m.
Executive Board Meeting: 6:00 p.m.
Retirees' Club: 12:30 p.m. on the first Tuesday of the month: December 4 • January 1 • February 5

Local 1173

1900 Bates Ave., # H
Concord, CA 94520
925-687-6421

Executive Board Meeting: 6:00 p.m. on the second Thursday of the month
 December 13 • January 10 • February 14
Membership/Shop Stewards' Meeting: 6:30 p.m. on the second Thursday of the month
 December 13 • January 10 • February 14

Local 1596

1900 Bates Ave., # H
Concord, CA 94520
925-687-6421

Meetings are the third Tuesday of the month
 December 18 • January 15 • February 19
Executive Board Meeting: 6:00 p.m.
Membership Meeting: 6:30 p.m.

Note: Monthly meetings will now be held at the Plumbers Hall in Santa Rosa: 3473 Santa Rosa Ave., Santa Rosa CA 95407

Local 1414

150 South Boulevard
San Mateo, CA 94402
650-341-2689

Shop Stewards' Meeting: 5:30 p.m. on the third Thursday of the month
 December 20 • January 17 • February 21
Executive Board Meeting: 6:00 p.m. on the second Thursday of the month
 December 13 • January 10 • February 14
General Membership Meeting: 6:30 p.m. on the third Thursday of the month
 December 20 • January 17 • February 21
Retirees' Club: 11:00 a.m. on the first Wednesday of March, June, Sept., Dec. All are welcome!
 December 5, 2018 • March 6, 2019 • June 5, 2019

Local 2182

967 Venture Court
Sacramento, CA 95825
800-458-9200

Meetings are the second Tuesday of the month
 December 11 • January 8 • February 12
Executive Board Meeting: 6:00 p.m.
General Membership Meeting: 7:00 p.m.
Retirees' VISTA CLUB: 11:00 a.m. on the third Wednesday of each month:
 December 19 • January 16 • February 20