

Serving the Active and Retired Members of IAM District Lodge 190

## Sold-out Lobster Feed is back & better than ever!

District 190's annual Lobster Feed started 12 years ago, but after the June 2019 event, was halted for the pandemic. "We're glad to be back," said Directing Business Rep Don Crosatto as he opened the brief program.

In all, more than 240 guests came to the IAM Local 1781 Hall in Burlingame on January 27 with two goals: to eat huge quantities of lobster, shrimp and other goodies, and to donate to the Guide Dogs of America, the IAM's long-time charity. The lobster boil, and accompanying pasta and salad, was prepared by District 190 staff, with Robby Pintos and Richard Breckenridge leading the cooking efforts.

In attendance was the Rev. Albert Macklin, who ministers at an East Palo Alto church. Not letting his blindness stop him, he runs numerous

programs in his community and credits the Guide Dogs, in particular, Winter, for enabling him to do his good works.

The group also met Timone, who serves as a support companion for Ian. As Ian's mom Tracy said, "the dog enables this active yet visually-impaired young man to stay focused and social."

In all, the event was a huge success—the food

was great and the event, plus raffle, raised more than \$15,000 for the cause.

It's never too late to support the Guide Dogs. District 190's Golf Tournament will be on August 22 at Corica Park in Alameda. Watch for more info or ask your Business Rep.

*See page 7 for more event photos*



More than 240 guests pretty quickly consumed 16 buckets of lobster, shrimp, corn, potatoes, sausage, and deliciousness!



The Lobster Feed is all about raising funds for Guide Dogs of America. Here we meet Winter and Timone, who have been excellent companions and support.

### Contract of the month

## Great settlement at Peter Pan BMW

There's power in location. While some Penske-owned dealerships, like those in San Diego, are struggling to get a contract, the Local 1414 members at Peter Pan BMW just got their most lucrative contract ever—definitely one of the best in District 190.

"I warned the company's attorney that if he wants to play games like they're doing with the people in San Diego, I'll pull our members out," said Area Director Pedro Mendez. "This is a union town and this is one of the local's strongest units. But even more," he adds, "this is Penske's number one dealership that employs the company's top mechanics."

The contract covers all of the mechanics and service advisors, totaling about 40 members, at the dealership's Burlingame service center.

Negotiations opened on December 12. "The union brought 15 proposals to the table. Management told us we were asking for a lot," Mendez says.

"When we came back for the next session a week later, we went over the proposals and had a deal done in under five hours that accepted 12 of the 15 proposals," Mendez adds. The members ratified the contract overwhelmingly on December 21.

Here's what's included in the five-year contract:

For the mechanics, the base wage increases from the current wage of \$47/hour up to \$49.25 in year one, and will get to \$55.75 by 2028.

As flat rate workers, they'll also get a proficiency bonus ranging from \$2/hour for 100-109% up to \$5/hour for more than 140% proficiency. Since 80% of the group makes over 140%, most members will make \$5/hour over the base.

Those mechanics who work on electric vehicles, will get an extra \$4/hour, plus the proficiency bonus.

Other improvements include increasing the health and welfare cap to 12% from 10%, creating an apprenticeship program for mechanics, and an increase in the number of sick days and bereavement days.

The Service Advisors will also see a lot of positive changes. They'll see an increase in the warranty percentage that they get, and will also get a longevity bonus of up to 7% for working at Peter Pan for 12 years. Their 401K contributions will go from \$500/month up to \$650 by the end of the contract. Other bonuses include \$100/day extra for up to 10 days when training another advisor and \$50 for each maintenance warranty they sell.

"We have a great shop steward in Quoc Nguyen. He's a true team leader, was terrific on the bargaining team, and is respected by management," adds Mendez. "As is Service Advisor Jordan Cuellar. "The expertise that both offered at the table made the difference. Most importantly, the members at this shop strongly support the union. That's what enabled us to get this excellent deal."



Shop Steward/Tech Quoc Nguyen, Service Advisor Jordan Cuellar, and Techs Vasant Singh and Roberto Ronquillo are pleased with their new contract at Peter Pan BMW.



**MOVING?**  
Or need to report a member recently deceased...

Send the mailing label on this newspaper to your local union office. Please note: 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!

See calendar on Page 8 for your local union's address.

**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, 8201 Capwell Street  
Oakland, CA 94621

**Get your IAM news on the web!**



Visit the District 190 website at: [iamdistrict190.org](http://iamdistrict190.org)

The International IAM website is at: [goiam.org](http://goiam.org)

Local Lodge websites:  
Local 1101: [www.iamlocal1101.org](http://www.iamlocal1101.org)  
Local 1414: [facebook.com/IAMLOCAL1414/](https://facebook.com/IAMLOCAL1414/)

Twitter  
Union Organizer: @union1484

Facebook pages:  
Local 1101: [facebook.com/](https://facebook.com/)  
Search for IAMAW-Local 1101  
Local 1546: [facebook.com/iam1546](https://facebook.com/iam1546)

TikTok  
Local 1484: Search for Mercedes Benz San Diego

The IAM District 190  
**Sparkplug**

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Postmaster: Send address corrections to The *Sparkplug*, 8201 Capwell Street, Oakland, CA 94621.

Debra Chaplan, Managing Editor

**UNION PEOPLE**

**In Memoriam**

**Don Barbe**  
1950-2023

by Shelley Kessler

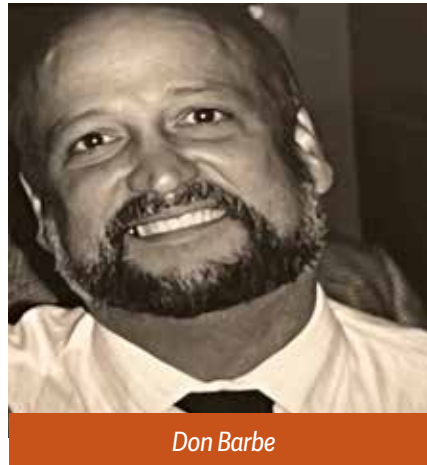
Former business agent and wonderful friend, Don Barbe, passed away last year on Christmas Eve day at noon. I was with him as he took his last breath and ended his painful struggle with esophageal cancer. He was incredibly brave throughout the process.

His wife Ann preceded him in death in February from a sudden heart attack, and his beloved dog Peanut died just before Don went into the hospital. And yet, Don kept up his spirits, winning the hearts of hospital staff who made sure he was kept comfortable while in their care.

Don lived a full life. Born in 1950 in San Francisco, he was a "Bay Area Boy" who felt at home in many cities, but never left the area and the sports teams he loved. He tried never to miss hometown games, even if his team was doing poorly. He also was very fond of his Harley Davidson motorcycle, which he souped up with every after-market augmentation. It's quite a beast.

Over his 73 years, Don had many occupations. However, being a mechanic was the one that sent him on his road to trade unionism. When I interviewed him, he said he was a good mechanic, but was humble in that assessment. He worked in independent shops, his own shop, and Ford, Porsche, Audi, and Cadillac shops, to name a few.

Don became a business representative for District 190 in 1989 and continued in that position until 2011. He learned the craft of representing workers through on-the-job training with the assistance of more seasoned representatives. He was motivated to take on the big challenges including flat rates, lack of grievance procedures, and what he referred to as "stinky stuff."



Don Barbe

The reflections by those who worked with Don were uniformly positive and affirming.

Don Crosatto, Directing Business Representative for District 190 said of Barbe, "He was a dedicated union rep, fun to work with and always smiling. He was able to find the best solution in difficult situations."

Union brother Lawrence Pretap said, "I've known brother Don from the early 90's. He was not just a union rep, he was my brother. We made numerous trips to New Zealand and Fiji together. He will be very dearly missed!"

Local 1414 Vice President Don Adonis told me that in 2007 or 2008, he and Barbe rode from Redwood City to Las Vegas. It was a long ride but a lot of fun."

Executive Board Member

Jorge Portillo remembers how Don welcomed him as different locals merged into Local 1414. He reflected on Don's ability to learn about the different crafts covered by the IAM, how to deal with difficult labor disputes, and was 100% open about passing on whatever knowledge he could to those who asked. He also appreciated Don's cooking, which was a regular feature at the local's senior lunches.

Don served in various functions at the local including trustee, sergeant of arms and executive board member and was also a trustee at the San Mateo Central Labor Council.

Don was always active on picket lines and in taking political action. He and I were a part of the labor team that went to Nevada in 2016 to defeat Donald Trump there and succeeded!

We will miss Don and the incredible gift that he was to many of us.

**California Primary Election • March 5, 2024**

In addition to the Presidential Primary, you will vote for the top two contenders on the November ballot for the following offices: U.S. Senate, Congress, and State Senate & Assembly.

- The last day to **register to vote** in the Primary Election is February 20, 2024.
- **All** California active registered voters will receive a vote-by-mail ballot.
- Ballots will be mailed by February 5, 2024. Ballot drop-off locations open the next day.
- Ballots can be returned by mail, at a drop-off location, or your county elections office.
- Vote centers open for early in-person voting beginning on February 24, 2024.
- Ballots must be postmarked on or before Election Day and received by March 12, 2024.

To register on-line, go to: <https://www.sos.ca.gov/elections/>

**Whatever you do, be sure to vote!**

**UNION JOB BOARD**

Here's a list of some of the jobs available at IAM shops. If you're interested in making more money or changing location, start here or contact your business representative.

**Cemex** is hiring mechanics in San Francisco. \$50/hour, \$1,100/month, 401K, AI Health and Welfare Plan A, fully paid by the company.

**George Martin Co.** in Emeryville is looking for production workers and machinists. Entry level jobs pay from \$23-30/hour.

**Waste Management's** Davis Street Transfer Station in San Leandro needs two plant maintenance journeyman mechanics—probably swing shift. These positions pay \$52.92/hour. Look for them at [WMJobs.com](http://WMJobs.com)

**UPS** in San Bruno and South San Francisco (and likely several other locations) are looking for plant mechanics. They pay in the \$44/hour range, offer the IAM National pension & the AI pension. To apply, go to [ups.com/careers](http://ups.com/careers).

**Harborland 2C** is looking for a manual machinist in Oakland. The journeyman contract rate is \$33.35 plus health & welfare and pension. It's a new position so rate may change. To apply, contact [solder1546@sbcglobal.net](mailto:solder1546@sbcglobal.net) or Mark Wilson at the company @ 510-917-5532

# NEWS FROM THE TRUST FUND



## Pension Plan 2023 Year End Tax Documents

The Trust Fund Office will be mailing the Pension Plan 2023 1099-R Tax Forms no later than January 31, 2024, to all retirees receiving monthly pension payments.

After January 31, 2024 the 1099-R Tax Forms will also be available on the Trust Fund website at [www.aitrustfunds.org](http://www.aitrustfunds.org) and can be downloaded or printed directly from the website. If you don't already have access to the website, creating an online account is simple and takes just a few minutes to complete. Visit [www.aitrustfunds.org](http://www.aitrustfunds.org) for details on how to create an account so that you can review your benefit information.

## Your rights and protections against surprise medical bills

Effective January 1, 2022, the No Surprises Act went into effect. This law prohibits medical providers from "balance billing" you when you get emergency care or get treated by an out-of-network provider at an in-network hospital or ambulatory surgical center.

"Surprise billing" is an unexpected balance bill. This can happen when you can't control who is involved in your care—like when you have an emergency or when you schedule a visit at an in-network facility but are unexpectedly treated by an out-of-network provider.

You are protected from balance billing for:

### Emergency services

If you have an emergency medical condition and get emergency services from an out-of-network provider or facility, the most the provider or facility may bill you is your plan's in-network cost-sharing amount (such as copayments and coinsurance). You can't be balance billed for these emergency services. This includes services you may get after you're in stable condition unless you give written consent and give up your protections not to be balanced billed for these post-stabilization services.

### Certain services at an in-network hospital or ambulatory surgical center

When you get services from an in-network hospital or ambulatory surgical center, certain providers there may be out-of-network. In these cases, the most those providers may bill you is your plan's in-network cost-sharing amount. This applies to emergency medicine, anesthesia, pathology, radiology, laboratory, neonatology, assistant surgeon, hospitalist, or intensivist services. These providers can't balance bill you and may not ask you to give up your protections not to be balance billed.

You're never required to give up your protections from balance billing. You also aren't required to get care out-of-network. You can choose a provider or facility in your plan's network.

If you believe you've been wrongly billed, you may contact the Automotive Industries Welfare Plan at (800) 635-3105, by email at [AISupport@hsba.com](mailto:AISupport@hsba.com), or by visiting [www.aitrustfunds.org](http://www.aitrustfunds.org) for assistance. Visit [www.cms.gov/nosurprises](http://www.cms.gov/nosurprises) for more information about your rights under federal law.

## The Member Assistance Program can help with many life related stresses

The Trustees of the Automotive Industries Welfare Fund partnered with Uprise Health to provide an Employee Assistance Program (EAP) and a Legal/Financial Program (LFP). These resources can help you resolve personal problems in the early stages.

Uprise Health offers a confidential support service and referral program. It is designed to help you and your family with personal issues such as:

- Stress
- Parenting
- Aging
- Grief/Loss
- Anxiety
- Relationships
- Family
- Marriage
- Work Issues
- Alcohol/Drug
- Finances
- Depression
- Adoption
- Estate Planning
- Bankruptcy
- Immigration
- Child Custody
- Real Estate
- Criminal Issues
- Tenant's Rights
- Divorce

Customer Care Professionals will help you find the right resources and services including counselors, legal representatives, and financial professionals who can provide counseling sessions, coordinate the appropriate treatment, and provide referrals if needed. Office hours are from 6 am to 5pm PST. After hours calls will be returned the following day. Crisis support is available 24 hours a day, 7 days a week.



The services provided under the EAP and LFP program are 100% confidential and are at no cost to you or your dependents. For more information or to get assistance in making an appointment, call Uprise Health at 1-888-690-1349 or visit <https://hmc.personaladvantage.com> using the AUTOMOTIVE as the access code.

## Reminder: Pension plan searching for former participants

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

## Recognizing a good employer

"Penske Truck Leasing has been an amazing partner with the IAM and District 190," says Business Rep Robby Pintos, who attended a Labor-Management meeting in Chicago with the company and with IAM locals across the nation in early January. The company reviewed how they're doing, how they've evolved and their future plans. "They're growing in the Bay Area and all is going well here," Pintos added.

"Most importantly, we have an excellent relationship with their management at the shops we represent in Richmond, Hayward, San Leandro, Livermore, South San Francisco, Gilmore, and Santa Clara, with a new shop opening soon in Concord. This helps smooth the way for getting good contracts for those members," he says.

Twice each year, Penske donates trucks for the District's Guide Dogs of America fundraising events — including a refrigerated truck for the Lobster Feed and a regular truck for the Golf Tournament. When in Chicago, Pintos learned that Penske plans to donate a truck to Local 701's training center, located in nearby Aurora, IL. "Clearly, they put their money where their mouth is," Pintos adds.

## High School auto shop makes the news



Here's a great news story about how the George Washington High School Auto Shop is preparing young people to become certified mechanics, ready to keep pace with the new EV technology. The Auto Shop program was launched 10+ years ago by Local 1414 and still taught by Rich Del Rosso, a Local 1414 member. Watch the KPIX-TV story here: <http://bit.ly/GWautoshop>

## Local 653

### Facility closures

Sadly, **Ruan Transportation** will be closing their Turlock facility in early February impacting the lives of seven members. Business Rep Jeremy Celaya reports he's trying to get those members into other Ruan facilities or other union shops.

**T-Force**, (formerly UPS Freight) recently closed its Fresno and San Leandro sites. Fortunately, an "effects bargaining" agreement was in place, which covers plant closures; it provides a \$3,500 payout for anyone laid off from the closure. Celaya says that employees will be granted a two-week period to decide if they want to follow their work to another T-Force location. In the future, the employer must give the union a 30-day notice of consolidations or shop closures. If any locations re-open, our members are on a two-year seniority call-back list.

### Congratulations to new officers



Local 653 new officers

The newly-elected officers of Local 653 have been sworn in for a three-year term that started on January 1. Congratulations to the group for taking on this awesome responsibility:

Joe Artiga Jr.—Secretary Treasurer  
Leo Vasquez—President  
Chris Jimenez—Vice-President  
Brandon Sandoval—Rec. Secretary  
Yee Vang—Trustee  
Mike Avitia—Trustee  
Eric Pelayo—Conductor-Sentinel

### New contract at BMW

The 17 members at BMW Fresno ratified a new two-year contract in December, but getting to that point was never a foregone conclusion.

Celaya says that the employer withdrew recognition of the union and tried to bribe some of the newer employees with big wage increases to undermine the group. "We have a strong group who were part of the organizing drive back in 2017, and they worked together to fight the decert," he says. "We ultimately won that election handily and got a new contract."

Ratified in December, the contract is retroactive to June. It includes improvements to wage rates (tiered by different classifications); bonuses for proficiency level increases; and increases to the employer's health and welfare and pension contributions.

### Open Contracts

Celaya reports that the contract with Fresno Unified is almost finished. He'll report on how that goes

## Team produces a lucrative new contract at SSA



The SSA bargaining group (both labor and management) after the SSA contract signing. The union group is:

Rudolph (Rudy) Morales, Mike Di-Gaetano, Alfredo Guerrero, Manuel Rayo, Richard Duke, Anthony Castagnola, Alejandro (Alec) Rodriguez, Andrew Deering. In the center, Area Director Kevin Kucera shakes hands with SSA's Maintenance Manager John Bell.

After an arduous six months of negotiations between Local 1484 and SSA, the 198 members at five Southern California SSA terminals will see a 39% wage increase over 6 years with significant benefit improvements.

"We went from an 80% rejection rate and 100%

strike vote after the first proposal to coming back to the table two weeks later and getting enough support for some additional benefits to flip the numbers," says Area Director Kevin Kucera. "We ended with an 80% acceptance rate." The contract was ratified in October and is retroactive to July 1.

in the next issue.

The open contracts this year include Coca Cola, UPS, the and Local 653's own clerical staff.

## Local 801

### Challenges of new employers

Area Director Mark Martin reports that he and the members who work for Louis Berger, now Versar, Inc., at the Naval Air Station in Fallon, NV will be going into negotiations with the third new employer in three years.

"In 2022, we had to negotiate a first agreement following Louis Berger's takeover of the contract from LB&B Associates." Since then, he reports that Louis Berger was bought out by Versar, Inc. "Thankfully, some of the players remain the same, but we're heading into negotiations soon with the "new" company. Our members at the Fuel Farm deserve a good contract, and we'll fight for that," he says. "Stay tuned."

## Local 1101

### Arbitration victory

When a union member at Sunnyvale Ford was fired for sexually harrasing a service advisor back in April, the union immediately investigated and ultimately agreed to take the case to arbitration. It was a good move because the arbitrator, after thoroughly reviewing the case, ruled that the member must be fully reinstated as a senior master technician with back pay, vacation accrual and pension contributions, estimated to be in excess of \$40,000.

In a nutshell, the mechanic was on a time deadline to finish writing up a job. He asked the service advisor for the paperwork that he needed and she refused to give it to him. Did he reach for the paperwork or did he grab at her? After interviews with all parties and a review of the video, the arbitrator (a woman) determined that while the whole situation could have been handled

better by both parties, it was not a case of sexual harassment.

In addition, the arbitrator reprimanded the employer's lawyer, John Boggs (for those who know him), for his bad faith interview of the member before firing him. "A test for just cause is whether the investigation was conducted fairly and objectively. [This means] someone from management must make sure that as much available evidence as possible is collected, and that the evidence gets a careful look, not by a partisan, management oriented perspective, but by a disinterested third party."

### Big contract year

Local 1101 staff will be busy this year negotiating 15 contract renewals. The AFSCME contract is already open, and the rest will come at a rate of 1-2 each month:

Avis Rent-A-Car, BAE, Central Concrete, Coast Counties Salinas, Commercial Truck, First Student Hopkins Honda, Lexus Stevens Creek, Lhoist, Mini Stevens Creek, Normandin, Northrop Grumman, Sonic Automotive, and UPS.

## Local 1173

### Managing the transition

In September, San Francisco Toyota, a Local 1414 shop, bought Novato Toyota, a Local 1173 shop. The new owner agreed that they would honor the current contract until it expires and then negotiate a new one.

However, the new owner was clear that they don't want to be in the AI pension plan any longer and agreed that in lieu of that pension contribution, they would put that same money into the members' paycheck.

"It's complicated," says Area Director Steve Older, "and we're still working out the details. We're monitoring that they're paying everybody correctly. We'll make sure it's right in the end."

### Doing well at Amports

On November 1, nine Local 1173 members members along with

about 80 Teamsters who all work at Amports in Benicia ratified a five-year agreement.

Business Rep Brian Fealy reports that they got wage increases of 6.0%, 4.0%, 3.0%, 3.0%, 3.25% across the years. "Additionally, we gained improvements in heat and air quality protections, vacation, compensation for technicians who achieve ASE Master Technicians status, an increase in employer contributions to the apprenticeship program, improvements in bereavement leave," he says. "Importantly, we contained the members' health insurance contribution increases to two increases of \$5 per week over the term while increasing the employers premium cap three times over the same period."

Brian adds, "I also want sincerely thank our members who were on the bargaining committee. Their knowledge and voice at the table made a real difference in the outcome of negotiations."

### In the works or coming up

Fealy and Older report that the local is still working on getting a first contract with El Cerrito Honda.

"It's dragging on," Older says, "but we're persevering and the talks are ongoing."

For 2024, Older reports that the Henckel and Sonic contracts are the biggest ones coming up this year.

## Local 1414

### Major improvements

About 100 members work at Morgan Ceramics in Hayward making ceramic products used in aerospace, semiconductor manufacturing, night vision goggles, precision machining, and other high-tech applications.

"While we had to fight like hell to get 3% increases in past contracts, this time they'll get a 5.5% increase in year one, and 4 and 4.5% in years two and three of the three-year agreement," says Area Director Don Crosatto.

# THE LOCALS

“This group of 100 is now in the AI Trust Fund, which is huge,” Crosatto explains. The contract moved members out of the company health plan and into AI’s Kaiser plan. “With the company paying the deductible, it lowered everybody’s monthly cost by 28%, he adds. “And by switching to Delta Dental, members have more choices of dentists and we could triple the annual max.”

In addition to other improvements, the union and employer are also working to develop an apprenticeship program. “People tend to stay there for decades...but folks are aging out and retiring, and it’s a challenge to replace them,” Crosatto says. “This way we can grow our own.”

## Big contracts open this year

By the end of May, Local 1414 members who work for the City and County of San Francisco and the Municipal Transportation Agency (MUNI) need to have their new contract finalized. They’ll be in negotiations with 27 other unions, reports Area Director Pedro Mendez.

“Even with the city budget running in the negative, we hope to accomplish a good contract,” Mendez adds. Leading the bargaining team will be Art Gonzalez, Donte Vickers, and Mendez. “It’s a big table.”

Donte Vickers will also start bargaining with the Golden Gate Bridge, Ferry, and Bus Divisions. That contract opens on April 15.

## Local 1484

### Historic increases

The 30 members who work as electricians at Tony DeMaria Electric (TDE) in Wilmington provide services to commercial clients and refineries. Business must be good because they just ratified a new one-year contract, covering the 2024 calendar year, with historic wage and pension increases.

Area Director Kevin Kucera gave special thanks to shop steward and chief negotiator Jaime Ybarra for lending his expertise of the industry and for his dedication to ensuring the best possible result for the members.

### Also one year

The seven members who work at Wilmington Iron Works also ratified a one-year contract for the 2024 calendar year. “They got respectable wage increases,” says Kucera.

### Bragging about a great deal

Bragg Crane, with 12 members who work at facilities in Long Beach, Fontana and Stockton, just completed a three-year contract with historic raises. The members ratified it in October.

“They got just above an 8% wage increase with benefit improvements,” says Kucera, who wanted to acknowledge shop steward Keitz Coreopsus (Corey). “He was at my side when we negotiated the agreement and did a great job.”

## Local 1528

### Opening talks at Silgan

Area Director Mark Martin says that he’ll soon be heading into negotiations with Silgan Containers, Doherty. “This is a company that has a habit of squeezing a nickel until it screams. More info to come.”

### Getting job security the hard way

Silgan Yosemite, a Teamster plant in Modesto, is closing, reports Martin. Some of the production is slated to come to Riverbank, which is an IAM Local 1528 shop. “This will add 25-30 employees who will become IAM members. It’s sad to see a plant close but this does add to the job security at Riverbank,” Martin adds.

### Big wage increase

The 325 members who work at Applied Aerospace in Stockton ratified a new five-year contract that will bring them a 22% wage over the contract term, reports Business Rep Paul Abarca.

“The contract also provides increases in lead pay, shift differential, and increased pension contributions in each year of the agreement,” Abarca says. The group was also able to maintain their exceptional health and welfare benefits, with only a 4% increase in the cost share to the members over the five years.

### Unanimous acceptance

In November, the nine members who work at Sardee Industries in Stockton voted 100% to ratify their new two-year contract.

“The wage increases they can expect will be 5.5% in year one and 4% in year two,” reports Business Rep Paul Abarca. “Their health and welfare share of cost will be reduced from 25% to 20%. The employer increased their 401K contributions and improved the safety and tool reimbursement programs.”

### On the way to a first contract

The 10 employees at Lock-N-Stitch, a machine shop in Turlock, voted unanimously on October 20 to have union representation, reports Abarca. By the time this paper is at press, negotiations should be under way.

The week before the NLRB vote, the company started holding anti-union meetings. “I believe this actually ended up strengthening the group,” says Abarca.

## Local 1546

### One down at Ryder

Business Rep Brian Fealy reports that on January 24, the 15 truck technicians at Ryder Hayward North, ratified a new three-year agreement. They’ll see wage increases of 5.5% in year one and 3.5% each of the next two years, plus a one-time \$1,500 ratification bonus.

Additional improvements include an increased contribution to their pen-



The Ryder crew after ratifying contract

sion, an increase in the boot allowance, additional pay for mobile maintenance technicians, an increase in the time (from 90 to 180 days) allowed to acquire a Commercial Driver’s License (CDL). The employer has also agreed to schedule and pay for the required training up front so the members don’t have to pay out-of-pocket. The members also now have an option to do training at home.

Contracts with Ryder at the Rohnert Park, Petaluma, and Hayward South locations are also in the works. “We’ll do them in quick succession in that order over the next few months,” Fealy adds.

## Local 1584

### Best contract ever

The more than 86 members who make folding and perforating machines at George Martin Company in Emeryville almost went on strike. But instead, they held out for the best contract they’ve ever gotten.

In two votes—held for each shift—the group ratified a new four-year contract on January 29.

“We knew that getting a significant wage increase was key, and that it would have to be front-loaded in the contract,” says Business Rep Robby Pintos. “The increase we were able to get was \$2/hour in year one, \$0.80 in years two and three, and \$1 in year four.”

The union also knew that the company had set aside \$1.17 for potential health insurance increases in the last contract, but that money was never tapped so it went into wages. Now management again wanted to set aside the same dollars, but that would have meant pulling it out of wages. “We were clear that they cannot reduce wages. Instead, we got the company to codify that the \$1.17 would stay in the wage package. We fully expect that we won’t have cost increases over the coming contract term,” Pintos added.

In addition, the members will go from three to five sick days.

“Overall, we did really well,” says Pintos, who wanted to thank DBR Don Crosatto, Business Rep Jerry Gutierrez, and members Dane Hampton, Justin Wurth and Mike Enea. “Together we made it happen for the members.”

## Local 2182

### Good deal after long talks

On December 27, 45 automotive equipment mechanics and service workers who work for the City of

Sacramento ratified a new two-year agreement. Negotiations took place over six months until the bargaining team agreed to a tentative contract.

“We kept pushing the city to agree that whatever money they put on the table, it would all go into year one,” says Business Rep Paul Abarca. “We were able to secure 10% total, that was retroactive to July 1.”

Other features include a large contribution to health and welfare, location bidding every year, and the city will increase daily on-call pay. Abarca says that the ratification vote was unanimous.

### Another good city contract

In coordination with all of the Building Trades locals who work for the city of Sacramento, the Local 2182 members settled a two-year contract at the end of December. “We ended up with 10% in wage increases over the two years,” says Area Director Mark Martin, “and all 10% will be front loaded in the first year.” He adds that the contract was ratified overwhelmingly.

## TMH: Multiple Locals

### Harmonizing contract language

About 135 members work at Toyota Material Handling in Livermore, Salinas, Sacramento, and Fresno. This year, the three locals jointly came to the table to harmonize their contract language, and get a two-year contract. While the language is the same, the wages differ by location, with the more expensive Bay Area getting the highest amount.

“Wages for our Local 1414 members in Livermore and Salinas will increase by \$6/hour over the two years. Wage increases for the other facilities are also substantial, but a bit less,” says Directing Business Rep Don Crosatto. “Everybody is now in Plan C of the AI health and welfare plan, and we got a very high health-care cap, which should cover any increases.” He adds that the members will also get two additional sick days and the company will hire an in-house training staff.

TMH is also expanding. They recently got the franchise for JCB Equipment, located in Pacheco. “Without us even asking, they folded this company into the contract, bringing a few new folks into the union,” Crosatto says. “They also picked up a golf cart franchise and have a dock and door business. Most importantly, they created a training path for those guys and will be doing more hiring.”

The staff wanted to thank the members who served on the bargaining committee for the expertise they brought to the table.

Local 1414: Manual Grospe and Mark Luna

Local 2182: Lee James and Amber Scott

Local 653: Dan Hunt (The Fresno negotiations were earlier last year.)



## IN THE NEWS

### New California laws that take effect in 2024

Compiled by Weinberg Roger & Rosenfeld

The following laws that impact workers were passed by the legislature and signed by Governor Newsom in 2023. They take effect in 2024.

#### Effect on workers when grocery stores change ownership

Starting January 1, 2024, the Protect Grocery Workers Jobs Act (AB 647) will protect grocery and warehouse workers' jobs by strengthening existing statewide grocery worker retention laws and expanding coverage to warehouse workers.

#### Additional discrimination protections for California workers

Governor Gavin Newsom signed into law SB 497 on October 8, 2023. California state law currently prohibits employers from disciplining, discharging, discriminating against, or otherwise retaliating against employees because the employee engaged in certain protected conduct. SB 947 establishes a "rebuttable presumption" in favor of an employee's claim if an employer retaliates against the employee within ninety (90) days of engaging in protected activity. Protected activity under SB 947 includes making a wage claim or a complaint about unequal pay. The bill establishes that in addition to other remedies, an employer is liable for a civil penalty of up to \$10,000 per employee for each violation, awarded to the employee who was retaliated against. The new law goes into effect on January 1, 2024.

#### California employers now prohibited from discriminating against applicants on the basis of prior cannabis use

In a significant development on October 7, 2023, Governor Gavin Newsom signed Senate Bill 700 ("SB 700") into law, which amends California's Fair Employment and Housing Act ("FEHA") to protect job applicants from discrimination based on prior cannabis use. This new provision became effective on January 1, 2024.

#### Massive victory for California healthcare workers: First-in-nation \$25 minimum wage

Thanks to a monumental, years-long effort from healthcare workers and their unions, over



**If people working full-time jobs still need food stamps to get by, they're not the ones leeching off the government.**

**Their employers are.**

400,000 workers at various healthcare facilities across California will see significant wage increases as early as July 2024. Under Senate Bill ("SB") 525, the minimum wage for workers who provide direct patient care or support services at large hospitals and dialysis clinics will be raised to \$23 in 2024, \$24 in 2025, and \$25 in 2026. The minimum wage for another group of workers at smaller healthcare facilities will move to \$21 in 2024, \$23 in 2026, and \$25 in 2028. There are separate timelines for workers at community clinics and "financially distressed" healthcare institutions, but in sum, the bill requires progressive minimum wage increases for all covered healthcare workers over the next few years.

[Ed. Note] Sadly, Governor Newsom has indicated that he may delay implementation of this wage increase due to the state's current budget deficit.

#### SB 616 increases California paid sick leave requirement from 3 to 5 days

The legislature substantially increased the amount of paid sick leave required by California law. The new law (which takes effect on January 1, 2024) preserves the existing accrual rate under California's paid sick leave law (one hour accrued for every 30 hours worked). However, employers may use a different accrual method as long as eligible employees accrue (a) no less than 24 hours (or 3 days) of paid sick leave by the end of their 120th day of employment, or (b) no less than 40 hours (or 5 days) of paid sick leave by the end of their 200th day of employment.

#### AB 800 establishes workplace readiness week to educate high school students on work-

#### ers' rights and the labor movement

AB 800 becomes effective in California on August 1, 2024. The bill establishes the week that includes April 28 as Workplace Readiness Week, which shall be a part of Labor History Month in May each year. During this week, all public high schools, including charter schools, will be required to provide students in grades 11 and 12 with information on workers' rights, including laws on child labor, wage and hour protections, worker safety, workers' compensation, unemployment insurance, paid sick leave, paid family leave, state disability insurance, the California Family Rights Act, and the prohibition against misclassification of employees as independent contractors. Schools will also be required to educate these students on their right to organize a union in the workplace, prohibitions against retaliation, and the labor movement's role in winning labor protections for workers. Furthermore, schools must provide students with an introduction to state-approved apprenticeship programs as an alternative career path.

For more information on these laws, go to [www.unioncounsel.net](http://www.unioncounsel.net).

#### Biden administration issues rule that could curb "gig" work

The U.S. Department of Labor introduced a final rule in January that will make it more difficult for companies like Uber and Lyft to classify workers as independent contractors under the Fair Labor Standards Act. The rule will require that workers be considered employees rather than contractors when they are "economically dependent" on a company.

Classification as employees, as opposed to contractors, wins meaningful benefits for workers, including minimum wage, overtime pay, protection for union organizing activity, and more.

This rule, scheduled to take effect on March 11, is being closely monitored by major gig economy players such as Uber, Lyft, and Doordash, as well as by employers in construction, trucking, and healthcare sectors. The rule is already facing legal challenges, including opposition from congress and from the U.S. Chamber of Commerce.

## What's great about being a union member and why are you here at the Lobster Feed?



**Willard Morris**  
Henkel Aerospace  
Local 1584

"The union offers better wages, better benefits, retirement and the overall brotherhood of being involved in a union. I'm here to support the Guide Dogs of America, a well-deserving charity."



**Samuel Franco**  
Northrop Grumman  
15 years — Local 1101

"I have somewhere I belong. The union is a brotherhood where we look out for each other. We get guidance from the stewards. I was just promoted to be Assistant Chief Steward. I'm here tonight to support the cause and to meet my peers."



**Linda Stanley (Ret.)**  
Lucky Stores  
45 years — Local 1546

"Through collective action, we can demand the dignity that working people deserve with a living wage and vital benefits. This event helps support puppies raised to help not only visually-impaired people, but also those in prison or who have PTSD."



**Bud Beal (Ret.)**  
Peterbilt  
>50 years - Local 1546

"I made a good living out of it and had say-so on the job. The union gave me a decent career over the years; I was able to raise a family, own a home, and more. Everyone should be in a union! I'm here because I love lobster and all shellfish."



# IN THE NEWS

## Blue-collar workers won big in 2023, defying bleak predictions

A year that started out with bleak prospects, including a widely predicted recession, shaped up to be a boon for the average American worker—and one of the most triumphant for organized labor in a generation. More than 525,000 workers in the United States walked off the job in 2023, according to Bloomberg Law’s database of work stoppages, making it one of the three biggest strike years since 1990. Many of those strikes led to big concessions from employers, such as the landmark deal reached by the UAW in October.”

—AFL-CIO

## Solidarity blockades support striking Tesla workers

Every day, port workers in Malmo, Sweden’s third largest city, unload shipping containers, oil, chemicals and building materials destined for places across the country. But there’s one thing they won’t touch: Tesla cars.

For more than two months, dockworkers at Swedish ports have refused to load or unload the electric cars made by billionaire Elon Musk. They’re part of a growing movement of workers across Sweden, Finland, Norway and Denmark who are protesting in support of striking Swedish Tesla technicians and their demand for a collective agreement on the terms of their employment.

Since October, when a subset of Tesla’s 130 technicians in Sweden first went on strike, tens of thousands of workers in Northern Europe have joined the largest coordinated labor action against Tesla since its founding in 2003. Norwegian and Finnish

ports have likewise closed to Tesla shipments. Danish truck drivers won’t transport Teslas through their country. Postal workers have refused to deliver license plates to new Tesla drivers in Sweden, cleaners won’t work in the company’s Swedish offices and electricians won’t service its charging points. Waste collectors added their support, refusing to pick up from Tesla’s repair shops across the country.

The solidarity blockades have the potential to disrupt Tesla sales in Northern Europe — a relatively small market compared with the United States and China, but a wealthy and environmentally conscious one, with

some of the most electric vehicles per capita in the world. Even more, though, the labor actions are being watched as a test case for global efforts to crack Musk’s strict no-unions policy.

Neither Tesla nor Musk responded to requests for comment from the *Washington Post*.

Today, about 65 percent of Swedish workers are part of unions, one of the highest rates in the world, and nearly 90 percent are covered by a collective agreement, according to the Organization for Economic Cooperation and Development.

“If you come to Sweden, you have to abide by these rules,” said Anders Linde, a Swedish postal worker and union activist in Malmö, who is participating in the effort to block Tesla’s mail. “We have fought for these rules for generations, so we’re not going to give them up easily.”

By Gerrit De Vynck, *Washington Post*

### FAST FACTS

<p><b>Wealth of Elon Musk</b> 2012: \$2,000,000,000 2023: \$245,600,000,000</p>	<p><b>Wealth of Jeff Bezos</b> 2012: \$18,400,000,000 2023: \$168,200,000,000</p>
<p><b>Wealth of Mark Zuckerberg</b> 2012: \$17,500,000,000 2023: \$116,600,000,000</p>	<p><b>Federal Minimum Wage</b> 2012: \$7.25 2023: \$7.25</p>

Three words: *Tax the rich!*

## More views of the 2024 Lobster Feed



(Clockwise from top left) Donna Davis, Patricia Larriega, & Paula Crosatto sign in guests and sell raffle tickets; Donte Vickers & Mark Martin carry in the buckets of food; Kevin Kucera & Brian Fealy set up the tables; Dan Ribeiro, a UPS mechanic and Local 1414 member wins the grand prize (donated by Mark Reynosa from Hinge Health); Guide Dogs of America’s Operations Director Yvette Sheehan talks about the program; DBR Don Crosatto gets ready to announce the raffle winners, picked by GDA recipient Rev. Macklin; Pedro Gonzalez and Robby Pintos add the lobsters, and Brian Fealy and Richard Breckenridge add the potatoes.

## What’s great about being a union member and why are you here at the Lobster Feed?



**Bobby Payne**  
Sealand  
15 years – Local 1546

“The best thing is the benefits. And they fight for your job and treat you well. I’m here for the lobster and to support the Guide Dogs.”



**Steve Toscano**  
Northrop Grumman  
24 years — Local 1101

“The union helps us get job security, benefits and good pay. I’m here to support the GDA charity.”



**Jose Maravilla**  
Sunnyvale Ford  
Local 1101

“Unions made America! The union is a family, a brotherhood. I’m here for the lobster and to support the cause.”



**Darwin Derosans (Ret.)**  
Daland Nissan  
<30 years — Local 1414

“Being in a union is great, not only for the good union benefits, but they’ll back you up if you have a problem. They go to bat for us. I’m here to enjoy myself!”



**Rolly Mangsat**  
Mini Stevens Creek  
27 years — Local 1101

“The union protects you. And helps you get a lot of benefits, pension, all those good things. I’m here to have fun with the family and I enjoy supporting the dogs.”

## IAM LOCAL UNION MEETINGS

### A note about meetings and COVID

Since the COVID shutdowns started, local unions have been holding general membership meetings over Zoom or other video conferencing programs. Some chose to tail-gate—meeting six feet apart outdoors—to meet the guidelines for social distancing. Some locals are now meeting indoors again while others are holding “hybrid” meetings — both in-person and on Zoom.

If you wish to attend a union meeting, the first step is to contact your local and find out how they’re holding it. Unless otherwise notified, they will continue with the current schedule (see below).

If your local is holding on-line meetings, you’ll need to contact them in advance to ensure that you’re registered to join them on-line.

## IMPORTANT NOTICE TO MEMBERS OF LOCALS & 653 & 1584

### Local 653 Members:

Proposals to change the Local’s Bylaws must be referred to the Bylaw Committee via the Recording Secretary before the March membership meeting. Send your proposals to the Local Lodge email (iamaw653@comcast.net) or bring it to the office. Proposed amendments will be read at the regular membership meeting on April 18 at the union hall: 5726 E. Shields Avenue, Fresno, CA 93727. The vote on all proposals will be held at the May 15 membership meeting at the same location.

### Local 1584 Members:

Proposals to change the Local’s Bylaws must be submitted before the March membership meeting. Send your proposals to Tom.Swanger@atlasapacific.com, or bring them to the office. Proposed amendments will be read at the regular membership meeting on March 21 at the union hall: 10260 MacArthur Blvd., Oakland, CA 94607. The vote on all proposals will be held at the April 18 membership meeting at the same location.



## UNION MEETINGS

### District Lodge 190

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

**Meetings are the fourth Tuesday of each month**  
February 22 • March 26 • April 23  
**Executive Board Meeting:** 6:30 p.m.  
**General Delegates’ Meeting:** 7:00 p.m.

### Local 93

Local 93 has merged into Local 1101. See Local 1101 box for meeting and contact information.

### Local 653

5726 E. Shields Avenue  
Fresno, CA 93727

**Meetings are the third Wednesday of the month**  
February 21 • March 20 • April 17  
**Executive Board Meeting:** 5:00 p.m.  
**Membership Meeting:** 5:30 p.m.

*Local Lodge Meetings will be held both in person and on zoom. If you plan to attend in person, please RSVP so staff can ensure there’s enough food. If you want to attend on zoom, you must send a personal email to iamaw653@comcast.net. Be sure to provide your first and last name and the shop you work at in the email. Once you do, you will receive an invite to the zoom meeting.*

### Local 801

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

**Meetings are the third Thursday of the month**  
February 15 • March 21 • April 18  
**Membership Meeting:** 4:00 p.m.  
*Meetings are held at the Carpenters’ Hall, in Reno.*

### Local 1101

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

**Meetings are the second Tuesday of the month**  
February 13 • March 12 • April 9  
**Executive Board Meeting:** 5:00 p.m.  
**General Membership Meeting:** 5:30 p.m.

*Meetings will be held on the Bluejeans App for the foreseeable future. Email: aab1101@att.net to learn how to join in.*

### Local 1173

1900 Bates Ave., # H  
Concord, CA 94520  
925-687-6421  
LL1173@sbcglobal.net

**Executive Board Meeting:** 6:00 p.m. on the second Thursday of the month  
February 15 • March 21 • April 11  
**Membership/Shop Stewards’ Meeting:** 6:30 p.m. on the second Thursday of the month  
February 15 • March 21 • April 11

*Meetings will be held on zoom and in person at the Concord office. Contact Cindy at the Local at 925-687-6421 for zoom address and passcode.*

### Local 1414

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

**Executive Board Meeting:** 6:00 p.m. on the second Thursday of the month  
February 15 • March 21 • April 11  
**General Membership Meeting:** 6:30 p.m. on the third Thursday of the month via Zoom. Please contact the office for the meeting link.  
February 15 • March 21 • April 18  
**Retirees’ Club:** 11:00 a.m. on the first Wednesday of March, June, Sept., Dec. All are welcome!  
March 6 • June 3 • September 4 • December 4

### 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  
January 18 • February 15 • March 21 • April 18  
**General Membership Meeting:** 6:00 p.m. on the first Tuesday of the month  
January 2 • February 6 • March 5 • April 2  
**Retirees’ Club:** 12:30 p.m. on the third Wednesday of the month: February 21 • March 20 • April 17

### Local 1528

713 16th Street  
Modesto, CA 95354  
209-529-9210  
machinists2182@gmail.com

**Meetings are the first Wednesday of the month**  
February 7 • March 6 • April 3  
**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  
February 17 • March 16 • April 20  
**Narcotics Anonymous:** 5:30-6:30 p.m. every Tuesday

### Local 1546

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

**Meetings are the first Tuesday of the month**  
February 6 • March 5 • April 2  
**General Membership Meeting & E Board Meetings:** 5:30 p.m.  
**Alcoholics Anonymous:** 9 a.m. every Saturday

*Meetings are hybrid - you can join in person or on zoom. Email zr1zo6r@sbcglobal.net to learn how to join in on zoom.*

### Local 1584

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

**Meetings are the third Thursday of the month**  
February 15 • March 21 • April 18  
**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:  
February 6 • March 5 • April 2

*Meetings will be hybrid (in person and on zoom) for the foreseeable future. Email Tom.Swanger@atlasapacific.com to learn how to join in on zoom.*

### Local 1596

Local 1596 has merged into Local 1173. See Local 1173 box for meeting and contact information.

### Local 2182

967 Venture Court  
Sacramento, CA 95825  
916-929-1040  
For dues questions, call Debbie Bird: 559-269-6386  
machinists2182@gmail.com

**Meetings are the second Tuesday of the month**  
February 13 • March 12 • April 9  
**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:  
February 21 • March 20 • April 17