# Sparkplug

VOL. 1, NO. 4 JUNE/JULY 1999

Serving the Active and Retired Members of IAM District Lodge 190

# Open Shop: Ugly trend in union-busting

embers of Local 2182 are steadfast in their efforts to win a contract with Lasher Volkswagen/Dodge/Audi/Acura/Isuzu. There's only one big sticking point—the company is demanding an "Open Shop."

According to Area Director Jim Beno, "In our opinion the single issue of open shop masks the company's hidden agenda of destroying our union."

"We've had a contract with Lasher for more than 35 years, and it's never been a problem," says Beno. "We dealt with the father; but now his two sons have taken over and the second generation has become much more unreasonable."

The union is concerned that pushing for an open shop is the latest trend in union-busting. "This was the first of our auto agreements up for negotiation this year. Our contracts will be expiring at Maita Oldsmobile and Great Valley Chrysler Plymouth, and they both use the same attorney."

According to Beno, the union is not striking Lasher. The mechanics work their full shift, and then picket at night and on the weekends.

"We'll boycott this dealer until they settle. We've been handing out a letter explaining the issue to non-union folks in the dealership and to customers, [see below]. We want to stop this trend before it takes root.

"We're hopeful the company will see the light, and we'll have a contract at Lasher soon," says Beno.

## IAM California Conference brings big guns to Lasher picket



Local 2182 members have picketed on nights and weekends outside Lasher VW/Audi/Dodge in Sacramento since mid-April. When the IAM California Conference met in the state capital in May, they brought another 80 people — including California Attorney General Bill Lockyer — to join the line and say No to the open shop.

# Muni yard shut over serious safety violations

"It just doesn't seem right." That's what Muni whistleblower and Local 1414 shop Steward Mike Cheney said to the San Francisco Examiner about Muni's new Marin repair facility last January, a month after it opened.

And in May, the facility was virtually shut down by Cal-OSHA for a range of "serious" safety violations.

In January, Cheney's chief concern, which was supported by Muni's own safety and health staff, was unsafe storage of toxic chemicals. As shop steward, he was also concerned about the working conditions, including having crews wash and fuel diesel buses in the rain and cold without shelter, while mechanics inside the corrugated metal repair shed worked without heat, sound insulation, eyewash stations or adequate ventilation.

#### continued on page 3



Don't do this—hoist a 10-ton bus up on lifts—at the Marin facility. It could be hazardous to your health. (Photo taken at the Flynn yard last January.)

## Open Letter to Lasher Employees and Customers

The Lashers and their attorney, Mr. Paul Shanley, have proposed to eliminate our Union Shop clause which has been a part of our union contract with the Lashers for more than 30 years. They propose to replace our Union Shop with an Open Shop.

Under the Union Shop all of us who are covered by the union contract pay union dues. The Union provides us with a service and in turn we have all agreed to pay Union dues. First and foremost, the Union provides us with representatives who negotiate our contract with the Lashers. The contract is our bible on the job and the Lashers are bound to follow the contract in providing our wages, benefits, union pension, holidays, vacations, health and welfare coverage, and guaranteed working conditions. The union representatives also provide for our defense if we are unfairly treated on the job.

In an Open Shop, those who choose not to pay dues still get all of the benefits of our union contract, including our union pension. If a non-dues paying employee has a grievance against the company, the union has to represent that person and provide for their defense. Those of us who pay dues end up subsidizing those free riders who are not paying! Not Fair!

Here is an analogy: The Lashers pay a fee to their attorney, Paul Shanley. In return, he represents the Lashers in contract negotiations with our union and in grievance hearings over employee complaints against the company.

If Mr. Shanley represented the Lashers for no fees, then all of his other clients would demand the same service for no fees and Mr. Shanley would be out of business. Busted, in a short period of time.

This is exactly what the Lashers are proposing to do to our union by proposing Open Shop. They want to bust us and our Union.

Dues monies are our union's only source of income and the Lashers' proposal is a direct attack on the financial integrity of our union. This proposal is meant solely to break our union. We have voted by secret ballot for the past 30 years to provide a contract with a Union Shop clause and we are not going to throw it away now.

The Lashers and their attorney have created this problem and only they can resolve it.

IAM District Lodge 190 7717 Oakport Street Oakland, CA 94621 Periodicals Postage Paid at Oakland, CA

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## **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

June 17 • July 15 • August 19

#### **Local 1101**

1150 So. Bascom # 23 San Jose, CA95128

#### **Executive Board Meeting**

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

June 3 • July 1 • August 5

#### **Stewards Meeting**

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

#### June 3 • July 1 • August 5 **General Membership Meeting**

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

June 10 • July 8 • August 12

#### **Local 1173**

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

## Membership/Shop Stewards Mtg.

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

#### June 17 • July 15 • August 19 **Executive Board Meeting**

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

June 10 • July 8 • August 12

#### **Retirees Club Meeting**

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

June 2 • July 7 • August 4

#### **Local 1414**

150 South Blvd., San Mateo, CA94402

#### **Shop Stewards Meeting**

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

#### June 3 • July 1 • August 5 **Executive Board Meeting**

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

June 10 • July 8 • August 12

#### **General Membership Meeting**

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

June 17 • July 15 • August 19

#### **Local 1528**

713 16th Street, Modesto, CA 95354

#### **Executive Board Meeting**

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

June 2 • July 7 • August 4

#### **General Membership Meeting**

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

June 2 • July 7 • August 4

#### **Local 1546**

10260 MacArthur Blvd., Oakland, CA 94621

#### **General Membership Meeting**

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

June 1 • July 6 • August 3

#### **Local 1546 (cont.)**

#### **Shop Stewards Meeting**

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

June 1 • July 6 • August 3

#### **Executive Board Meeting**

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

July 1 • July 29 • September 2

#### Senior's Luncheon

First Wednesday of each month at 12 noon

June 2 • July 7 • August 4 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  $7:00 \ p.m.$ 

June 17 • July 15 • August 19

#### **Executive Board Meeting**

Preceding Monday at 7 p.m. June 14 • July 12 • August 16 **Retirees Club** 

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

June 1 • July 6 • August 3

#### **Local 1596**

4210 Petaluma Blvd. No., Petaluma, CA 94952

#### **Executive Board Meeting**

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

June 15 • July 20 • August 17

#### **General Membership Meeting** Third Tuesday of each month at

 $8:00 \ p.m.$ June 15 • July 20 • August 17

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  $6:00 \ p.m.$ 

#### June 8 • July 13 • August 10

**General Membership Meeting** Second Tuesday of each month at

7:00 p.m.

#### June 8 • July 13 • August 10 **Retirees Club - VISTA CLUB**

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

June 16 • July 21 • August 18

# POLITICAL CLOUT

## Poll Shows Wide Support For Labor's **Building Prosperity Campaign**

As CEO pay skyrockets

and corporate profits

soar, working families

are concerned that

their children will enjoy

fewer opportunities and

a lower standard of

living.

Labor's political successes in 1998 have inspired the California State Labor Federation to propose a bold agenda for 1999.

Called "Building Prosperity for California's Working Families," the package of legislative and administrative proposals seek to reverse nearly two decades of neglect and hostility by anti-worker and anti-union administrations.

The proposals cover important labor issues including:

- restore the 8-hour day;
- · codify the prevailing wage law;
- raise the minimum wage and institute a living wage for state contracts:
- build infrastructure;
- expand and increase unemployment insurance:
- increase state disability benefits;
- stop independent contractor abuse;
- reform Cal-OSHA; and
- prohibit the use of state funds to interfere with union organizing drives.

#### California voters agree

A survey of California voters shows that large majorities don't trust corporations to treat workers fairly, but support initiatives that reward hard work and help people help themselves.

"We hear the voices of union members and workers across the state, telling us that today's prosperity is not reaching California's working families," said Art Pulaski, executive secretary-treasurer of the California Labor Federation.

"This survey shows us again that Californians want action on the pocketbook issues that affect workers and their families every day. Rarely in polling do we see 70% or

"Californians in every district in and has a 3.5% margin of error.

the state are looking to Sacramento for leadership in addressing economic insecurity, stagnating income, health, safety and workers' rights on the job-especially workers' essential freedom to choose a union and a voice on the job," he affirmed.

#### **Key findings:**

Even in relatively "good" times, Californians are anxious and concerned about the future:

- 82% of California voters say their
  - income is declining or stagnant;
  - 86% say employers are hiring parttime and temporary employees to avoid paying for benefits;
  - 83% say corporations that provide benefits for top executives should provide them for all employ-
- 80% say working people have less time for family and community.
- 57% worry that when today's children grow up, they will have a lower standard of living.
- 57% say employers can't be trusted to treat workers fairly.
- 72% support cleaning up the underground economy and sweatshops, enforcing labor laws like the minimum wage and overtime pay.
- 65% firmly support workers' freedom to choose a union, and don't believe state contractors grantees should use taxpayer money to interfere with employees' freedom to choose a voice on the job.
- 61% of California voters strongly support automatically adjusting the minimum wage for inflation.

Most California voters think the working families' program is "helping people help themselves" or "workplace protections," not "job killers" as the Chamber of Commerce labeled it (69% - 18%).

The survey of 800 California 80% of the public united on an registered voters was conducted by David Binder Research April 13-18



The Sparkplug (USPS 007966) is published bi-monthly for \$3 per year by District Lodge 190, International Association of Machinists, Oakland, Calif., a non-profit organization. Periodicals postage paid at Oakland.

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.

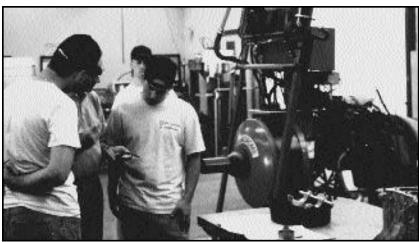
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IAM District Lodge 190 7717 Oakport Street Oakland, CA 94621



Beagle &Bleiweiss Communications Debra Chaplan, Managing Editor

## Apprenticeships provide great opportunities "Tell everyone you know!"



ot everybody makes \$225,000 per year, but one young man who started as an automotive apprentice under Karl Cortese's tutelage is now raking in the bucks as a service manager.

How did he do it? He went through the four year Automotive Apprenticeship program, became a journeyman, and continued to move up the ranks. According to Senior Apprenticeship Coordinator Cortese, "he remembers where he got his start. He works at a union shop and is always referring young people to the program."

#### 650 apprentices on the job

Currently, 650 people are enrolled as Automotive Apprentices across Northern California. They're working full time and attending automotive-related classes at the community college near them.

They'll be apprentices for four years, earning 50% of a journeyman's salary (generally around \$10-11/hour), and getting a full benefit package. By the time they complete their class and work requirements, they'll be able to earn \$23/hour. And at five years on the job, they'll be fully vested in a pension plan.

Sounds like a great deal. There must be a hitch. "But that's all there is to it," says Cortese. "No longer does your dad have to belong to the union for you to get in. This is an incredible opportunity, and we're constantly looking for new apprentices. I'm at job fairs and high schools all the

"The industry is constantly changing," says Cortese. "Today's cars have eight different on-board computers. Learning how to use the scan tools is easy for young people who grew up with computers and game boys.

We're also finding that once guys get into their fifties, they start retiring or moving on to second careers. So we have plenty of openings."

For more information, call the Automotive Trades Apprenticeship Program at 510-569-8450 (Oakland); 408-291-2540 (San Jose); or look them up on the web: www.autoapprenticeship.com

Apprentices can work in the following fields: Auto Mechanic, Truck Mechanic, Auto Body, Auto Paint, Truck Trailer Repair, Service Advisor, Heavy Equipment Mechanic and Parts Counter

#### Requirements to enter and succeed

In order to apply you must be 18 years old (17 with parental permission), with a high school diploma or GED, and a drivers license. Applicants will take an entrance exam which covers general math, reading, writing and comprehension, and then they'll be given a list of employers who are looking for apprentices; that is, if they haven't already lined up a job.

Most apprentices are 21-24 years old, but Cortese knows of several people in their thirties and forties who are coming into the Program as their second career.

Over the course of four years, each apprentice will work 8000 hours and complete or test out of 19 automotive courses at their local community college. They also must keep accurate records of their work to ensure that they're learning all aspects of the trade.

A Joint Apprenticeship Committee composed of representatives from the union, employers, schools and the State meets monthly to settle grievances, resolve problems, apply penalties, and oversee that the requirements are being met. This process serves as job security for the apprentice, and ensures that the Apprenticeship Program maintains its state certification.

"I see lots of young people going into computers because they think that's where the opportunities are. But if they're lucky, they'll earn \$34,000/year without benefits. As a journeyman auto mechanic, they can earn \$45-50,000 and get tremendous benefits. And, there are plenty of openings. You can't beat it, especially if you like tinkering and fixing things. Tell everyone you know," said Cortese.

#### Muni yard shut for safety violations continued from page 1

"In 20 years, I never

saw a condition like

this. . . This facility is

no good," says

Cheney.

In a February memo, Richard Green, Muni's acting manager of Integrated Safety and Loss Prevention Program wrote, "I consider the longterm use of asphalt surfaces in the location of the lifts to be a serious Business potential health and safety risk." He Moran, "there is no separate exhaust

added that concrete pads were the norm for such operations.

## Serious problems

When **OSHA** came back to reinspect in May, they saw that few of the

problems had been abated. Cal-OSHA cited Muni with two "seriviolations for allowing mechanics to work under 10-ton buses when the flooring under the lifts was deemed unfit to carry the load. Muni was also cited for 26 other less severe violations ranging from inadequate access to emergency eye-wash stations to roof leaks and coolant spills.

According to Cal-OSHA spokesperson Dean Fryer, "we only issue citations rated as 'serious' when we feel that the conditions could lead to serious physical harm or death of an employee."

"A handful of us still work at Marin," Cheney said. "Mostly, we shuttle buses over to Woods to fix them. Muni tries to get us to work under the buses with creepers, but there isn't enough room, and it's still unsafe," he added.

According to Local 1414 Representative

for the buses. When you get a smoky bus in there, it's like a gas chamber."

Cheney laments "We tried to give Muni every chance to make this facility

right. We wrote them; we sent in union reps. There was no reasoning with them. They were going to have us work there, no matter what.

#### Who's accountable?

"Is it the mechanics fault that the work isn't being done timely or efficiently? No. It's upper management. They spent millions on the Army Street facility three years ago, and then walked away from it. They spent thousands of man-hours and dollars to open up Marin, and now they'll have to tear it apart and re-do it. That's the shame of it."

Muni has been given a 30-day extension to either pour a concrete floor or certify that the electric hoists will never be used on the asphalt floor.

## Made in the U.S.A. is no guarantee of workers' rights

The "Made in the USA"

label leads consumers to

believe that the garment is

made by American work-

ers protected by U.S. labor

laws that guarantee fair

treatment and a clean,

safe workplace.

How does a company violate work there. Last year alone, in every U.S. labor law on the books and still get to put "Made in

America" labels on it's products?

Easy. Open a factory in the U.S. Commonwealth of Saipan, of Northern Mariana Islands in the Central Pacific.

In an effort to

stimulate the local economy, the Marianas were made exempt from U.S. minimum wage laws and foreign immigration limits.

Now, 50,000 workers—mostly young women from China, Bangladesh, Korea and Thailand live with six to eight other people per room in barracks surrounded by barbed wire. They toil 70 hours a week in filthy conditions with no overtime pay and are threatened with deportation upon complaint.

These women were brought to Saipan with promises of high pay, quality work, and eventual U.S. citizenship. They agreed to pay up to \$7,000 in "recruitment fees" just to

Saipan's sweatshops, these women produced \$1 billion worth of "Made

in the USA" garments for major retailers, including Gap, Nordstrom, Tommy Hilfiger, Sears and Wal-Mart.

Most of the manufacturing facilities on the islands are owned by Chinese and South Korean

textile companies looking to avoid U.S. duties and quota restrictions. By simply moving their factories, equipment and raw materials to Saipan, these companies avoided more than \$200 million in duties last year alone.

Labor unions and anti-sweatshop organizations like Global Exchange have targeted The Gap for consumer action. Contact The Gap at 1-800-333-7899. Tell them to support workers rights and be honest with consumers.

For more information, contact Global Exchange at 415-255-7296 check out the website: www.sweatshopwatch.org.



## GETTING IT, TOGETHER

#### Patchetts goes union

Local 1528 welcomes 14 technicians and lube technicians from Patchett's Ford-Mercury in Turlock who voted for union representation. Employees tried to go union in 1996, but didn't get a majority at that time. This time it was different.

The election was held in April, and the employees voted 9-5 to make Patchett's a union shop.

#### Microphor joins up

Local 1596 won the right to represent the employees at Microphor, in Willits. The April 13 election tally was 27-16 for the union; they are now picking dates to begin negotiations. The company challenged one of the votes, which wouldn't have changed the outcome of the election, but even that challenge was thrown out.

Special thanks to Don Crosatto and Mike Munoz for their hard work to organize the employees at this 44-person shop.

#### We lost one

The mechanics at Vacaville Dodge-Chrysler-Plymouth-Jeep held their election on May 7. Unfortunately, after two captive audience meetings, these employees decided to give their employer another chance at doing the right thing without the union.

Jesse Juarez, organizer at Local 1173 says he'll continue to monitor the shop. "Often the company makes lots of promises to make sure the workers vote against the union. Then they don't keep them," says Juarez.

"The workers have our number," Juarez continued. "We'll be here for them if they decide they're getting a bum deal."

#### NLRB tosses Adtranz election

More than 200 workers at Adtranz in Pittsburg will have another shot at gaining union recognition if a complaint filed by the National Labor Relations Board is upheld after administrative review.

Last year, Local 1173 lost an election at Adtranz after the employer conducted a brutal election campaign to stop its employees from gaining a union. More than 40 workers had been meeting for months discussing how to increase wages and ensure better safety conditions. But, they were no match to the company's campaign of threats and payoffs.

Adtrans has a \$330 million dollar contract with BART to rebuild trains. Despite pleas from the BART board and other community leaders to honor the desire of the majority of workers and recognize the union, Adtranz hired an anti-union consultant and went to work on the employees to change their minds on union representation.

According to the government compalaint, Adtranz was going to withhold annual bonuses unless workers went to anti-union "training sessions." Workers were told Adtranz would not negotiate with the union if it won and that workers would suffer cuts in pay and benefits. The company also threatened at least one employee with being on a "hit list" of union supporters.

#### Labor laws don't work for working people

"We are pleased with the ruling, but the conduct of this employers just goes to show how bad our labor laws are for working people," said Area Director Don Crosatto. "This employer should be requried to start bargaining right now for better conditions and wages for these workers. They deserve it."

A hearing on the charges will be scheduled in the next few months. But according to organizer Jesse Juarez, "by the time a decision comes down—whether Adtranz appeals or not, the 10month waiting period will be over, and we'll be able to start organizing again."

Many BART board members believe the time is now for Adtranz to perform as promised.

"They committed to me personally that they would be a union employer," stated BART Board President Dan Richard. "I'm sure that the majority of the Board is tired of this type of conduct. I will urge them to take a more positive attitude towards working with the labor community."

#### Top gun fuelers join union

The employees of Seair Transport Services have voted in favor of union representation. The Seair employees are responsible for the aircraft refueling operations at the Navy's Top Gun facility in Fallon, Nevada. This new group will become part of Local Lodge 801.

#### Election in the works

Local 1528 has filed a petition to have a union representation election at Country Ford Truck in Ceres, California.

The union is trying to limit the unit to the 14 technicians and lube technicians. Management, however, is trying to put everyone in the unit who would be more likely to vote against representation. Watch the next issue of The Sparkplug to see how it went.

# Surviving

ith the rise of the digital age, who'd have though business? And as satellite phones carry conversation rants and small businesses still rely on manual dun to floor. In this issue, we profile two companies that continue to have thought out-of-date, and the union machinists who keep th

## Bay Carbon **Local 1414**

Bay Carbon a because busine President Dan O fine, thank you. South San Franc

rent on their facility was going up 30%.

They had a tough decision to make: close this factory and cor find a place to move. With some help from IAM business repr good accomodations in Oakland and it looks like they'll be up a

So, who uses carbon paper any more, anyway? Business for they don't use sheets anymore; most of what this company proc

According to Owens, "We sell to a select market. We know are. We don't even advertise in the phone book."

At one time, printing was the second largest industry in the E ufacturers are here any more, they're all in Southern California. 98% of the carbon paper business on the west coast locked up.

Bay Carbon employs 13 people, nine of whom are machini Local 1414.

There are two primary processes; one coats hot ink onto tissi is a cold press process, with the water at 50°.

The company first opened in Portland in 1919. The Bay Are factories around the nation now, Bay Carbon sells \$10 million | a lot of business forms!



at Vincent Whitney Co.

Clockwise from top left: Local 1596 members Bud





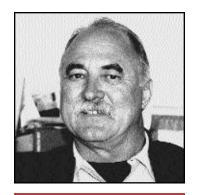
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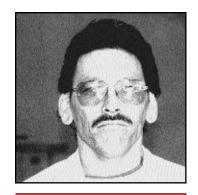
the machinery and handle the shipping and receiving. According ty to rotate, and do something different every day. I've see a lot

## SHOP TALK: What's the most important thing the union does for you?



Roy Mabry Barber Mitsubishi **Local 1173** 

"Gives me a feeling of job security. I've worked in a lot of non-union shops, but here, the bosses can't just fire you."



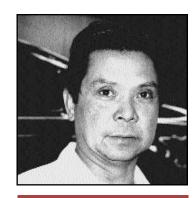
Frank Hambry Barber Body Shop **Local 1173** 

"Job security and good benefits."



**Henry Kim Barber Chrysler-Plymouth Local 1173** 

"Pay."



Carlos Carranza **Barber Chrysler-Plymouth Local 1173** 

"Good benefits and working conditions."



**Barber Ch** 

"Benefits. great hea a good re

# changing times

is still a thriving Carbon Paper oss the world, many fine restauters to carry products from floor ice items that many of us might isinesses humming.

closed its doors on June 30. Not 't good. According to Vice he carbon paper business is just ecause after nearly 30 years in ay Carbon was notified that the

te with their Portland facility, or tive John Moran, they've found ning in the East Bay on July 1. iufacturers use plenty of it. But re huge rolls.

hey are, and they know who we

a. Today, no business form manherever they are, Bay Carbon has

s operators and are members of

onizing it at 200°, and the other

r worth of carbon paper. That's















Clockwise from top left: Dan Owens; David Pastora, ition opened in 1958. With four Bob Delaune, Jimmy Centeno; Lee Lynch; Augie Ameral and Jim Delaune — keeping the carbon presses running at Bay Carbon

## ent Whitney Co. **Local 1596**

y was an inventor. In 1924, he patented the Whitco the unique property of staying in place wherever ompany he founded now makes two major product eners which use the Whitco Hinge mechanism and

vaiters? Absolutely. They're used in homes, towneries, motels, wineries, and even the Tijuana jail. ncisco's finest restaurants, including Bix and Il



Phil Murphy shows off a manual dumbwaiter

sk for a lovelier location for a factory, out on

t. Owned by Vincent Whitney's daughter, this family-run, woman-owned business le, in total. Phil Murphy is general manager and treasurer; his wife Sally manages on Kevin also has a hand in the business. Angie McCort was busy building the web oon: www.vincentwhitney.com)

is been union since before anyone can remember. Four members of Local 1596 run 8-year veteran Bud Rose, "with a small business like this, we have the opportunipple go through here, but we have a congenial crew now."

## **BENEFITS NEWS**

#### Make the most of your 401(K) Reduce volatility through systematic investing

participate more actively in the financial markets, but they are not sure when it is "the right time" to invest. And when they think the time is right, it may not be con-

If today's fluctuating market prices may have caused you to invest high and sell low, systematic investments through your 401(K) plan, can help take the guess work out of investing and make it more convenient, too.

When you participate in the 401(K) plan, you make regular contributions monthly of a set amount into the investment(s) of your choice.

#### 1. Building Wealth

Systematic investing is a disciplined long-term strategy that could help you build your investment over time so that you may enjoy the compounding power of an increasing investment base.

Investing in small amounts and adding to it monthly allows you to take advantage of the market's growth potential. Since the dividends and capital gains produced by a mutual fund's underlying securities are paid out in proportion to the number of shares owned, shareholders who invest several hundred dollars get the same return per dollar as those

Many investors would like to who invest hundreds of thousands of dollars. Of course, the total value of any earnings will continue to grow as you invest more.

#### 2. Reducing volatility

Systematic investing helps reduce the possibility of making a lump-sum investment at the wrong time-when the price is high. Smaller regular monthly or quarterly investments give you a lower average cost per share over the long term—a concept called dollar-cost averaging. The example below, which does not represent actual performance, illustrates how dollar-cost-averaging can help turn a fluctuating market into an advantage.

You can see how a systematic investment plan may help you reduce volatility by smoothing out the market's highs and lows, and also help you work toward your long-term goals. Because your 401(K) plan involves continuous investment throughout periods of fluctuating price levels, you should determine you much you can afford to invest monthly and dedicate those dollars to your 401(K) plan. While no formula can protect against losses in declining markets or assure profits, systematic investing can be a valuable part of your overall investment strategy.

Мс	onthly Investment in Fund "A"	Share Price this month	# Shares Acquired			
July	\$500	\$10	50			
August	\$500	\$ 5	100			
September	\$500	\$10	50			
Total:	\$1,500	\$25	200			
Average cost per share of Fund "A": \$7.50 (\$1,500 invested divided by 200 shares acquired) Average price per share: \$8.33 (\$25 divided by 3)						

If you would like more information on the California Machinists 401(K) and how you can start taking advantage of this benefit, please call Joy Hunter or Carla Koren at 510-486-2486 or 1-800-543-9087.



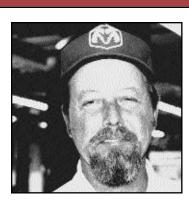
Plymouth

ılarly, nefits and ent plan."



Oscar Zelada **Barber Chrysler-Plymouth Local 1173** 

"Health benefits."



Lynn Thompson **Barber Chrysler-Plymouth Local 1173** 

"Job security and benefits for your family."



**Steve Barnett** Soscol Body Shop **Local 1173** 

"A mediator between the employer and employee. The union looks out for the well-being of the employer and employees."



Ron Lacy Soscol Body Shop Local 117<u>3</u>

"The union dental plan and the other benefits that the union offers are much better than what the owner could offer."

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## AROUND THE LOCALS

## Sea-Land contract sails through

More than 260 Machinists at Sea-Land's facilities in Oakland, Long Beach, and Tacoma overwhelmingly accepted their new 4-year contract. Bargaining brought them \$1/hour wage increases each of the next three years, 40¢ in years two and three for pension and other fringe benefit gains.

#### **CMTA** signs master agreement

The California Metal Trades Association (CMTA) contract was settled and unanimously accepted in April. This contract effects up to 2,500 members of Locals 1584 and 1414.

"The members in CMTA wanted us to concentrate most of the money into the pension plan," said Herman Howell. "I'm pleased to report that we got the highest pension increase in the history of CMTA."

The CMTA agreement calls for a 90¢ per hour pension contribution increase over the next four years.

The contract also calls for increases in wages and the supplemental sick leave benefit, and participation in the California Machinists 401K Plan.

This contract sets the pattern for all the other IAM machine shops in Northern California.

#### All out for 8-hour day

Members of Local 1596 have been on the phones, trying to get union members to contact Marin County Assemblywoman Kerry Mazzoni, who appears to be waffling on her past support for the 8-hour day.

According to Tom Brandon, Mazzoni got re-elected with the firm backing of the unions, "but, she's a lame duck now, and there's no place for her to go. She must be trying to find a spot with business when her term expires."

"We're working with the Central Labor Council to keep the pressure on, and make sure that she doesn't backslide on this important issue," says Brandon.

#### LTD keeps talking

Local 1584 has been bargaining with LTD Ceramics in Newark since November. Unfortunately, the union has had to file several Unfair Labor Practice Aerojet & the Machinists Union present

# First Annual Sacramento 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 ChoiceSet of ARE WheelsBest of Show\$5001st Place (each category)\$2502nd Place (each category)\$1003rd 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

#### For information call 916-856-1570

charges, because instead of hiring back people who had gotten laid off due to a downturn in the industry, LTD is hiring non-union people off the street.

District staff are hopeful that the negotiations will be completed soon, and the company will hire back its old employees.

#### **Balls of Money**

Members of Local 1173 just ratified a four year contract at Ogden Imports and a five-year deal with Barber Chrysler/Plymouth/Isuzu in Vallejo. Both contracts included the "ball of money" concept, where the workers will get 75¢ for the first three years, and 80¢ for the last year (or two) to divide as they want between wages, benefits and pension. Most workers at Vallejo dealerships have doubled their pensions in the past four years, so they can keep on that path or they may choose to put the money elsewhere.

## Slow but steady progress on first contract

Local 1173 is continuing negotiations with Anthony Buick-Pontiac-GMC in Fairfield as they work to build a first contract. It's coming along—slowly but steadily, with meetings every two weeks.

At presstime, the only contract issues left to be settled are grievance procedures and economics. Area Director Nick Antone will come in to finish these negotiations in the coming weeks.

#### **Playing dirty**

Antioch Rock & Ready is playing dirty... again. Six mechanics voted to join Local 1173 in 1998, but the company is "conducting a technical refusal to bargain in order to obtain judicial review." Apparently they don't like that the NLRB certified the election.

The Teamsters won three elections at Antioch Rock and Ready before they finally had to start bargaining.

"It's so frustrated to win, and then get stalled on technicalities," said Dutton.

#### One last chance

Local 1173 pulled its daily pickets at Napa Ford because the union was able to re-start negotiations with company. The dealer went picket-free for about six weeks, but negotiations tanked. So, no more "good faith" efforts; its time to picket again.

#### **Bargain on at Concord Lexus**

Local 1173 stopped picketing the Lexus of Concord dealership once most of the mechanics who had voted for union representation two years ago finally left Lexus to find other jobs in union shops.

In April, a federal mediator demanded that the company go back to the bargaining table. The union has had one meeting with the company so far. The company continues to change working conditions; the union continues to file Unfair Labor Practice charges, and the bargaining for a first contract continues to continue.

#### Salesman gets rough

Concord Chrysler-Plymouth has seen Local 1173 pickets on & off for months. In April, the Local gathered mechanics from area dealerships for a rally. According to Business Representative Vern Dutton, one of the salesmen lost it and had to be hauled away by police in handcuffs. "I'm sick and tired of the violence," said Dutton. "We don't treat anyone that way. We shouldn't be threatened."

#### 1173 Retirees re-group

The Retiree's Club of Local 1173 is reorganizing. Leonard Shields was elected President, replacing Ray Johnson, who was President since the club was chartered in 1979. Leonard wants input from more retirees to form a new Board of Officers.

The next club meeting will be June 2, 1999, 10:00 a.m. in the Hall at 1900 Bates Avenue, Suite H, Concord.

Everyone is invited to attend the next meeting and find out the advantages of belonging to the retiree's club.

Hope to see you on the 2nd.

## SHOP TALK: What's the most important thing the union does for you?



Rick Isgrigg Barber Body Shop Local 1173

"Job security first. Then benefits and a retirement package. Also the union puts a mediator between workers and owners."



Lenny Todd Soscol Body Shop Local 1173

"Health, welfare and retirement. As a skilled mechanic, its easier to get decent wages."



Brad Gai Barber Chrysler-Plymouth Local 1173

"Job security."



Wade Holbrook Ryder Truck Rental Local 1173

"The union keeps me secure in my job, and it insures a fair wage and benefit package. I've see guys in non-union shops get treated roughly."



Douglas Newton Barber Chrysler-Plymouth Local 1173

"Being a liaison between employees and management. The union helped me a lot recently with the communications process."



**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.





## **INDUSTRY NEWS**

Ford Motor Co. is entering the used-parts business in its quest to expand beyond its core automotive operations.

Within two to three years, Ford wants to operate a used-parts business in every U.S. major metropolitan market. The operations will disassemble used cars and trucks and resell the parts to body shops, insurance companies and retail consumers.

The new business represents the latest move in Ford's accelerating strategy to become more than a traditional automotive manufacturer. Ford wants to reach customers in new ways and increase revenues.

The company has turned its goal into a single phrase: to become "the world's leading consumer company for automotive products and services."

The recycling operations also further Ford's push to become a more visible environmental leader because the amount of auto parts going to landfills will be reduced.

#### **Internet Inventory**

By year end, the used-parts inventory will be available on the Internet for business customers. Individual consumers will be able to search for and buy used parts online next year.

Within four years, Ford's new business will be global. Europe likely will be the next stop after the U.S. launch.

#### **Dealership Impact**

Ford said its new business will not conflict with the operations of its franchised dealers. Most dealership service customers are new-vehicle owners, not consumers with older cars seeking used parts, Ford said.

But Jack Steinkamp, a spokesman for Ford Parts Managers Association, which represents 2,000 Ford and Lincoln Mercury parts managers globally, said the new venture potentially could hurt a dealership's parts business.

"If someone has a 1995 Mercury Grand Marquis and breaks their taillight assembly in a parking lot, they normally would come to the dealership and buy a new one," Steinkamp said. "But if they can buy a used assembly through a Ford subsidiary why come to the dealership? This gives the customer another option that takes them away from the dealership."

From Automotive News

## SHOP TALK: What's the most important thing the union does for you?



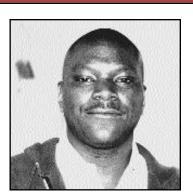
Jim Landers Barber Body Shop Local 1173

"Benefits. I've been in the union for a year, and it's working out great."



Roger Hett Barber Chrysler-Plymouth Local 1173

"Job security. I've had numerous differences with management and the union helps me keep my job."



Ephrian Jordan Barber Mitsubishi Local 1173

"The union goes to bat for us when we have a labor dispute. They are right here to settle conflicts with management."



Travis Thompson Barber Chrysler-Plymouth Local 1173

"Health care for your family. . . and job security."



#### Behavioral Health

#### Helping you navigate life's challenges

PacifiCare Behavioral Health makes it easy to get confidential help with problems interfering with your work. Problems like stress, drug and alcohol abuse and family and marriage concerns. A dedicated team is available 24 hours a day to get you to the care that is right for you and your family. For more information, call toll-free, 1-800-491-3334. All calls are strictly confidential. We can help make things better.



## **NUTS AND BOLTS**

## How much would YOUR paycheck be if your pay grew like CEO pay?

Between 1980 and 1998, the average pay of regular working people increased just 68 percent, while CEO pay grew a whopping 1,596%.

According to Business Week, the average CEO of a major corporation made \$10.6 million in 1998, 419 times more than an average blue-collar worker. If runaway CEO pay growth continues at its current exponential rate over the next 50 years, the average CEO will be paid more than 150,000 American factory workers. What would YOUR paycheck be like today if, for the past five years, it had grown at the same rate of increase as an average CEO's?

Paycheck in 1994	Today	Projected to 2003	
\$20,000	\$704,474	\$397,206	
\$30,000	\$156,711	\$595,809	
\$40,000	\$208,949	\$794,412	from CEO Paywatch
\$50,000	\$261,186	\$993,015	AFL-CIO
\$60,000	\$313,423	\$1,191,618	www.aflcio.org

### Secretaries talk union at union-busting law firm

The notorious union-busting law firm, Littler-Mendelson, had its own union scare last December. As reported in the last issue of *The Sparkplug*, this is the nation's largest management-side law firm, that just happens to represent many of the Bay Area's auto dealerships.

Littler's secretaries got angry when the firm refused to give Christmas bonuses or sponsor a commuter program. But they did more than gripe ing on their behalf!

around the water cooler; they started talking union.

The secretaries reported that their bosses at Littler succumbed quickly to their demands. The firm paid the bonuses-the first Christmas bonuses ever given to the firm's secretaries—and they began a commuter check program.

Imagine what the secretaries could get if they had union negotiators work-

#### Passing the Baton

After nearly 20 years as business representative for Local 1546, Jim Edwards will be retiring on July 1. Jim represented the shops in Hayward, Union City, Newark and Fremont. "Jim has worked hard for the members in those shops" said District Business Manager Mike Day. "Everyone in District Lodge 190 wishes Jim well in retirement."



Dave Asplin at Melrose Ford

Dave Asplin will take over the territory in June. Dave has been a shop steward at Melrose Ford in Oakland, Executive Board member and all-around active member of Local 1546 for 30 years. "I'm satisfied with everything the union has done for me, and I want to do my part to help other workers, particularly the young ones, get a piece of the economic pie."

A past-president of Oakland's Harley Owners Group, Dave's been a big supporter of HOGS for Dogs and many other charity runs. Good luck Dave, and welcome to the staff team.

East Bay Automotive/IAM Local Lodge 1546 presents

## A Day of Fun in the Sun **Saturday** August 28, 1999



#### Our day includes: All Day Ride Pass for Waterslides

Castaway Bay • River Rapids • The Rampage • The Turbo Tubes • Jet Scream • V-Max • California's Tallest Speed Slide Dunk Tank • People Mover

#### Fun for Kids of All Ages!

Water attractions open 10:00 a.m.-7:00 p.m. Park opens 8:00 am - Dusk

#### All You Can Eat



BBQ Chicken • BBQ Pork Ribs • Hotdog • Western Style Beans • Green Salad • Potato Salad • Roll

(Served from 12:00 noon to 1:30 p.m.)

#### **Reserved Picnic Area**

Unlimited Soda (Served 11:30 a.m. to 4:00

Unlimited Beer and Wine (Served 12:00 noon to 4:00 p.m.)

Adults—\$12 ♦ Children—\$7 ♦ Under 42"—FREE Make checks payable to East Bay Automotive Local Union 1546

#### For more information call Bob Miller: 510-638-6705 Fun! Fun! Fun!

You must be 42" tall to ride all attractions, exept the Rampage & V-Max. You must be 48" tall to ride the Rampage & V-max Children under 42" tall may ride Kiddie Slides, Jet Scream & Turbo Tubes when acompanied by a wristbanded adult



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.)