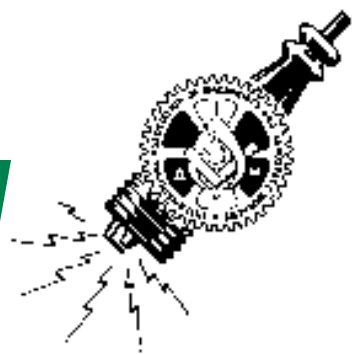


The IAM District 190 Sparkplug



VOL. 1, NO. 5

AUGUST/SEPTEMBER 1999

Serving the Active and Retired Members of IAM District Lodge 190



Guide Dogs of America: The IAM's number one charity

Since its founding more than 50 years ago by a retired machinist, the IAM has been committed to the on-going success of Guide Dogs of America (GDA). Across the country, IAM locals have made GDA their number one charity.

And District Lodge 190 is doing its part to support GDA. In the next few months, the proceeds from both the upcoming Labor Day Car Show in Sacramento and the District Lodge 190 Golf Tournament in Alameda will go to GDA. See ads on page six for details.

The GDA Mission

GDA produces high quality guide dogs to enable the visually-impaired to achieve greater mobility and independence. Guide Dogs of America graduates 50 teams of blind students and guide dogs per year at absolutely no cost to the blind person.

Located in Sylmar, CA, 25 miles north of Los Angeles, the GDASchool receives no government funding and fully depends on the generosity of private contributors to carry out its work.

These days, charities are under increasing pressure to be "lean and mean," and not spend too much money on administrative overhead. GDA is proud to report that it's annual overhead percentage is a lean 14%. Therefore, 86¢ of every dollar



contributed goes directly to:

- Breeding, raising and training healthy, intelligent guide dogs;
- A 28-day training session for pairing the blind person with their new guide dog;
- Lifetime follow-up care for both the blind person and the guide dog;
- A new life for the blind people who want to live more independently.

The need for support is constant

One of GDA's key goals is to keep its classes small so that the program can give individual attention to each of the blind people who are receiving a guide dog.

GDA breeds its own dogs, and has a crew of volunteer puppy raisers who provide rigorous

training for the animals. Even with this stringent training, less than half of those dogs have all the qualities necessary to make it into the program.

GDA always has a waiting list because they go for quality over quantity. They know that their dogs will always be top quality and that their people will be fully trained to work with the dog.

Recently a San Rafael organization, Guide Dogs for the Blind, was investigated for amassing a huge endowment. While this organization has broken no laws, state regulators frown on charities' heavy stockpiling of cash. This organization has no affiliation with GDA, which is constant need of public support.

If you are ever in the Los Angeles area, give GDA a call to check them out. They love to give tours of their facilities.

And for GDA, Machinists are number one.



Please call or e-mail the GDA development office with any questions or to request a copy of the GDA's financial statement.

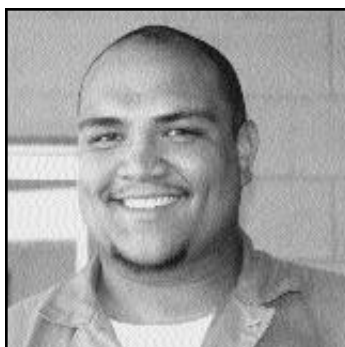
Guide Dogs of America
13445 Glenoaks Blvd., Sylmar, CA 91342

SHOP TALK: What one thing would you change about your work?



Greg Brauer
Tractor Equipment
Local 1101

"The weather — it's either too hot or too cold in here."



Robert Beronia
Tractor Equipment
Local 1101

"Better communication between the employees and management."



Glenn Eastburn
Fred's Body Shop
Local 1596

"Less lip and more work."



Jim McConnell
Fred's Body Shop
Local 1596

"Maybe just one radio station on at a time."



Mike Reynolds
Isackson Ford
Local 1596

"I want a nice new shop and more tools."



IAM District Lodge 190
7717 Oakport Street
Oakland, CA 94621

Periodicals
Postage Paid
at Oakland, CA

INSIDE THIS ISSUE

- Davis brings union flare 2
- Shop Alert—More on n-hexane . . . 4
- Heavy equipment in San Jose 4
- Hayward Ford 7
- Treasures in Eureka Labor Temple . .8

CALENDAR

Local 801

c/o D.L. 190, 7717 Oakport Street,
Oakland, CA 94621

Membership Meeting

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

All meetings held at the Carpenters'
Hall, in Reno

August 19 • Sept. 16 • October 21

Local 1101

1150 So. Bascom # 23 San Jose, CA 95128

Executive Board Meeting

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

August 5 • Sept. 2 • October 7

Stewards Meeting

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

August 5 • Sept. 2 • October 7

General Membership Meeting

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

August 12 • Sept. 9 • October 14

Local 1173

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

Membership/Shop Stewards Mtg.

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

August 19 • Sept. 16 • October 21

Executive Board Meeting

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

August 12 • Sept. 9 • October 14

Retirees Club Meeting

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

Local 1414

150 South Blvd., San Mateo, CA 94402

August 4 • Sept. 1 • October 6

Shop Stewards Meeting

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

August 5 • September 2 • October 7

Executive Board Meeting

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

August 12 • Sept. 9 • October 14

General Membership Meeting

Third Thursday of each month at

Local 1528

713 16th Street, Modesto, CA 95354

6:30 p.m.

August 19 • Sept. 16 • October 21

Executive Board Meeting

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

August 4 • Sept. 1 • October 6

General Membership Meeting

First Wednesday of each month at

Local 1546

10260 MacArthur Blvd., Oakland, CA 94621

7:00 p.m.

August 4 • Sept. 1 • October 6

General Membership Meeting

First Tuesday of each month at

7:00 p.m.

August 3 • Sept. 7 • October 6

Local 1546 (cont.)

Shop Stewards Meeting

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

August 3 • Sept. 7 • October 5

Executive Board Meeting

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

Sept. 2 • Sept. 30 • October 28

Senior's Luncheon

First Wednesday of each month at
12 noon

August 4 • Sept. 1 • October 6

Local 1584

8100 Baldwin Street, Oakland, CA 94621

Alcoholics Anonymous meets every

Saturday, 9 a.m., at Local 1546

Membership Meeting

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

August 19 • Sept. 16 • October 21

Executive Board Meeting

Preceding Monday at 7 p.m.

August 16 • Sept. 13 • October 18

Retirees Club

Local 1596

4210 Petaluma Blvd. No., Petaluma, CA
94952

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

August 3 • Sept. 7 • October 5

Executive Board Meeting

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

August 17 • Sept. 14 • October 19

General Membership Meeting

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

August 17 • Sept. 14 • October 19

Local 2182

967 Venture Court, Sacramento, CA 95825

All meetings held at Lucchesi

Community Center: 320 North

McDowell Blvd., Petaluma

Executive Board Meeting

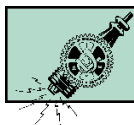
Second Tuesday of each month at
6:00 p.m.

August 10 • Sept. 14 • October 12

General Membership Meeting

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

August 10 • Sept. 14 • October 12



POLITICAL CLOUT

Machinists named to key state positions

The scuttlebutt around the State Capital is that Governor Davis has already done some great stuff for working people, including getting the budget signed and sealed before the June 30 deadline, signing the prevailing wage bill, and supporting restoration of the 8-hour day.

But he's been slow about making appointments.

Of course, he'll say that he's been careful. And it's true. He has carefully chosen two Machinists to serve in key capacities:

Matt McKinnon was named to the the State Air Resources Board. McKinnon has served as Executive Secretary-Treasurer of the California Conference of Machinists since 1994. Before that, McKinnon was director of health and safety for the California Labor Federation and COPE director for the San Diego Labor Council.

The Air Resources Board oversees a \$111 million budget and a staff of nearly 1,000 employees statewide. The Board's eleven members represent specific interests. Davis has now named three of the members, including McKinnon and the full-time chair; the other eight members are Wilson appointees.

According to McKinnon, "this Board works to balance jobs and the environment, and who will be forced to clean up.

"One of the biggest issues we face is cutting the use of diesel fuel. I've learned that employers were characterizing the thoughts of our members to the Board, saying 'mechanics won't work on anything but diesel.' I don't know if members said that or not, but it will be a reasonable discussion to have within the union.

"This is an opportunity for us as a union to take a lead and help change things to benefit everybody," McKinnon said.

The other Machinist

Suzanne Marria, formerly with Local 1781, has been named Deputy Director of the Department of Industrial Relations. Since 1990, she served in different branches of DIR. Now, she'll be one of the Director's most trusted advisors.

Additional Appointments

Other important Davis appointments include:

- **Daniel Curtin** as Chief Deputy Director, Department of Industrial Relations. Curtin served as the director of the California State Council of Carpenters since 1986.

- **Henry Patrick Nunn, III** as Chief of the Division of Apprenticeship Standards. Nunn currently directs the Painting and Decorating JATC of the Bay Area Inc.

- **Robert Pernell** as chair of the California Energy Commission, which oversees energy conservation programs and finds locations for power plants. Pernell comes out of the Laborers' Union, as lobbyist and business agent.

- **Carl Wood** as Public Utilities Commissioner. Wood is a former nuclear maintenance technician and national representative of the Utility Workers of America.

"California's labor movement is blessed with many talented, hard-working trade unionists," said Art Pulaski, Executive Secretary-Treasurer of the California Labor Federation. These appointments bring working families to the table, where our voices can be heard."

OOPS!

Nobody hates mistakes more than *The Sparkplug*'s editors, but unfortunately, they happen. Here are a few corrections for the last issue:

- Sea-Land members in Oakland, Long Beach and Tacoma got a three-year contract, so they'll be back at the bargaining table sooner than we said.
- We lost a line at the end of the Vincent Whitney story. The end of that story should have read, "According to 18-year veteran Bud Rose, "with a small business like this, we have the opportunity to rotate, and do something different every day. I've see a lot of people go through here, but we have a congenial crew now." Thanks, Bud. That makes more sense now.



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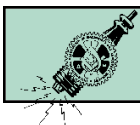
The Sparkplug is the official publication of District Lodge 190 and its affiliated local lodges and notification of any meeting or election in this paper shall constitute official notice per Article B, Section 4 of the IAMAW Constitution and Articles V and VII of District Lodge 190 By-Laws.

Postmaster: Send address corrections to: The Sparkplug, 7717 Oakport Street, Oakland, CA 94621.

IAM District Lodge 190
7717 Oakport Street
Oakland, CA 94621



Beagle & Bleiweiss Communications
Debra Chaplan, Managing Editor



AROUND THE LOCALS

Welcome Country Ford

Country Ford Trucks in Ceres, is now a union shop. The 16 technicians voted on July 13 to be represented by Local 1528. George Tomassi and Joe Coy organized this shop.

"One of the three owners wouldn't shake my hand after the vote," said Coy. "But I'm hopeful that we'll be able to getting a decent contract."

First contract-finally!

The 21 workers at Fremont Pontiac-Olds-GMC got angry when their former general manager unilaterally stopped making payments to their 401K pensions.

Rather than whining, they decided to do something about it. They called the Machinists Union, held organizing meetings, held an election and chose union representation—last October. And now they will finally have a contract.

"Actually this is pretty fast for a first contract," says Area Director Don Crosatto.

The members haven't yet voted as the contract is still in the proofreading stages. The four-year contract calls for 50¢ wage increases each year, an extra one and a half holiday days, and payments into the union's AI welfare and pension plans.

Additionally, some mechanics can enter the union's apprenticeship program and be eligible for substantial raises. One mechanic will bump up to journey level status, and be eligible for an additional \$4/hour.

The employer wanted a flat rate, but reached agreement to name a joint labor-management committee that will identify and fix impediments to efficiency in the shop, and then set efficiency goals for raises.

Oak Tree rally 'crashes'

Local 1101 has had daily pickets at Oak Tree Mazda in San Jose for over a year.

This dealership had been a union shop until the company was sold in May 1998. While the new management had originally agreed to re-hire "qualified" workers, in the end, they only hired back three of the 17 mechanics.

To increase awareness of Oak Tree's nasty practices, the Local sponsors rallies on the last Saturday of each month—in time to sour end-of-month inventory clearances.

The June rally turned into something else however. . .

More than 75 members and friends attended the rally/barbecue on June 26. According to organizer Pedro Mendez, "we



District 190 staff members join the picket line at Oak Tree Mazda in San Jose on May 29.

blocked the street for more than two hours. The police monitored the event from across the street. The company tried to hide us from visibility with a row of big vans.

"Unfortunately, they also hid visibility of the street itself, and suddenly, crash crash, crash — there was a three-car accident."

The company is trying to blame the union and has taken the Local to court to stop all future picketing.

"Fat chance," says Mendez "We plan to picket until we get our members' jobs back."

Crosatto credits Randy Haskins, the shop steward, as doing a "fantastic job. He has the respect of everyone in the place, the detail people, the parts people, the mechanics and management. He made it look easy."

At presstime, the vote to ratify the contract is due to be taken any day.

Cheaters don't win

Even though the original vote went against the union last August, the 13 employees of General Trailer in Stockton will be joining Local 2182.

"The story," according to organizer Joe Coy, "is that the company did so many Unfair Labor Practices, including putting guards on the gate, firing and threatening people, that the union took the company to trial."

Testimony was taken in February and the decision came down in June.

"So now this boss, who

thought his cheating won him this election, has been ordered to bargain. We look forward to it," said Coy.

Moffatt moves on

Bob Moffatt, the Business Representative who provided service to the members of Local 1584 since 1983, announced his retirement as of September 1.

Moffatt worked at U.S. Can Company and was President of Local Lodge 1518.

"Bob's plans are to relax and play golf, and he's definitely looking forward to it," says Administrative Assistant Herman Howell.

Thanks Bob for your years of hard work. Everyone at the District hopes you enjoy retirement.

Raise containers and wages

150 members of Local 1414 who work for Pacific Maritime Association facili-

ties signed, sealed and delivered a new 23-month contract two months early.

The PMA contract, completed in June for mechanics at Matson Terminals, Stevedoring Services, and Marine Terminals, Inc. in the Oakland and San Francisco ports wasn't due to expire until August.

Contract improvements include: 75 cents/hour wage increases and significant increases in pensions each year, Martin Luther King Day as an additional holiday, and members can join the IAM 401(K) plan.

By the end of this contract, pensions will be at \$890.50/month, and journey level wages will be at \$30.62/hour.

Pop the cork; seal the deal

Pechiney Cork and Seal makes the capsules and aluminum seals for wine bottles and champagne. Korbel is the company's biggest client.

Local 1596 has been asked by some of the employees to organize this American Canyon-based shop. According to Business Representative Tom Brandon, this French company claims ignorance of the ways of American unions.

"That's just not true, though," says organizer Jesse Juarez. This company owns American Can, which has dozens of machinist contracts around the country.

"The main issues," says Juarez, "are wages and promotions. They pay \$7-8 less than other American Can facilities."

Unfortunately, the election comes just after this issue of *The Sparkplug* goes to press. We'll keep you posted on whether this cork got sealed.

Machine contracts mount

Jesse Baptista and Herman Howell have been busy renewing contracts in the Machine and Manufacturing sector. According to Howell, "the contracts are going well, and many are following the CMTA master agreement for which we worked so hard."

In the past month, contracts were signed with Kenlab, Morton Salt, Atlas Pacific, Georgia Pacific, Pacific Pipe and Diamond Manufacturing.

Good deal despite slow economy

Negotiations on the contracts at Fred's Body Shop, Sacchi's and Isackson Ford, all in Arcata, were successfully completed on July 16.

According to Business Agent Tom Brandon, "the economy up here isn't like it is in the Bay Area. In that light, we did a pretty good job for the members."



Hundreds of immigrant rights advocates from community groups, churches, unions and schools marched on April 17 at the Social Security Administration offices in San Francisco and San Jose to protest the agency's sending of "no match" letters to employers, which are then used to intimidate employees.

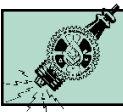
Son of Local 1584 member wins IAM scholarship

Graduating from Turlock High School with a grade point average of 3.95, Jacob Iverson worked hard for his 1999 IAM scholarship and he deserves it. Jacob will receive \$1,000 per year toward his U.C. Davis expenses.

Jacob's father Jon Iversen has been a member of Local Lodge 1584 since being employed by Atlas Pacific in 1990. Jacob starts college in the fall.



GLR Andrew Barnes presents the IAM scholarship award to Jacob Iverson.



SHOP ALERT

N-Hexane exposure survey leads to larger investigation

After nerve damage in two auto mechanics was traced to their use of brake cleaners containing n-hexane, the Occupational health Branch of the California Department of Health Services, in coordination with IAM Locals 1414 and 1546, issued a Shop Alert in the April edition of *The Sparkplug*.

The following month, health department staff attended the monthly meetings of the two locals to pilot test a workplace exposure survey. Their objective: to begin learning if the two cases were extremely rare or if they were just the 'tip of the iceberg' in the automotive trades.

Twenty-two of the 37 surveys returned at the meetings were evaluated. Almost all of the mechanics reported using brake and parts cleaners on a regular basis, and a significant number reported experiencing symptoms associated with peripheral neuropathy, such as tingling in the

feet and arms. A follow-up letter with medical and toxicological information was sent from the health department to all members who reported these symptoms.

Though the survey was very limited in a scientific sense, it provided compelling evidence to support a larger investigation, which would

"We need to learn if the two cases were extremely rare or if they were the 'tip of the iceberg' in the automotive trades."

include industrial hygiene air monitoring in the shops, medical testing for signs of nerve damage and a work history and symptom questionnaire. The results of such a study would answer the question of whether n-hexane exposure poses a

health problem for mechanics. Launching this work would require the support and participation of up to 25 IAM members, so stay tuned for further details.

Meanwhile, if you have questions regarding n-hexane, call health department staff person Carolyn Baker at 510-622-4308.



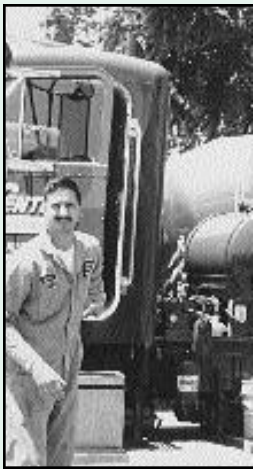
A visit to three heavy equipment shops in

Tractor Equipment changes with San Jose

When Tractor Equipment Sales was founded in 1946, the company had a very different focus. As San Jose was still pretty much a farm town back then, the company was created as Farm Equipment Service, and did a brisk business supporting local Santa Clara Valley farms and orchards.

Over the years, this family-owned and operated business changed its mission with the changing community. Now Tractor Equipment is dedicated to the sale and superior support of construction equipment in the San Francisco Bay Area. The company now services primarily a construction and paving clientele through its San Jose headquarters and its second facility in Hayward.

XX of its XX employees in the two facilities are members of the IAM.



A view

According to L Mattos, "truck shop the union and our table in terms of with the heavy de the auto dealersh



Photos clockwise from A Central Concrete re more heavy equipment doing some repairs at and Tractor Equipment



Coast Counties is part of the union

Coast Counties Truck & Equipment Company is the oldest Peterbilt dealership in the country. Unfortunately, many of its long-time customers are being pushed out of the area.

According to General Manager Bill Kenefick, Coast Counties does trailer and truck repairs for many fleets. Of the 45 employees in the San Jose store, Ken

SHOP TALK: If you could snap your fingers and improve one thing about your shop



Klete Frazer
Tractor Equipment
Local 1101

"The pay."



Jeff Ritchie
Fred's Body Shop
Local 1596

"Separate work areas and a cleaner paint room."



Bob Terrell
Central Concrete
Local 1101

"Improve the benefits — particularly dental and vision care."



Butch Yarbrough
Fred's Body Shop
Local 1596

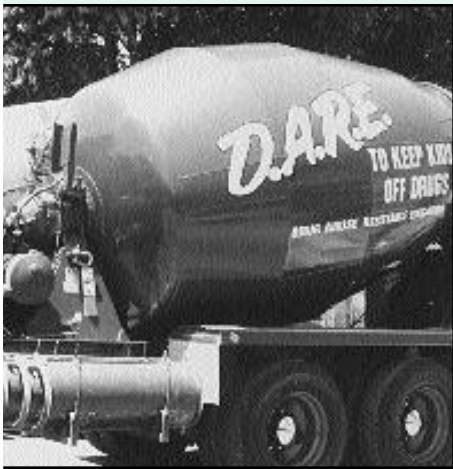
"More paid holidays, and of course, more money."



Jesus
Tractor
Loc

"Improve conditions, especially the comp mechanics department"

San Jose



from the union

101 Business Representative Andy
e generally appreciative of what
ly skilled members bring to the
g and stability. Our relationship
ops is much less tense than with



members of the IAM,
the mechanics and
. Coast Counties also
s in Salinas, San
and Concord—repre-
Local 1546.
the best trucks in the
so we can't have just
work on them. We're
the union." said



Central Concrete merges, stays union

On the foundation Carmen Albanese established half a century ago, sons Tom and Bill Albanese have built Central Concrete Supply Co. into one of the largest concrete manufacturers in the Bay Area. The company has plants and offices in San Jose, Walnut Creek and Pleasanton. And 51 years after its founding, the sons have just merged their company with U.S. Concrete. This Houston-based conglomerate recently consolidated six ready-mix concrete companies in Northern California, New Jersey, and Washington, D.C.

Apparently the combination of foreign competition and the lack of interest among the next generation to take over the business made the buy-out offer irresistible. The Albanese brothers will continue to manage Central Concrete within the larger corporation.

Central Concrete has a long tradition of community involvement, providing training opportunities, and serving small firms as well as the big ones.

If you see a ready-mix truck with the logo of a charity or community cause, you'll know it came from Central.



BENEFITS NEWS

Notice of changes in health plan benefits

CMTA Active Plan

The Board of Trustees of the Machinists' Health and Welfare Plan took action to improve the vision benefits, which will be announced with the Open Enrollment materials scheduled to be received in the first part of August.

Due to unacceptable proposed rate increases, Health Net and Aetna will be terminated effective September 1, 1999. Participants enrolled in the Health Net and Aetna HMO's will need to watch their mail to ensure they take action regarding a new medical plan choice. The Board carefully reviewed the PacifiCare Plan coverage areas to ensure that there would be as little disruption to participants' providers as possible. YOU will need to make a new selection.

Your Open Enrollment material will explain your benefit options giving you a comprehensive comparison so that you can make your selection carefully. The choice you make will become effective September 1, 1999 and will remain in effect through August 31, 2000.

CMTA °Retiree Plan

To increase access to health care for Retirees, the Retired Machinist Health Plan has revised the Plan Eligibility Rules to make available health care as long as you retire under a Collective Bargaining Agreement with District Lodge 190. A qualified pension plan would be

the Automotive Pension Plan or your company's pension plan.

You may be eligible for coverage even if you had been denied in the past, or you may also be eligible if you have never participated in the Machinists' Health Plan. For further details, please contact the Trust Fund Office Billing and Eligibility Dept. at 1-800-662-0738 for complete eligibility rules and application for participation.

Due to unacceptable proposed rate increases, Health Net and Aetna will be terminated effective September 1, 1999. YOU will need to make a new selection. Information about the plans will be explained in the comparison summary along with a preliminary announcement scheduled to be mailed late July.

Automotive Industries (AI) Welfare Fund

Just a reminder that benefit information concerning your Plan options will be mailed during October 1999. The format of this Open Enrollment will be different and should be much more comprehensive and easier to keep available for quick reference.

AI Pension Fund

You should have received your 1999 Pension Credit Statement. Please review it carefully for accuracy and report any discrepancies to the Plan Office immediately.

A Day of Fun in the Sun for Local 1546 members:

Saturday August 28, 1999 **Oakwood Lake Manteca Waterslide**

Unlimited rides — Reserved Picnic Area — Fun Adults—\$12 ♦ Children—\$7 ♦ Under 42"—FREE
Make checks payable to East Bay Automotive Local Union 1546

work, what would it be?



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pment
01

unica-
between
and the
the parts



Bob Oliveria
Gene's Machine Works
Local 1596

"I want to be able to go home when it's sunny."



Dennis Peterson
Sacchi's
Local 1596

"The paint system here could be updated."



Jim Watkins
Isackson Ford
Local 1596

"I'd improve communication between management and the working force."



Jeff Watson
Coast Counties
Local 1101

"Stock availability. It's gotten a lot better, but we can't always service the customers right now."

Baseball and unions: it's all about team work

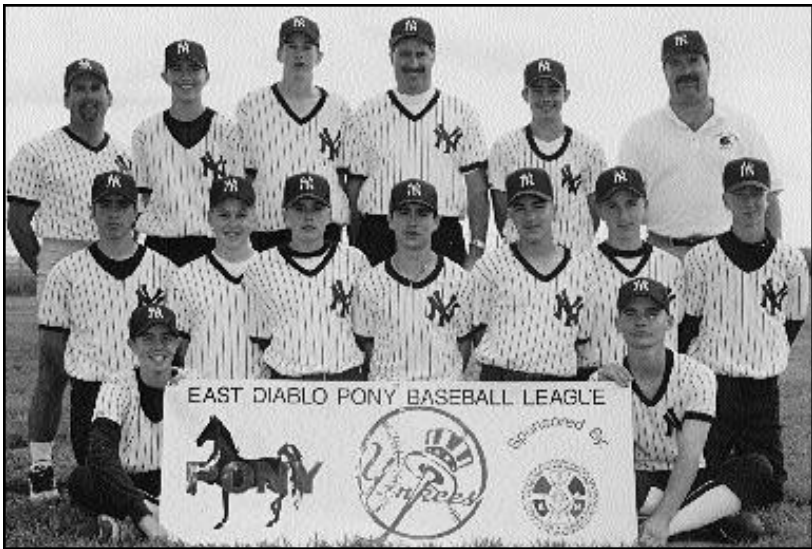
With 25 wins under their belt, the East Diablo Yankees went undefeated in their Pony Division, winning the league trophy. Clearly it was a fabulous season for the squad of 13 and 14-year-olds sponsored by IAM Local 1173.

The division championships in Vacaville proved daunting though, as the team faced high schoolers for the first time. In the end, the Yankees were four and two in the finals, taking the number three position out of 16 teams in the division.

Jesse Juarez, IAM organizer and

father of catcher Alberto, was in charge of the Radar Gun. He tracked pitch speed to evaluate if the Yankees' pitcher was getting tired, and to see how fast the competition was throwing. Special thanks go to team manager Dave Rath, and coaches John Beaudin and Ken Altman, who is a Teamster.

Pinole took the division championship for the second year in a row. Congratulations to the Yankees and to all of the teams for a great season. Watch out next year, Pinole!



East Diablo Yankees — the Local 1173-sponsored Pony League team

Annual Machinists' Union Guide Dogs of America Charity Golf Tournament

Friday, August 27
Chairpersons:

Michael, J. Day, District 190 Directing
Business Representative
Herman P. Howell, Admin. Assistant
Jesse Baptista, Area Director
Joe Bobo, Admin. Assistant
Nick Antone, Area Director

Honorary Chairpersons:

R. Thomas Buffenbarger, International President, IAM
Lee Pearson, General Vice President, IAM
Jay A. Bormann, President, Guide Dogs of America



Alameda Municipal Golf Course

(One Club House Memorial Drive, Alameda)

Sign-in begins at 11:00 a.m.

Shotgun Start: 1:00 p.m. (South Course)

Francesco's Restaurant
(Pardee & Hegenberger, Oakland)

No-Host Cocktail Party: 6:30-7:30 p.m.

Dinner: 7:30 p.m.

Entry fee includes:

Greens Fee, Golf Cart, Golf Shoes, Golf Balls, Tee Prizes,
Awards, Dinner

Hole-in-One Prizes — 1999 Automobiles ... Many other Prize Holes

Sponsor a Tee (\$250) Golf & Dinner (\$200) Dinner only (\$75)

Donations are tax-deductible.

Make checks payable to Guide Dogs of America

For more information: Call Joyce Day at 510-635-2060



Aerojet & the Machinists Union present

The First Annual Sacramento LABOR DAY LABOR DAY CAR SHOW

benefitting

GUIDE DOGS OF AMERICA

September 6, 1999

Parking Lot of Aerojet (Sacramento — off Hwy 50)

9 a.m. to 3 p.m.

Vehicle set up: 7 a.m.-9 a.m.

General Admission: \$5.00 ♦ Children under 12: Free

Food, Refreshments & Raffles

Vehicle Entry Fee: \$15.00 Call 916-856-1670 for entry form

Prizes:

People's Choice	Set of ARE Wheels
Best of Show	\$500
1st Place (each category)	\$250
2nd Place (each category)	\$100
3rd Place (each category)	\$50

First 150 entries receive a Car Show T-Shirt and a Dash Plaque

Categories: '49 & Older Stock ♦ '50 to '72 Stock ♦ '72 & Older Muscle Car ♦ Custom/Rod Street ♦ 2-Seater Sport/Performance Cars



SHOP TALK: What one thing would you change about your work?



Danny Walker
Gene's Machine Works
Local 1596

"I'd want to improve job security — the economy up here isn't very good."



Jason Tidwell
Fred's Body Shop
Local 1596

"Everything's good already. I can't think of what to change."



Tad Miller
Isackson Ford
Local 1596

"I'd have all the individual managers work together so that everyone could look good."



Bill LaLonde
Tractor Equipment
Local 1101

"I want a 4 day/10 hour work week to get more leisure time."



Mike Kesterson
Sacchi's
Local 1596

"I want a four-day work week with 10-hour days."

Hayward Ford and the union are 'in this together'

Fran Toulze, in the union since '61, came to Hayward Ford in '92.



John Lawson & Robert Babcock in a moment of great seriousness



"What's it like being a woman in this shop?" says Mary Haynes. "I can say whatever I want; women hold grudges, but the guys will get over it. Hey—it beats working in an office, but everybody steals my lunch!"

“We’ve always supported the union,” says Service Manager Ron Calabano. “The only difference between one dealership and another is its people. I believe that if we’re fair with everybody and go by the contract, the union will prove to be good for everybody.”

Hayward Ford is large and growing. The dealership sold more than 500 cars last month, and they service about 100 cars each day.

According to Local 1546 Shop Steward John Rossie, “When I started five years ago, we had about 20 people working here. Now there are over 60.”

“This has been the number one Ford retailer in Northern California since 1993,” says Calabano. “There’s definitely business to be done. Our biggest problem is space;

we can’t work on cars if there’s no place to park them.”

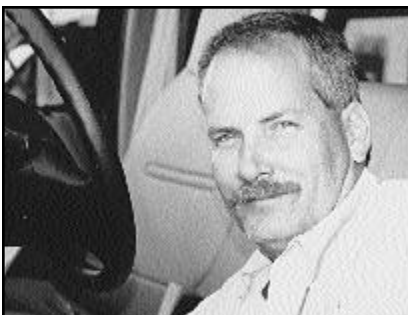
The dealership recently got its “Around the Wheel” certification from Ford, which means they now provide tires at competitive rates.

“We used to send our customers to the competition to get their tires, and then those guys would sell them brakes and shocks. Now we can do it all,” says Calabano. “Right now we’re looking to expand by offering Saturday service, and we’re thinking about going to four-ten hour days.”

“Yeah,” Rossie agreed. “That would be appealing, especially for our guys who commute from the Central Valley. But schedule-wise, a modified work week might work better. We’ll have to do a lot of talking about how this expansion should happen.”



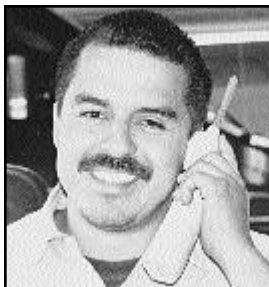
Shop steward John Rossie



Kevin Vietor, the radio and alarm guy



Mike Wong



Jorge Rivera



John Billings



Service manager Ron Calabano

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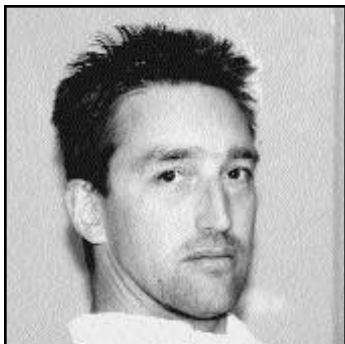
You can contact us at 510-836-2484.

SHOP TALK: What one thing would you change about your work?



Rodney Murakami
Coast Counties
Local 1101

"Work is work. I appreciate what I got, and try to keep everything on an even keel."



James Bailey
Fred's Body Shop
Local 1596

"One more car hoist."



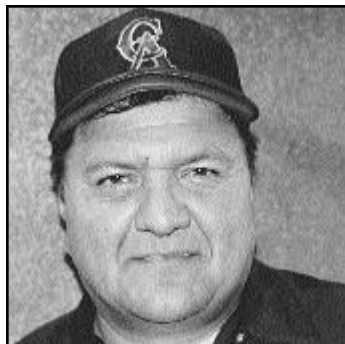
Anthony Macias
Coast Counties
Local 1101

"Have the company spend more time on training rather than throwing us in the deep end not fully prepared."



Larry Dilling
Gene's Machine Works
Local 1596

"I'd like to work until noon everyday. That's it."



David Mestas
Coast Counties
Local 1101

"More steady work, so I don't have to send my guys home."

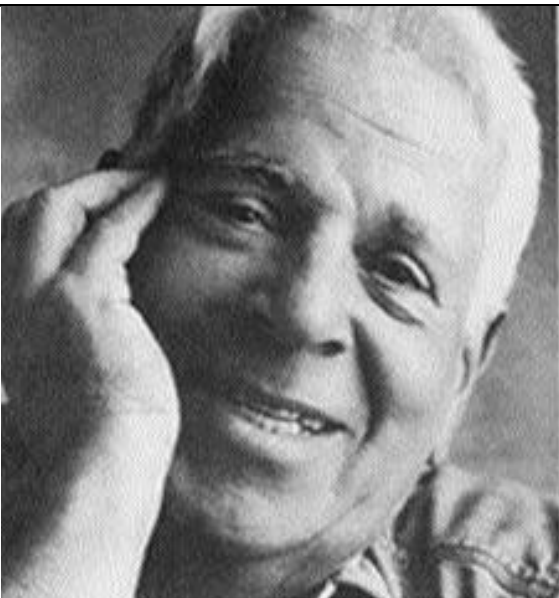
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Local 1596's main office is in Petaluma, but they have a satellite office in the Eureka Labor Temple, where Business Representative Tom Brandon provides service to the 44 machinists across Humboldt County.

Boxes of IAM historical documents were recently uncovered as the Humboldt Central Labor Council was beginning preparations to renovate the Labor Temple.

About the building

The Labor Temple building was constructed in 1906,

originally as a Unitarian Church.

According to Bill Burns, Secretary-Treasurer of the Humboldt County Central Labor Council, "in 1918, the Council formed a corporation to buy the building so that labor would always have a reasonable place to go -no boss or landlord could ever kick them out."

"We just put a new roof on the building. Our goal is to add a second story for offices, and then get the building back in shape so that union members will use

Machinist treasures found in Eureka Labor Temple

it for receptions and family events, and we can hold political events here. Of course we'll also need a new kitchen," says Burns.

"Lots of the work will be donated by union membership, but we're in the fundraising stage right now. We'll need funds for building materials and supplies.

"Eureka used to be a real union town," said Burns. "There's an amazing history in this building, and it can be an important center for labor activity — again,"



Above: 1930's logo; 1940's quarterly membership buttons; 1953 IAM Journal cover.

How they did things back in '38

"He is of the 'Rugged Individual' type and will not sign anything that will prohibit his chiselling."

That's what Local 540 said about Boyd Oliver, owner of a Buick service shop in Eureka, during a 1938 labor dispute.

Getting a contract at Boyd Oliver's Buick service shop wasn't easy. It took organizing the workers one-to-one, daily pickets, getting information to people coming in for service, placing newspaper ads, and trying to win public sympathy for the workers who wanted to organize.

Sound familiar? Some things haven't changed much in 60 years.

"A few days ago your automobile was taken into this shop for repairs, thereby giving membership of this organization reason to believe that you are not in sympathy with our cause."

Strikers would write down the license plate number, the union got the owner's name and address from the DMV, and letters like this were mailed. With today's privacy laws in effect, unions could never get access to this type of DMV information any more. But we found copies of dozens of letters like this sent to prominent and everyday Eureka citizens who took their cars for repair to Boyd Oliver's shop during that dispute.

At the bottom of the pile was a newspaper with a statement from Oliver claiming that he accepted an "open shop agreement." We also found an ad from the union stating that they withdrew pickets upon Oliver's signing of the Machinists' standard agreement, which was not an open shop agreement.

What really happened. Only history will tell.

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.

If you plan to move or have moved already, please notify your Local Union office of your new address as quickly as possible. (See calendar for local union addresses.)