

LOCAL 389 JOURNAL

VOLUME 2, ISSUE 1 MARCH, 2020

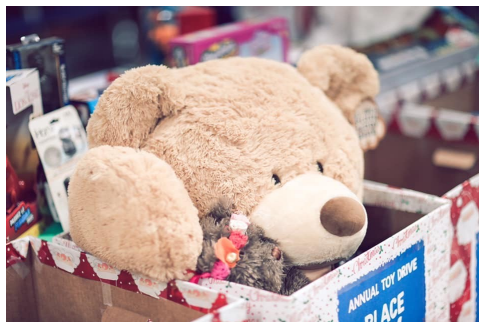
2019 HOLIDAY PARTY

It was time for holiday cheer again this year at the IAM San Diego Building Association Holiday Party. Co-hosted by Lodges 389, 726, 755 and 1125, the party is always a great time to gather around with brothers and sisters from all four San Diego lodges and their friends and families. The party was held at the Kearny Mesa Hall on December 14, 2020.

Food was provided by Dang Brothers Pizza and, as always, they showed up with their signature fire truck-pizza oven which is always a big hit with the kids. There was a jumpy outside for the kids. Beautifully handcrafted cornhole boards, provided by Darrin Williamson, were also entertaining the more competitive guests.

Inside was no less entertaining. Crafts tables, pictures with Santa and a raffle were all part of the fun. Prizes from the raffle were on display all day as guests sized them up as possible extra surprises for the holidays. They included two large, flat screen TVs, iPads, tools among others. Two of the cornhole boards were raffled off as well. A toy and food drive was also in full swing and the donations piled up as the day went on. Delicious deserts were also served with coffee and hot chocolate to warm everyone up.

Special thanks to everyone that helped donate their time in setting up, serving food, tearing down, etc. And a very special thanks to everyone that donated food and toys to help make this Christmas a little more special to those in need.



SPECIAL POINTS OF INTEREST:

- *2019 Holiday Party*
- *2019 Apprenticeship Graduation*
- *Negotiation Prep*
- *Organizing Tips*
- *Events*
- *International Workers' Day*

INSIDE THIS ISSUE:

GRADUATION	2
TERRITORY REPORT	2
COMMUNICATOR NOTES	3
NEGOTIATIONS	3
CALENDAR	4
LODGE CONTACT INFO	4
LABOR HISTORY	4

HARD WORK PAYS OFF

On Thursday, November 14, 2019, IAM Local Lodge 389, Solar Turbines, the State of California and the San Diego Community College District recognized the latest graduating class of apprentices from the Solar Turbines Apprenticeship Program. Friends, family, coworkers, journeymen and management gathered to celebrate their accomplishments and congratulate them on their success.

These hard working graduates spent the last four years learning their trades and working at Solar while attending classes at night. The program is not easy. Apprentices spend long hours at night in the classroom and at home studying after a regular eight hour work day on the job. During the day, they are mentored by experienced journeymen in their trades and learn the highly specialized skills needed for the trade.



The program is an excellent alternative to college and gives apprentices the opportunity to learn a trade and potentially earn a degree without the uncertainty of finding a job after college and without crippling college debt. Solar offers apprenticeships in trades that include Master Machinist, Tool and Die Maker, Experimental Sheet Metal Mechanic and Precision Machine Tool Mechanic.

Please congratulate the following apprentices for their hard work and success.

Kyle Wallingford, Master Machinist
 Ryan McCarty, Precision Machine Tool Mechanic
 Nikolas Ferioli, Precision Machine Tool Mechanic
 Brandon Tridle, Master Machinist
 Justin Cadloan, Tool and Die Maker

We wish you all the luck and success in your trades and in your future. Well done

TERRITORY/DISTRICT REPORT

The lodge, district and territory continue to put an emphasis on organizing, and with contract negotiations fast approaching, it has never been more important for our lodge. This pertains to both Nassco and Solar bargaining units. What can you do to help?



WESTERN TERRITORY



- Explain to management that you expect the company to give you a fair contract.
- If your supervisor asks if the Union is going on strike, tell him or her that it depends on the Company's willingness to negotiate in good faith and give us a fair contract.
- Support each other. Talk to your fellow members and share information with them.
- Participate in the Union surveys.
- Participate in all town halls, union meetings and informational forums. Wear your Union gear often (T-shirts, stickers, etc.) to give the Union visibility and show our solidarity. Always wear your local lodge t-shirts on Friday in solidarity.
- Stay informed by getting the unified message from your Union and share it with your Co-workers.
- Talk to coworkers about joining our Union and being part of this process. There is strength in numbers!

COMMUNICATOR'S NOTES - ADVANCED COMMUNICATIONS

As most of you are aware, I attended Advanced Communicators' Class at the William Winpisinger Center in Hollywood Maryland for a week in December. The class is designed to give communicators honed skills in writing, photography, video and social media in an effort to provide reporting on events and issues within their locals and throughout the IAM in general.

IAM communicators are the news reporters of this union and are essential in bringing stories

and information to the members.

Let me say that your Communication's Department is one of its kind in labor. They utilize the talents of former news reporters and news writers to bring you state of the art print and video reports of members' day to day accomplishments, struggles on the job and in their personal lives. I urge all of you to take full advantage of the resources they provide.

Look for a revamped Facebook page and possible additions to our social media outreach in the

upcoming months. It can't be stressed enough how vital social media is to our message. It's free and is, by far, the easiest way for us to reach you. Also look for some video pieces on our page as well on members and some of our functions and activities.

Our website is also up. It can be found at iamlocal389.org. Use it for lodge officer contacts, news articles and event schedules.

This newsletter will also continue on a quarterly basis, so make sure you sign up for it to get it straight to your email.



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2020 SOLAR NEGOTIATION COMMITTEE UPDATE

In January, your 2020 negotiating committee was finalized. The committee consists of the chief shop stewards from each Solar location, the local's business representative and a scribe.

The negotiation process is a complex one and your committee went to the William W. Winpisinger Center in Hollywood, MD to get training and begin preparations for the process.

The Committee reviews what took place over the last few years and what changes may be needed. The Negotiating Committee carefully looks at what has worked and what has not worked, and what has had a positive or a negative effect on the hourly workforce.

Any committee member will be able to tell you that there is a lot of discussion between

the committee members as to what can be done to improve the next contract's outcome.

Some of the things that help the Committee focus on the areas for negotiations, include, but not limited to:

Feedback from the surveys that were distributed, turned in, and analyzed. These were designed to learn what is most important to the membership. These surveys provided important information that might have otherwise not been known.

Discussions with members at the work site. Discussions and feedback from the Local Lodge Meetings.

A complete review of the collective bargaining agreement, grievances and any issues that may be illegal due to changes in the law.

Feedback from Stewards who are on the front lines with Solar Turbines on a daily basis during Bargaining. This is why it is so important for you to elect good Stewards and for you, as a member, to keep your representatives informed about what is going on. Your representative can't be everywhere, so he/she must rely on you to know what everyone in management is up to.

Information requests were carefully prepared and submitted to the company. The company has a legal obligation to respond to the Union's request for all information that is necessary and relevant for bargaining.

Solar Turbines industry standards are carefully reviewed by the committee, as well as nationwide trends in our field, in order to craft the best proposals.

Local, State and National cost of living indexes also are a key part of the Committee's preparation.



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WE ARE ON FACEBOOK

IAMAW LOCAL LODGE 389

AND ON THE WEB AT

IAMLOCAL389.ORG

WE ARE THE MACHINISTS UNION. WE ARE THE
WORKERS AT L3, SOLAR TURBINES, AND GENERAL
DYNAMICS NASSCO. WE FIGHT FOR WORKERS RIGHTS!

LABOR HISTORY: INTERNATIONAL WORKERS' DAY

Beginning in the late 19th century, as the trade union and labor movements grew, a variety of days were chosen by trade unionists as a day to celebrate labor. May 1 was chosen to be International Workers' Day to commemorate the 1886 Haymarket affair in Chicago. In that year beginning on May 1, there was a general strike for the eight-hour workday. On May 4, the police acted to disperse a public assembly in support of the strike when an unidentified person threw a bomb. The police responded by firing on the workers. The event led to the deaths of seven police officers and at least four civilians; sixty police officers were injured, as were an unknown number of civilians. Hundreds of labor leaders and sympathizers were later rounded-up and four were executed by hanging, after a trial that was seen as a failure of justice. The following day on May 5 in Milwaukee Wisconsin, the state militia fired on a crowd of strikers killing seven, including a schoolboy and a man feeding chickens in his yard.

In 1889, a meeting in Paris was held by the first congress of the Second International, following a proposal by Raymond Lavigne that called for international demonstrations on the 1890 anniversary of the Chicago protests.. May Day was formally recognized as an annual event at the International's second congress in 1891. Subsequently, the May Day riots of 1894 occurred. The International Socialist Congress, Amsterdam 1904 called on "all Social Democratic Party organizations and trade unions of all countries to demonstrate energetically on the First of May for the legal establishment of the 8-hour day, for the class demands of the proletariat, and for universal peace. The congress made it "mandatory upon the proletarian organizations of all countries to stop work on May 1, wherever it is possible without injury to the workers."

Many nations celebrate May Day, or International Workers' Day on May 1st and consider this date "Labor Day". The US and Canada celebrate Labor Day on the first Monday of September, but the labor movement has not forgotten the events on May 1 that paved the way for many workers rights we enjoy today

UPCOMING EVENTS

3/30/20	4:00pm	E-BOARD MEETING, KEARNY MESA HALL
4/1/20	4:00pm	GENERAL MEMBERSHIP MEETING, CHULA VISTA HALL
4/1/20		CENSUS DAY
4/20/20	4:00pm	BUILDING ASSOCIATION DIRECTORS' MEETING, KEARNY MESA HALL
4/22/20	6:00pm	LABOR COUNCIL DELEGATES' MEETING, KEARNY MESA HALL
5/1/20		INTERNATIONAL WORKERS' DAY
5/4/20	6:00pm	E-BOARD MEETING, KEARNY MESA HALL
5/6/20	4:00pm	GENERAL MEMBERSHIP MEETING, CHULA VISTA HALL
5/18/20	4:00pm	BUILDING ASSOCIATION DIRECTORS' MEETING, KEARNY MESA HALL
5/20/20		SOLAR TURBINES CBA EXPIRES
5/27/20	4:00pm	LABOR COUNCIL DELEGATES' MEETING, KEARNY MESA HALL
6/1/20	4:00pm	E-BOARD MEETING, KEARNY MESA HALL
6/3/20	4:00pm	GENERAL MEMBERSHIP MEETING, CHULA VISTA HALL

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