

# The IAM District 190 *Sparkplug*



VOL. 1, NO. 3

APRIL/MAY 1999

Serving the Active and Retired Members of IAM District Lodge 190

## District 190 grows through organizing despite union-busting efforts

Just about once a month, somewhere between five and 250 workers around Northern California vote on whether or not to join locals affiliated with the IAM District Lodge 190.

These elections are the direct result of District Lodge 190's aggressive organizing program, launched in 1997 as part of the general upsurge in union organizing.

The good news is that IAM locals have won more than half of their elections held since then.

The bad news is that negotiating that all-important first contract is a whole different story.

Of the 35 elections held around the district since 1997, 20 have been marred by Unfair Labor Practices (ULPs)—instances of intimidation or coercion committed by the employer.

"What this means is that some employers still don't get it," said District 190 Directing Business Agent Mike Day. "They think we'll get demoralized and go away."

"Nothing could be further from the truth. We're absolutely committed to this program."

### Union-busting law firms

The face of union busting may

have changed since the beginning of the century, when private security, local police and the US military routinely arrested, beat up and even killed union organizers. But some say the slicker tactics of their latter

*"We won't let a handful of employees frustrate the desires of workers to exercise their basic rights."*

day descendants—the plague of anti-labor attorneys and consultants—are just as effective.

Today, hundreds of consultants and law firms around the country focus on helping employers defeat efforts by their workers to organize by manipulating every loophole in national labor laws.

In Northern California, nearly every auto dealership that wants to take on the IAM calls on San Francisco-based Littler Mendelson. With 380 attorneys in 31 offices around the country, Littler Mendelson has made a fortune from the art of placing obstacles in the path of working people who seek representation.

### The Laidlaw story

Examples are not hard to find. Just last month, IAM Local 1101 won its election at Laidlaw school bus company's San Jose facility and welcomed five mechanics into its membership. Organizer Pedro Mendez was amazed at the company's hard-sell tactics.

The campaign began in December when Machinists and Teamsters joined together to organize the mechanics and 140 drivers. Once enough employees signed union election cards, the company hired Littler Mendelson and moved into high gear.

"First, to confuse the workers and dilute the issues," says Mendez, "they sought to include low wage, unskilled job classifications as part of the mechanics' bargaining unit and they tried to split the Teamster and Machinists elections into separate dates."

"Next, they placed a 25 inch television and two shopping carts under their 40-foot 'Vote NO' banner. They claimed that these items represented the union dues each worker would pay in a year."

"Finally, they brought in people from Laidlaw facilities across the country to speak with the workers one-to-one, on the road and in the shop."

In the end, these tactics didn't work as both mechanics and drivers voted for union representation.

Other tactics bosses commonly use to stay "union-free" include holding captive audience meetings with employees, and promising some workers raises and benefits to

buy them off while threatening other workers with the loss of their job if they continue to support the union.

According to organizer Jesse Juarez, "the companies make all kinds of promises that they don't keep. Six months after we lose or pull an election, the employees will call us back in to start over."



Local 1101 won the election at Laidlaw despite a range of union busting activities

### That first contract

What happens after the election is won? According to IAM attorney David Rosenfeld, "the company has a legal obligation to sit down at the bargaining table, but the law doesn't say they have to agree to anything. When the union majority is large, we have a better chance of prevailing. It's tougher when the vote was close."

In response, unions have developed new tactics to force employers to bargain in good faith. District 190 affiliates have had success with boycotts, active picket lines, appeals to the community, and other tactics.

The list of ULPs vary from company to company. At Magnusson Auburn Toyota, Local 2182 charged

continued on page 3



Mechanics at Broadway VW voted in September, 1997 to join Local 1546, but they still don't have a first contract. The union keeps a picket line at the Oakland dealership daily while the boss tries to bribe selected employees with wage increases. The last negotiating session was in October, 1998. This February picket brought together mechanics from area union shops to demand a first contract.

Team effort puts DP over the top . . . . .Page 3  
Brake mechanics alert . . . . .Page 6  
Three-generation IAM family . . . . .Page 8



IAM District Lodge 190  
7717 Oakport Street  
Oakland, CA 94621

Periodicals  
Postage Paid  
at Oakland, CA

Sea-Land Machinists  
make Port of Oakland  
hum . . . . . Pages 4-5



Abe Abdullah, working foreman, with 27 years at Sea-Land

# CALENDAR

## Local 801

c/o D.L. 190, 7717 Oakport Street,  
Oakland, CA94621

### Membership Meeting

Third Thursday of the month at  
5:30 p.m.

All meetings held at the Carpenters'  
Hall, in Reno

April 15 • May 20 • June 17

## Local 1101

1150 So. Bascom # 23 San Jose, CA95128

### Executive Board Meeting

First Thursday of each month at  
6:00 p.m.

April 1 • May 6 • June 3

### Stewards Meeting

First Thursday of each month at  
8:00 p.m.

April 1 • May 6 • June 3

### General Membership Meeting

Second Thursday of each month at  
6:30 p.m.

April 8 • May 13 • June 10

## Local 1173

1900 Bates Ave., # H, Concord, CA 94520

### Membership/Shop Stewards Mtg.

Third Thursday of each month at  
6:30 p.m.

April 15 • May 20 • June 17

### Executive Board Meeting

Second Thursday of each month at  
6:30 p.m.

April 8 • May 13 • June 10

### Retirees Club Meeting

First Wednesday of each month at  
10:00 a.m.

April 7 • May 5 • June 2

## Local 1414

150 South Blvd., San Mateo, CA94402

### Shop Stewards Meeting

First Thursday of each month at  
6:00 p.m.

April 1 • May 6 • June 3

### Executive Board Meeting

Second Thursday of each month at  
6:30 p.m.

April 8 • May 13 • June 10

### General Membership Meeting

Third Thursday of each month at  
6:30 p.m.

April 15 • May 20 • June 17

## Local 1528

713 16th Street, Modesto, CA 95354

### Executive Board Meeting

First Wednesday of each month at  
6:00 p.m.

April 7 • May 5 • June 2

### General Membership Meeting

First Wednesday of each month at  
7:00 p.m.

April 7 • May 5 • June 2

## Local 1546

10260 MacArthur Blvd., Oakland, CA 94621

### General Membership Meeting

First Tuesday of each month at  
7:00 p.m.

April 6 • May 4 • June 1

## Local 1546 (cont.)

### Shop Stewards Meeting

First Tuesday of each month at  
5:30 p.m.

April 6 • May 4 • June 1

### Executive Board Meeting

Thursday preceding membership  
meeting at 6:30 p.m.

April 29 • May 27 • June 24

### Senior's Luncheon

First Wednesday of each month at  
12 noon

April 7 • May 5 • June 2

*Alcoholics Anonymous meets every  
Saturday, 9 a.m., at Local 1546*

## Local 1584

8100 Baldwin Street, Oakland, CA94621

### Membership Meeting

Third Thursday of each month at  
7:00 p.m.

April 15 • May 20 • June 17

### Executive Board Meeting

Preceding Monday at 7 p.m.

April 12 • May 17 • June 14

### Retirees Club

First Tuesday of each month at  
12:30 p.m.

April 6 • May 11 • June 8

## Local 1596

4210 Petaluma Blvd. No., Petaluma, CA  
94952

### Executive Board Meeting

Third Tuesday of each month at  
7:30 p.m.

April 20 • May 18 • June 15

### General Membership Meeting

Third Tuesday of each month at  
8:00 p.m.

April 20 • May 18 • June 15

*All meetings held at Lucchesi*

*Community Center: 320 North  
McDowell Blvd., Petaluma*

## Local 2182

967 Venture Court, Sacramento, CA95825

### Executive Board Meeting

Second Tuesday of each month at  
6:00 p.m.

April 13 • May 11 • June 8

### General Membership Meeting

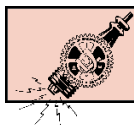
Second Tuesday of each month at  
7:00 p.m.

April 13 • May 11 • June 8

### Retirees Club - VISTA CLUB

Third Wednesday of each month at  
11:00 a.m. at Sacramento Hall

April 21 • May 19 • June 16



## POLITICAL CLOUT

### Your voice needed to strengthen Social Security

Will Social Security be around  
when you're ready to retire? How  
about your kids?

Social Security protects working  
families in many ways. Guaranteed,  
lifelong benefits, cost-of-living  
increases, increased benefits for  
families, greater income replace-  
ment for low-  
income workers,  
disability and sur-  
vivor benefits—are  
the bricks and mor-  
tar of economic  
security in the  
United States.

According to  
Social Security  
actuaries, the sys-  
tem will be able to  
pay 100% of bene-  
fits until 2032, and  
after that time, tax revenue to the  
system should be sufficient to cover  
roughly 72% of expected benefits.

#### Building strong future?

Early last year, President Clinton  
called on Americans to participate in  
a national discussion about the  
future of Social Security. The AFL-  
CIO, the IAM, and many other  
unions have devoted substantial  
energy to considering Social  
Security's future.

One outcome of this national dis-  
cussion is that many unwise and  
reckless ideas have been brought  
into the light of day, such as replac-  
ing Social Security's guaranteed,  
defined benefits with risky individ-  
ual investment accounts.

Displacing any part of this system  
to create costly individual invest-  
ment accounts could fundamentally

undermine the foundation that Social  
Security provides.

As a first step toward strengthen-  
ing Social Security for the next cen-  
tury, President Clinton called on  
Congress to use almost two-thirds of  
anticipated budget surpluses for  
Social Security. This will ensure that

100 percent of the  
system's benefits  
can be paid for an  
additional 17 years.

Clearly, the fight  
to strengthen Social  
Security is not over.  
The President has  
offered an important  
first step, but the  
program's future is  
still threatened by  
proposals to replace  
the system with

individual investment accounts,  
raise the retirement age to 70 and  
higher, cut inflation protections, and  
slash guaranteed benefits.

#### What you can do

Call your member of Congress  
today and urge him or her to:

- Put the federal budget surplus to  
work for working families by  
using it to strengthen Social  
Security.
- Reject plans to replace Social  
Security - or any part of it - with  
private investment accounts.
- Do not abandon Social Security's  
cost of living adjustments, which  
protect against inflation.

Make your voice heard to  
strengthen Social Security. E-mail or  
call Congress today at 1-877-722-  
7494. E-mail addresses can be found  
at: [iamaw.org/cgi-bin/congress.pl](http://iamaw.org/cgi-bin/congress.pl)

Strengthen

**SOCIAL  
SECURITY**  
for Working  
Families

### MOVING? Let your local union know!

Your local union needs your correct address to ensure that you receive  
important information, such as pension updates, health and welfare  
changes and contract information, as quickly as possible. Also, your local  
union provides mailing labels for this newspaper, which reports times,  
dates and locations of union meetings, union election notices and other  
valuable information.

If you plan to move or have moved already, please notify your Local  
Union office of your new address as quickly as possible.



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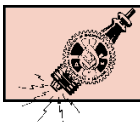
The Sparkplug is the official publication of District Lodge 190 and its  
affiliated local lodges and notification of any meeting or election in this  
paper shall constitute official notice per Article B, Section 4 of the IAMAW  
Constitution and Articles V and VII of District Lodge 190 By-Laws.

IAM District Lodge 190  
7717 Oakport Street  
Oakland, CA 94621



Beagle & Bleiweiss Communications  
Debra Chaplan, Managing Editor





## GETTING IT, TOGETHER

# Union elections in the works

### Microphor on track

The 44 people who work at Microphor in Willits make products for railroads including refrigerators, faucets and toilets, as well as recycling bins and organic waste holding tanks.

Microphor's organizing campaign officially began on February 16 when District 190's organizing team—Mike Munoz, Don Crosatto and Tom Brandon—met with the committee. They filed for their union election with the NLRB on February 18th.

The election is slated for April 9. So far, the workers' meet weekly and enthusiasm for the union is high.

But Microphor is savvy. They've offered wage increases of \$3.50 an hour to keep people from joining the union.

The Willits employees all work four ten-hour shifts, but if they're sick or a holiday falls on a day that they're supposed to work, they only get paid for an eight-hour day.

Currently, all personnel policies appear in the "non-

collective bargaining associate handbook."

If Microphor workers vote to join the IAM, a union contract should replace the associate handbook very soon.

### Fueled for Action

The 21 SEAIR Transport Services employees at the Fallon Naval Air Station in Nevada will vote on affiliating with Local 801 on March 24. The local currently rep-

resents galley workers on the base. The SEAIR employees are responsible for refueling the Navy's jets.

Management has mounted an aggressive campaign, including terminating two people so far.

These employees have not had a wage increase in five years, and are looking for the protection of a union contract.

### Can't patch it up

The mechanics at Patchett's Ford Mercury in Turlock have it tough; they earn significantly less than they would at other area dealerships, get paid on the flat rate, and must pay extremely high co-payments for their health benefits.

On March 9, 11 of the 14 mechanics signed petitions and filed for an election to decide whether they'll become members of Local 1528. Within a day of filing, the company sent a nasty letter to the union.

This is the second union drive at Patchett's. Only one of the mechanics is still at the company from the last attempt in 1996.

## Organizing and obstacles

continued from page 1

management with six ULPs, including having non-bargaining unit people do bargaining unit work and changing the working conditions to make things so terrible that people quit.

The six mechanics at Anthony Buick-Pontiac-GMC in Fairfield voted on January 29 to join Local 1173. Business Agent Vern Dutton can already see that "getting a first contract here will be tough. In the first few weeks since the election, the company has committed three ULPs."

### A costly fight

The cost of keeping the union out is enormous. But many employers seem to feel that it's worth it. They'll put up with legal costs and pickets just to avoid negotiating.

Rosenfeld promises to do whatever it takes to "keep on making life miserable" for union-busting employers.

And District 190 will keep on organizing to bring the benefits of union membership to unorganized workers across Northern California. "That's our basic message," said Mike Day. "We won't let employers frustrate the desires of workers to exercise their basic rights."

## 1101 won't cross picket line at NLRB



When Local 1101 members went to the NLRB for a hearing in February, they confronted something troubling: a picket line of the security guards at the Oakland federal building.

Of course, they refused to cross the line.

Lawyer David Rosenfeld from the firm of Van Bourg, Weinberg, Roger & Rosenfeld, notified the NLRB of the dilemma.

Within 20 minutes, the dispute was resolved successfully with an agreement by the employer to negotiate, and the security guards returned to work.

The Local proceeded into their hearing — late but with good conscience.

## Team effort wins union election at Diesel Performance

*Editor's Note: The following letter was written by Mark Petrie, a Diesel Performance employee, to his co-workers as they prepared for the union election. According to several IAM staffers, "We couldn't have said it any better."*

*Dear Fellow D.P. Employees,*

This is a letter to offer my own perspective regarding collective bargaining with Diesel Performance. Management feels strongly that this would be a bad thing for the company. I think it could be good for the company; both employees and management.

### Fair exchange

D.P. doesn't 'give' us our paychecks, we earn them. We provide services that the company buys. Just like you'd buy the services of a plumber, electrician, or lawyer.

One big difference is that here, the buyer sets the price. When was the last time you told your plumber what you'd pay him? You don't. He sets his rates, and if you don't like them, he may be willing to negotiate.

The union's role is to help us negotiate collectively with management for wages, benefits, and working condi-

tions. When is the last time you knew when you would get a raise? What the contribution to the 401(k) plan would be? I don't think it's too much to ask that we negotiate these things, and have an agreement in writing.

### A union contract's value

One major benefit of working under a negotiated contract is that you are no longer an "at will" employee. Right now, we are employed at the will of the company, which needs no reason to terminate anyone, at any time. With a contract, they need good cause.

We tend to forget that without unions, many of the things we take for granted today wouldn't exist. A forty-hour work week. Time and a half for overtime. Paid vacations and holidays.

It gripes me to hear that all unions are out for is to collect union dues.

The union also provides services. They provide a vehicle by which we can join together and be recognized as a legal bargaining unit. They help us in the negotiating process by bringing knowledge and expertise to the table. They know labor law and they know the value of our services in the marketplace. When a conflict arises, they advocate to help resolve it.

If they can't help us negotiate a deal that at least covers our dues, then I'll be the first to say it's not worth it. But remember, we're the ones who vote to accept a contract, and we pay NO dues until a contract is signed. We really have nothing to lose, and much to gain.

The IAM representatives are hard

working professionals who worked their way up in the automotive trades, and were elected to their positions. Anyone who takes on the often thankless task of helping regular working folks to get fair treatment in the workplace has chosen an honorable profession, and deserves our respect.

### Win-Win proposition

How does all this help the company? Satisfied employees who feel they have a voice in determining wages, benefits, and working conditions at their workplace are happier and more productive workers. And a company that commits itself to premium compensation for its employees will work harder at managing the company.

This is not about trying to damage the company. It's about us all trying to work together to ensure the company's continued successful operation, so we may all benefit.

Come to an informational meeting at the union hall. Put faces on the people who would like to help us. Find out about the process and talk to people who already have union representation.

Don't let fear of the unknown keep you from making the right decision.

*Sincerely, Mark Petrie*

## Members share union experience with DP employees

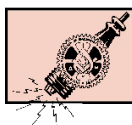
On March 10, the employees at Diesel Performance in West Sacramento voted 8-3 to join IAM Local 2182.

Business Representative Mark Martin reported that this was a "team effort from start to finish," utilizing District organizers, rank and file mem-

bers and a strong inside committee.

Special thanks to Skip Hatch, from Teichert; Roy Schafer, from Riverview International; and Bobby Coleman, from Toyota Material Handling who attended meetings and shared their experience of being union members with D.P. employees.





## SHOP ALERT

### Ingredient in brake cleaner may cause nerve damage

An otherwise healthy 25-year-old brake mechanic was recently diagnosed with nerve damage. The likely cause: n-Hexane, a key ingredient in brake cleaner.

This finding has raised concern that thousands of mechanics across the state may be exposed to brake cleaners and other products which contain n-Hexane.

The injured brake mechanic used up to 12 cans per day of a major brand brake cleaner for 18 months before he was removed from work. He began experiencing numbness and tingling in his hands and feet after his first year on the job, but the connection to n-Hexane was not made for another six months, when he was finally referred to the Occupational Health Clinic at the University of California, San Francisco.

The mechanic's condition has improved somewhat since his removal from work, but he may be permanently disabled from his exposure to the chemical.

An 18-year veteran brake mechanic from the same shop has also been referred to UCSF with similar symptoms.

#### IAM takes next steps

IAM staff met last month with California Department of Health Services (DHS) investigator Mike Wilson to learn more about n-Hexane and what to do about it.

DHS will conduct a survey, through our shop stewards, to determine the extent to which products containing n-Hexane are used

by our membership. Depending on the survey results, the health department may launch an intervention in the auto repair industry to reduce worker exposure to n-Hexane.

#### About N-Hexane

N-Hexane is an ingredient in several brake cleaning compounds and has been a known nerve toxin for 25 years. The toxic effects of n-Hexane increase when mixed with methyl ethyl ketone in brake cleaners.

N-Hexane enters the body primarily through the lungs after it is sprayed from the can into the work environment. It then enters the bloodstream and travels to the long nerves of the

arms and legs, where it eventually causes numbness, tingling and/or pain in the hands and feet. Recovery from these symptoms can take months to years, depending on the extent of the initial damage.

High exposures in the workplace may result in lifelong disability.

You can reduce your exposure to n-Hexane by substituting other products that do not contain n-Hexane as noted on the "active ingredient" list on the can. Agents such as heptane are less hazardous than n-Hexane. Local ventilation control at the point where the work is done may also be effective.

Any questions regarding n-Hexane can be addressed to the California Dept. of Health Services' Occupational Health Branch at 510-622-4304.

#### How exposed are you?

Mike Wilson will be the guest speaker at the May shop steward meetings of Local 1546 (Tuesday, May 4) and Local 1414 (Thursday, May 6). Learn more about n-Hexane, and participate in the IAM member survey.

## Generalists & Specialists



From top:

- Juan Gonzales and Randy Castillo
- Jim Adamson
- Bill Mack, Gary Ackelbein
- Tommy Livers, Hector Marquez
- Joe Trinidad, Hussain Abdullah, Howard Parker

"We're a business," says Randy Castillo, 27 years old.

Sea-Land, one of the nation's largest container companies. "I'm not a dealer. I'm a generalist. I handle reefers, trucks and flatbeds, making up parts as we go."

Sea-Land moves 100,000 containers each year in and out of Oakland. Running three hours a day, the 65 machines at Sea-Land—all members of Local 1546—load and unload an average of 100 vessels each week.

The Sea-Land machine shop does the maintenance, repair and rebuilding of the equipment and containers on the road and on the ocean. They take care of the building at the port facility. On the days, the guys will hustle 200 containers for sea-ward safety check all the trucks.

Serving 120 ports in 100 countries, Sea-Land's integrated transportation system of ships, railroads and trucking operations is the largest U.S.-based ocean carrier. Land carries a wide array of goods—from French wines and Alaskan salmon to pharmaceuticals and Japanese electronics.

#### Tentative contract

According to District 190, Mike Day, "A tentative contract has been reached with Sea-Land. It covers its facilities in Oakland and Long Beach and it's a good contract." But the details are not closed until the members have a chance to look over the contract and vote at the end of the month.

Over and over, people say what a great place Sea-Land is to work. They were positive about the agreement, positive about the contract, and positive about the future.

"This is a good contract," says Abe Abdullah. "The union did a great job on our contract."

SAVE  
THE  
DATE

### Labor Day Car Show Sacramento • Monday, September 6, 1999

The IAM regional office and the Sacramento-area IAM Locals are sponsoring a Labor Day Car Show. All IAM members are invited to participate and display their cars. Look for details in the next issue of The Sparkplug, or call the Regional Office at 916-856-1570.

## SHOP TALK: How important is a tax cut? What's your priority for spending



**Ray Enos**  
Crown Cork & Steel  
Local 1584

"What's a tax cut going to do? Let's take care of our people first—homeless, old-timers, kids."



**Chandar Singh**  
Tiegel Manufacturing  
Local 1414

"At 32%, our taxes are too high and we should get some back. But we also need to save social security and medicare."



**Mag Daricek**  
Crown Cork & Steel  
Local 1584

"I'd rather see the money put into social security—because I want to retire some day!"



**Frank McFadden**  
Retired — Stero Co.  
Local 1596

"Social security and medicare should be covered before they start giving tax cuts."



**Marty Bakken**  
San Francisco  
Chronicle

"Our tax dollars build a lot of things in this country. If it means getting rid of social programs, don't do it."



# Specialists at Sea-Land

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fabri- of the go on y also ounds usiest spect ss and

ntries, tation e lines it the : Sea- prod- n beer phar- onics.

orks 190's ct has t cov- Seattle good be dis- -Land e con- ch. ported is to man- union work. ' says lone a l pen-

sion. We just need to be able to keep these jobs here in Oakland.”

## Need to pass on knowledge

One concern kept rearing its head, and that was the lack of apprenticeship training. “When we retire,” says 21-year Sea-Land veteran Jim Adamson, “our knowledge will go with us. It used to be that three people worked with one journeyman for three years to learn the craft. Now, there’s no on-site training.”

With 22 years under his belt, Ed Teixeira added, “We’re losing the older guys. Nobody will be around to train the new people how to be trailer bangers, to work on reefers, or to do the welding. This is specialized work, and it’s not getting passed on.”

Rich Collins, who’s been at Sea-Land for 25 years, agreed. “80% of us are approaching retirement age. We need to train folks before a whole lot of knowledge leaves the company.”

Mike Day agrees with the concern, but says Sea-Land does as well. “This company is actually very concerned about training. They put money into the apprenticeship fund and currently have four apprentices up in Seattle.

“Unfortunately, they not only haven’t made any new hires in Oakland in four years, they just laid off eight folks here.” (Five have since been recalled.) “So the issue is seniority. We don’t want them to hire apprentices when journeymen are out of jobs.”

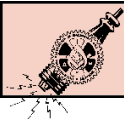
## Keep the port strong

Randy Castillo added a few global concerns. “On the waterfront, everything is combining. Previously there were five separate companies out here and each had its own shop. Now, one shop does the work for five companies. That definitely affects jobs.”

Castillo continued, “repair work is going overseas and to Mexico. We’ve got to keep an eye on keeping the ports strong, because if the waterfront goes down, that won’t just be our jobs, but jobs all over.”



From top:  
- Ed Teixeira  
- Rich Collins  
- Marvin Johnson  
- Hector Padilla, Ruben Aguillar,  
Gordon Rohse  
- Gordon Bankhead, Jerry Phillips



# BENEFITS NEWS

Everything you ever wanted to know about your pension plan has been put into one place: the Automotive Industries Pension summary plan description booklet.

You should have received this booklet in February. Please look it over carefully, and share it with your spouse and family.

The Board of Trustees and the plan’s professional staff did their best to answer the most frequently asked questions that they receive—clearly and concisely.

The Trustees hope that “every- one sees someone they know in here, because we sent photogra- phers to several shops!”

## Oops!

Please be advised that the pages were collated incorrectly in a few of these booklets. Please review your booklet carefully to ensure your copy is not missing any pages. (Note: the first page after the cover



is supposed to be “Page 3.”) If your booklet is missing any pages, contact the trust fund office at 510-836-2484 for a corrected copy.

Also, the last issue of *The Sparkplug* listed an incorrect phone number for the Fund office. We apologize for any inconvenience. The correct numbers are as follows: For participants in area code 510: 510-836-2484

# ATPA

## ASSOCIATED THIRD PARTY ADMINISTRATORS

ASSOCIATED THIRD PARTY ADMINISTRATORS (ATPA) is the administrator for the Automotive Industries Pension and Welfare Trust Funds and Machinist Health Plans (Active and Retiree).

You can contact us at 510-836-2484.

# federal surplus?



Joyce Trumbly  
Amac Plastic Products

“It’s the furthest thing from my mind right now. I’m more concerned with social security.”



Dennis Bennett  
Crown Cork & Steel Local 1584

“My main concern is with social security — especially for all of the people now in their 50s.”



Stan Consani  
Chuck’s Brake & Wheel

“They need to put more money into people’s pockets—especially low income folks. The rich get enough of a tax cut.”



Joyce Howell  
Crown Cork & Steel Local 1584

“A tax cut will hurt the homeless and low income people. No! The more from me the better.”



Tom Tarantino  
Schlage Lock — Retired Local 1414

“With my pension, I really need a tax cut.”



## AROUND THE LOCALS

### Machine, Manufacturing busy bargaining

1999 will prove to be a major contract year for members of Locals 1414, 1528, 1584 and 1596 covered under machine and manufacturing contracts. 78 contracts are up for negotiations by July 1.

According to District Rep. Herman Howell, "once the CMT contract is settled, many independents should fall in line." Afew of the bigger companies coming due are George Martin, American National Can and Morton Salt.

### Contract at Hosakawa

The 118 members of Local 1596 who work at Hosakawa Manufacturing in Santa Rosa will get a 12% raise over four years and improvements in their vacation policy. Also, with medical benefits capped at \$600, there should be no co-pay for the life of the contract. The contract was ratified by the members on March 3.

Many thanks to the negotiators: Bob Casebeer, Ralph Fiorentino, Russell Edwards and Ron Schisler.

### MGM Brake gets strong settlement

Due to the hard work of the negotiating committee, 122 members of Local 1596 at this Cloverdale facility got a good four-year deal.

Ratified by a vote of 84-22, the contract calls for a 3% annual increase in wages and pensions, improved vacation benefits, no co-pay for health coverage and agreement to train senior people for jobs that require special certification.

### Silgan-Stockton sets can industry standard

The can industry has seen better days, so Local 1528 is pleased to have negotiated a good four-year contract for its 110 members at Silgan in Stockton. The District hopes that upcoming contracts in the can industry will follow suit.

The contract includes 3% raises each year, maintenance of benefits, pension increases for the first two years and double time for holiday work.

### Tribute honors Local 1414's Ray Ceballos

"More important than anything, family comes first. I give special thanks for the support of my wife Aida, but of course, my union has also been family to me," said Ray Ceballos, Office Manager/Secretary-Treasurer of Local 1414 upon his retirement as full-time Office Manager.



Ray and Aida Ceballos at luncheon

More than 200 people attended Ray's tribute luncheon at the South San Francisco Ramada Inn on March 13.

Ray became a union machinist in 1962 when he was hired as a production worker at Schlage Lock Co. in San Francisco. He was elected Shop Steward for Local 1327 in 1965, Executive Board Member in 1970, Vice President in 1974, President in 1976, and Secretary-Treasurer in 1980.

He became Secretary-Treasurer of District Lodge 115, and served on the board of the San Mateo County Central Labor Council. When Lodges 1305, 1327 and 1414 merged in 1995, Ray became the Office Manager and Secretary-Treasurer of the new Peninsula Auto Machinists Lodge 1414.

Amid the roasts and gentle barbs, Ray was praised for his commitment, hard work, and dedication to the union.

Local 1414 and District Lodge 190 wish Ray and Aida much happiness in retirement. Of course, Ray won't be going far, as he was re-elected Secretary-Treasurer!



Congratulations to Local 1414's new officers and Executive board members, sworn in at the January General Membership meeting. (Bottom Row—L to R) Lee Stafford, Ray Ceballos, Rich Taylor, Frank Souza, Jorge Portillo, Dick Harden, Dave Bowman, Virginia Murillo (2nd Row) John Wong, Steve Gatto, Chandar Singh, Tom Curran, Ray Wertz, Mike Rancatore, George Livinoff, Clifford Scott, Paul Jones, Richard Paul

## INDUSTRY NEWS

### Dealers test for techs

20,000 people came to San Francisco in February for the National Automobile Dealers Association annual convention. 750 exhibitors peddled every conceivable product or service for new car dealers to improve in-person and internet sales.

#### Personality Testing

Amidst all the hype and hoopla were a series of booths selling personality testing and other "employee selection" programs.

For only \$65 per person, your employer can have an Activity Vector Analysis done on his workers. Sounds painful, huh?

Actually, an AVA is a short test designed to tell your boss exactly what kind of worker you'll be. You choose from 100 words like "nervous," "good-tempered," "passionate" and "thorough" the ones

that you think describe you and the ones that others would use to describe you.

Forget personal interviews. This limited information enables AVA to rate your maturity, sociability, even your energy level. Companies are then supposed to be able to make informed hiring decisions.

#### Forget personal interviews. Companies can now make informed hiring decisions from a list of words.

For only \$155, PSR Personnel Testing will do a similar evaluation although their test has you choose which of ten "activities" you'd prefer. It doesn't take a rocket scientist to figure out what happens to the application of the guy who picks "labor relations" as a preferred activity, or fishing, or anything that's not work first.

The Lithia Automotive Group is a satisfied cus-

tommer of The Omnia Group of Tampa. According to the brochure, Lithia claims "Seeing exactly how candidates stack up against our top performers helps us hire the right person the first time."

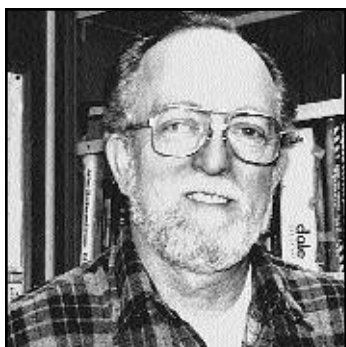
#### Shortage of Techs

Dealers are quite aware of the serious shortage of qualified technicians, but aren't sure what to do about it. One seminar cited a nationwide shortage of 66,000-plus skilled techs; another was entitled "Where have all the technicians gone?"

ASE had a large booth at the convention promoting certification. The factory programs also all had representatives to talk to dealers.

Although perhaps not intentional, the physical layout of these displays speaks volumes about where tech training really sits on NADA's priority list. All the programs were crammed into one booth and the booth was stuck in a corner.

## SHOP TALK: How important is a tax cut?



**Bob Wolfe**  
Crown Cork & Steel  
Local 1584

"A tax cut is not a big deal. I'd rather see social security strong and money go to programs for the elderly who paid their due."



**Roger Schermerhorn**  
Prax Air  
Local 1414

"Saving social security is much more important than a tax cut."



**Bob Ledgewood**  
Crown Cork & Steel  
Local 1584

"I could use a tax cut now that I'm paying for my son's expenses."



**Ping Leung**  
San Francisco  
Chronicle

"A tax cut would be important as long as it doesn't effect social security."



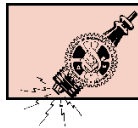
**Elmo Vox**  
Crown Cork & Steel  
Local 1584

"Social security is much more important than a tax break, because we'll just spend it. Use the money for something useful."



we're working on a cure for health care. There's a lot of talk about the problems in health care. But we'd like to talk about solutions. Our 20 years in health care have taught us that there is absolutely no substitute for the relationship between a doctor and a patient. So we've made it our mission to support that relationship. Working closely with doctors, we've made real improvements. We've streamlined procedures. And we're making it easy for doctors to get the tools and information they need to do what they do best: practice quality medicine. So talk to your friends about PacifiCare. Because we don't just have a plan for you – we have a plan for health care. you, your doctor and PacifiCare<sup>sm</sup>

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## GOOD WORKS

### Honor injured workers

Rollin Blue. Ricardo Enriquez. Ernie Potahl. Raynold Rodacker.

This year, U.S. workers will mobilize and call for an end to the attacks

These four men gave their lives to earn a paycheck at Tosco's Refinery in Martinez. They were killed in February when a nightmarish explosion sent a fireball through the tower they were repairing.

**Mourn**  
for the dead  
**Fight**  
for the living  
ORGANIZE AND MOBILIZE  
FOR SAFE JOBS

on job safety laws, stronger enforcement and whistle-blower protections and the right of workers to organize and, through their unions, speak out and work for safe jobs, respect and a better future.

This wasn't the first accident at Tosco. A 1997 explosion killed one worker and injured 46 others. In 1998, this same plant was involved in four incidents. Record fines didn't seem to dent Tosco's profit margin, and Cal-OSHA citations didn't change their safety practices.

Decades of struggle by workers and their unions have resulted in significant improvements in working conditions. But still each year more than 60,000 workers die from job injuries and illnesses and another 6 million are injured.

The unions of the AFL-CIO remember these workers on April 28, Workers Memorial Day.

#### What You Can Do on Workers Memorial Day

- Organize an action to protest employers and elected representatives who are pushing to weaken job safety laws and workers' rights.
- Hold a candlelight vigil, memorial service or moment of silence to remember those who died on the job and to highlight job safety problems.
- Create a memorial where workers have been killed on the job.

Posters, fliers, petitions and stickers are available through the AFL-CIO's Safety and Health Department. Call 202-637-5367 or check the web: [www.aflcio.org/safety](http://www.aflcio.org/safety).

#### Local Lodge 2182 Official By-Laws Change Notice

There will be a second reading of proposed changes to Local Lodge 2182's By-laws at the May 11, 1999 Regular Union meeting.

Following the reading of the proposed changes, the By-laws Committee recommendations will be reported and a secret ballot vote will be conducted on the proposed changes.

The May 11, 1999 meeting will be held at 7:00 p.m. at the Machinists & Mechanics Lodge No. 2182 Union Hall located at 967 Venture Court, Sacramento, CA.

Proposals have been submitted to modify the following By-laws sections:

##### ARTICLE XIII: SALARIES OF OFFICERS

Section 1: Intent to increase the monthly salaries of all officers and Executive Board members.

##### ARTICLE XIV: STEWARDS AND COMMITTEE EXPENSES

Section 1: Intent to provide mileage reimbursement for stewards and members attending union meetings who live and work outside of 25-mile radius.

Section 3: Intent to reimburse audit committee members for actual lost time.

##### ARTICLE XV: DELEGATES AND AUTHORIZED EXPENSES

Section 4: Intent to increase the per mile mileage allotment.

Section 5: Intent to increase the per diem allotment for official union business.

Roy Schafer, Recording Secretary, Local Lodge 2182

## SHOP TALK: How important is a tax cut?



**John Granger**  
Larkfield Body & Paint

"I don't mind paying what I do; I just want it to pay for what it should. I'm fed up with all the lying in politics."



**John Carrasco**  
Crown Cork & Steel  
Local 1584

"I'd put a tax cut on the back burner to attend to health care and the homeless situation first."



**Steve Rainey**  
Stero Co.  
Local 1596

"Heck yeah—why not! But can we afford it after spending all that money trying to get rid of Clinton?"



**Rich Taylor**  
Orowheat  
Local 1414

"They need to make the taxes more equitable. For instance, single people pay more than married people. That's unfair."



**Joe Machado**  
Crown Cork & Steel  
Local 1584

"Social security is more important to me at my age. You pay in all your life and want it to be there when you retire."



# Kaiser Permanente Ad replace with film...

## Wrenching runs in their blood

### Three Generations Union - and Proud of It

**T**he Silva family has been part of Local 1546 for 50 years, and the tradition has lasted three generations.

Tony opened his garage on 22nd Street in Oakland back in '49. He had three mechanics working with him, and together they were all members of Local 1546.



In 1955, Tony became the first survivor of a rare heart operation. Without the surgery, Tony's chances to live would have been slim. Doctors hoped the surgery would give him an extra five years, but he eked out eight.

During those final three years, Mike was old enough



Tony Silva near his Oakland garage

to take the bus to his dad's shop, answer phones. He learned to love cars and how to fix them.

In 1972, after getting out of the army, Mike himself went into auto repair. His first job was at Diesel Gas & Gear in San Leandro. "For me, wrenching was a gift; I just knew how to do it."

By 1991, Mike was working at Edgewater International, in San Leandro, and it was here that he became Local 1546's Shop Steward of the Year. He's not sure why he got that honor, but he thinks it's because he was able to avert a nasty strike.

"I really felt there were no winners in a strike. Once you take that strike vote, if the company calls you on it, you've got to go out. But," Mike continued, "we went from the union hall to Denny's to look over what the company was offering, and decided that the deal wasn't bad. So we didn't have to walk."

Not long after the settlement, Edgewater's owner sold out to Mack. An injury inspired Mike to leave wrenching to take a position as service manager. He was then able to bring his son Jim into the union.

Then, just before Mack sold out, he helped Jim find a new job at Freightliner and he moved on to BFI.

Mike lives in Manteca with his wife Karen. His oldest son, John, is a loan officer, and his daughter Kristie teaches kindergarten. His loves are water-skiing, his Harley, and his grandsons.

While Mike is not currently in the union, his son Jim is. He went through the three year Automotive Industries Apprenticeship Program, working full-time during the day, and taking classes two nights each week.

"The union is security," says Jim. "At 24 years old, I just bought my own house here in Manteca, and I'm making a good living for my wife Heather and my sons."

"Freightliner is the biggest shop around, and it's one of the best in the Bay Area. Open 24/7, it's al-ways busy."

"The best thing about the union," says Mike, "is that it provides value for our work. We get good competitive wages and excellent benefits, setting the standard for everyone else in the industry. I know that I can always go back to wrenching, and I'll make top dollar in the trade."

Jim definitely plans to continue on this career path.



The Silva men on Mike's newly painted Harley: Jim, Mike, one-year-old Jeremy and three-year-old Tyler

He enjoys working on the big trucks.

And the legacy continues. Three-year-old Tyler has already shown an interest in cars. Can a wrench be far behind?

## Letters to the Editor

### 50 year member

Thanks for sending me *The Sparkplug*. Great to read about union labor under IAM District 190. Not much union labor in Arizona, a "Right-to-Work" state. I have been a member 50 years, and was in Locals 252, 85, 739 and 1584

G.P. Gordon

### Thanks for new paper

Firstly, my sincere thanks for the IAM District 190 *Sparkplug*. It's one fine newsletter. It reflects the activities of the Automotive Machinists & Mechanics of a

vast territory, into Elko, NV and northward to the Oregon border.

The history of Omar McNally as a founding Trade Unionist in Marin County was outstanding.

It's evident that District 190 under leaders like Frank Souza and Mike Day has been doing its homework. Thank you, thank you, and thank you.

Ken Murray, Local 1414

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We want to hear from you. Please send letters to: *The Sparkplug*, District Lodge 190 7717 Oakport Street, Oakland, CA 94621