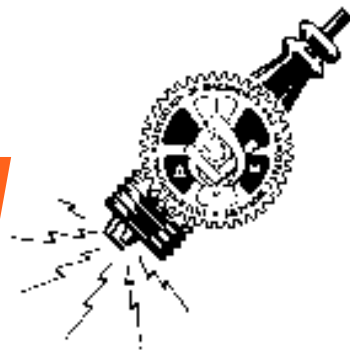


The IAM District 190 Sparkplug



VOL. 1, NO. 6

OCTOBER/NOVEMBER 1999

Serving the Active and Retired Members of IAM District Lodge 190

The long road to a decent contract

“Buyouts, more buyouts, lawsuits and pickets”

This has been like a pregnancy that never ends,” said Local 1414 Business Representative Glen Gandolfo as he described the nine-year effort to bring IAM benefits to the employees at Tom Price’s FAA dealership group.

Since this soap opera began back in 1991, members have faced buyouts on top of buyouts, stock offerings, lawsuits, name changes and total uncertainty as to their own future.

All they want is union representation, union benefits and union conditions. But as this is written the 200 mechanics in the FAA, Lucas Group and now Sonic Automotive are caught in a Bermuda triangle.

At some shops they’ve got the benefits; in others they got raises. The non-economic benefits have been slow in coming. Members have been left in the dark, their fate caught up in failed stock offerings and management changes.

The story of Tom Price’s dealerships, owned under the corporate name FAA, and their relationship to Local 1414 is confusing, to say the least.

In the beginning there was Serramonte Chrysler/Plymouth which swapped franchises with South City Dodge and then moved to Burlingame. Serramonte Nissan/Isuzu was added to the mix, but was dropped in a later agreement. Then there was Serramonte Oldsmobile/Pontiac/GMC which became Colma Buick/Pontiac/GMC. Any questions?

At some point since 1991, all of these dealerships were supposed to have contracts with Local 1414.

And then, in 1998, Tom Price opened up FAA Automotive on Brannan Street in San Francisco as an independent repair garage. This was also where he located his corporate offices.

All or nothing election

After Local 1414 established daily pickets at the Brannan Street location, he challenged the union to hold an election for all or nothing.

Local 1414 at first agreed to such an election, but soon discovered it a set-up. At one dealership Price was buying off the employees and at another, he refused to give the union a

list of workers’ names, as required by law.

Ultimately, the union agreed not to try to organize the Nissan/Isuzu, Honda or Mitsubishi dealerships for a variety of reasons but to go ahead with the other shops.

The results: Local 1414 won unanimous support of the mechanics and got a three year contract at Serramonte Dodge, and a three-and-a-half year contract at Serramonte Buick/Pontiac/GMC.

In addition, Price promised to give the same three-year contract at the Brannan Street repair shop if the union could get enough signatures.

Within two weeks, all of the mechanics signed cards. A third party arbitrator was brought in and the collective bargaining agreement was a done deal. But was it?

Doing the wrong thing

Starting back in 1991, Price had committed a series of Unfair Labor Practices—failing to make payments to the IAM pension plan and unilaterally imposing health and welfare co-payments at several of his dealerships, for example.

The union took Price to the NLRB, and the case went all the way up to the 9th Circuit Court of Appeals.

In the end, Price was ordered to repay hundreds of thousands of dollars in pension contributions, interest and liquidated damages. He also had to keep the 401(K) plan and repay workers for their health plan co-pays.

As this is written, Price has repaid some but not all of the money.

The contracts with Price are supposed to be a done deal, “but the ink is still not dry, and it won’t be done until it’s done,” says Gandolfo. “I’ve been running between courts, nego-

First agreement reached at Fremont Pontiac

In a unanimous vote, 23 employees at Fremont Pontiac sought to join (or in many cases, rejoin) IAM Local 1546 last November. It took until June to work out the details in a collective bargaining agreement and the contract was ratified in August.

According to Area Director Don Crosatto, “we finally broke the first contract jinx.”

See pages 4 & 5 for more details.

tations and the members—who have never been under contract and are in a painful transition—all to get these contracts to work.”

Sonic in the mix

Just when it seemed that things had settled down, Price dropped a new monkey wrench into the machinery.

Tom Price was looking to buy the Lucas Dealership Group, which currently employs about 120 members of Local 1101 in Santa Clara County and about 20 members of Local 1414 at Golden Gate Acura.

In order to raise the capital he needed, he issued an IPO—a public offering of stock. But no one was buying, and the offering failed.

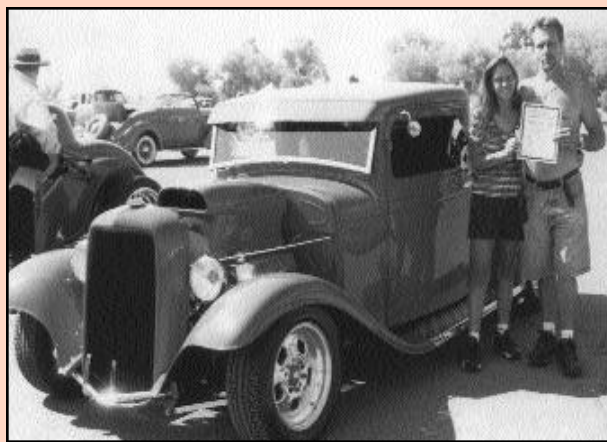
So in rides Sonic Automotive out of North Carolina. Sonic bought all of Price’s stock and took over ownership of FAA. They left Price to manage the company, and relieved him of \$170 million in debt. This exchange enables Sonic to complete the Lucas deal.

Sonic has never had holdings west of Texas and has never worked with unionized mechanics. “We’re ready to work with any employer,” says Gandolfo. “But they’ve got to understand that this is the Bay Area, and that we have certain standards we’re going to maintain.”

“Our interest is in seeing this through to the end, no matter who the owner is. We want to get these contracts and provide these employees the representation they need and deserve.

“It’s taken nine years, but we’ll follow this winding road until we get there.”

Labor Day Car Show is huge success



Carter Gimlen of Sacramento’s 1934 Ford Pickup won the People’s Choice Award.

With 316 cars representing every decade since the 1920s, the IAM’s first Sacramento Labor Day Car Show is destined to be an annual event.

Beating all expectations, the event raised more than \$15,000 for Guide Dogs of America.

See story page 6



IAM District Lodge 190
7717 Oakport Street
Oakland, CA 94621

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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

Oct. 21 • Nov. 18 • Dec. 23

Local 1101

1150 So. Bascom # 23 San Jose, CA95128

Executive Board Meeting

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

Oct. 7 • Nov. 4 • Dec. 2

Stewards Meeting

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

Oct. 7 • Nov. 4 • Dec. 2

General Membership Meeting

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

Oct. 14 • Nov. 11 • Dec. 9

Local 1173

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

Membership/Shop Stewards Mtg.

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

Oct. 21 • Nov. 18 • Dec. 16

Executive Board Meeting

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

Oct. 14 • Nov. 11 • Dec. 9

Retirees Club Meeting

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

Local 1414

150 South Blvd., San Mateo, CA94402

Oct. 6 • Nov. 3 • Dec. 1

Shop Stewards Meeting

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

Oct. 7 • Nov. 4 • Dec. 2

Executive Board Meeting

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

Oct. 14 • Nov. 11 • Dec. 9

General Membership Meeting

Third Thursday of each month at

Local 1528

713 16th Street, Modesto, CA 95354

6:30 p.m.

Oct. 21 • Nov. 18 • Dec. 16

Executive Board Meeting

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

Oct. 6 • Nov. 3 • Dec. 1

General Membership Meeting

Local 1546

10260 MacArthur Blvd., Oakland, CA94621

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

Oct. 6 • Nov. 3 • Dec. 1

General Membership Meeting

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

Oct. 5 • Nov. 2 • Dec. 7

Local 1546 (cont.)

Shop Stewards Meeting

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

Oct. 5 • Nov. 2 • Dec. 7

Executive Board Meeting

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

Oct. 28 • Dec. 2 • Dec. 30

Senior's Luncheon

First Wednesday of each month at

Local 1584

8130 Baldwin Street, Oakland, CA 94621

12 noon

Oct. 6 • Nov. 3 • Dec. 1

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

Membership Meeting

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

Oct. 21 • Nov. 18 • Dec. 16

Executive Board Meeting

Preceding Monday at 7 p.m.

Oct. 18 • Nov. 15 • Dec. 13

Local 1596

4210 Petaluma Blvd. No., Petaluma, CA
94952

Retirees Club

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

Oct. 5 • Nov. 3 • Dec. 1

Executive Board Meeting

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

Oct. 19 • Nov. 16 • Dec. 21

General Membership Meeting

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

Local 2182

967 Venture Court, Sacramento, CA95825

Oct. 19 • Nov. 16 • Dec. 21

*All meetings held at Lucchesi
Community Center: 320 North
McDowell Blvd., Petaluma*

Executive Board Meeting

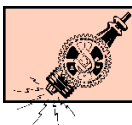
Second Tuesday of each month at
6:00 p.m.

Oct. 12 • Nov. 9 • Dec. 14

General Membership Meeting

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

Oct. 12 • Nov. 9 • Dec. 14



POLITICAL CLOUT

Legislature passes pro-worker bills that Governor will sign into law

As the legislative year ended, the Democrat-controlled Senate and Assembly sent hundreds of bills to Governor Davis for signature.

For the first time in 16 years, many of these bills were beneficial to working families — and Governor Davis will sign most of them into law.

“Labor’s not going to get everything we worked for this year,” says California Conference of Machinists Secretary-Treasurer Matt McKinnon, “but we’ll do far better than we have in recent memory.”

“We worked hard to put Davis and this legislature in charge—but other interests also claim a piece of the action,” McKinnon continued. “Davis will be ‘moderate’ and make us choose our priorities carefully.”

Legislative scorecard

Here’s how we did this session:

- **Right to Organize:** State contractors won’t be able to use workers’ own tax money against their right to organize if Assembly Bill 442 (Cedillo) is signed into law.
- **Picketline Freedom of Speech:** Assembly Bill 1268 (Kuehl) conforms California law to federal law and protects strikers against instant injunctions.
- **Underground Economy:** Scoff-law employers will face steeper penalties for providing inadequate payroll records to workers under Assembly Bill 1652 (Steinberg). The bill also provides penalties for failing to provide rest and meal breaks.
- **Health and Safety:** Assembly Bill 1127 by Darrell Steinberg increases Cal-OSHA penalties for serious and willful violations and makes other important changes.
- **Workers Comp passes, 44-27; Veto threatened.** By a nearly two to one margin, Senate Bill 320 by Hilda Solis slam-dunked the Assembly. The lopsided margin

resulted from a full-court press by union members around the state, beginning with phone calls and faxes before Labor Day.

One-on-one conversations at Labor Day events around the state firmed up several votes, and personal visits by union members throughout the day of the vote made the difference.

Unfortunately, the Governor

announced his intention to veto the bill to a cheering crowd at a recent Chamber of Commerce breakfast.

“This bill provided modest improvements in essential benefits that keep people alive and families

together after on-the-job injuries,” said Art Pulaski, executive secretary-treasurer of the California AFL-CIO. “Injured workers will have to wait another year for these long overdue improvements. We are disappointed but determined to raise this important issue again next year.”

The Governor has until October 10 to decide whether to sign these bills into law or veto them.

S.F. unions gear up for November mayor’s race

The San Francisco Central Labor Council’s Labor/Neighbor program is gearing up to mobilize workers to re-elect Mayor Willie Brown. The election is slated for Tuesday, November 2.

Mayor Brown’s record over the last four years has shown consistent respect for and willingness to work with labor. He has appointed labor representatives to virtually every city board and commission, and he was responsible for negotiating the city’s last labor agreement, one that included a 14% raise for city workers.

Labor/Neighbor is looking for precinct stewards, precinct walkers and phone bankers. To volunteer, call them at 415-440-8502.

The IAM District 190

Sparkplug



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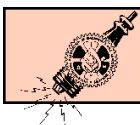
The Sparkplug is the official publication of District Lodge 190 and its affiliated local lodges and notification of any meeting or election in this paper shall constitute official notice per Article B, Section 4 of the IAMAW Constitution and Articles V and VII of District Lodge 190 By-Laws.

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IAM District Lodge 190
7717 Oakport Street
Oakland, CA 94621



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Debra Chaplan, Managing Editor



AROUND THE LOCALS

Extended warranties cost jobs

What's the difference between an extended service contract and contracting out work? Not much, says Local 1546 Business Representative Mike Cook and an Arbitrator agreed with him in an important decision against Lucky Stores.

According to Cook, when Lucky Stores bought a new batch of tractors, the deal included a warranty that stipulated that the vehicles be inspected and maintained by Freightliner.

However Lucky Stores and the manufacturer went one step over the line when they purchased additional warranty time. "This is really a service contract, not a warranty," says Cook. "They were taking the trucks out to be serviced, but it's our members' job to do that work."

"Manufacturers find that they can't maintain their own service departments after they've sold these vehicles. So they came up with a scheme to sell service contracts that require the franchise dealers to make the repairs," explained Cook. "We needed to establish that we had the contract first, and they can't sell the work to the lowest bidder."

In August, the arbitrator issued a Cease and Desist order. "Similar cases are coming down the pike, and this one sets an important precedent," says Cook.

Picket appreciation at Local 1414

Javier Cruz and Janeth Oveido just celebrated an anniversary. They have worked as pickets for Local 1414 for one year.

Through rain and shine, wind, heat and cold, they've stood outside of auto dealerships to let customers and potential customers know that management is fighting the interests of their own employees, trying to break the union or refusing to sign contracts.

On Monday, August 23, Local 1414 threw a party to show the union's appreciation for the hard work of their picket crew.

"What's so impressive," said Local 1414 Secretary-Treasurer Ray Ceballos, "is that people working on the picket lines have been given a chance to get their lives together, to get out of shelters and get into the mainstream."

"But it's not just

that," he continued. "They're concerned about whether they are making a difference, and making it better for the mechanics working inside."

In addition to a catered lunch and door prizes for the 28 picketers who attended, the Local paid special tribute to Concepcion Hernandez, who was almost killed on the picket line at Marin Honda when a car rushed the line and ran over her leg.

Gary Westgate has been on the line since late August. "I never thought I'd make it this long," Westgate said. "I've been at all the dealerships where we've had pickets. We've turned away a lot of customers and that's what we want."

Westgate hopes to maintain a relationship with the Machinists, but he'd like to move from the picket line to the apprenticeship program. You go, Gary!



Top: Javier Cruz (L) and Janeth Oveido (R) celebrate anniversary; Middle: Concepcion Hernandez accepts special gift; Bottom: Larynda Mondragon and Gary Westgate have future plans.

Teeing off for GDA

The numbers are still being tabulated, but, according to District Lodge 190's Directing Business Representative Mike Day, "this year's District-sponsored golf tournament did as well as last year's. We expect to raise \$40,000 for Guide Dogs of America."

"Congratulations to all the golfers, vendors, and event planners who helped make the annual GDA tournament such a great success."

Busy contract year in Sacramento

Local 2182 had a busy summer, settling and ratifying a wide range of contracts. These include Capital Machine, G & R Body Shop, G-12 Shop, Great Valley Chrysler/Plymouth, Maita Oldsmobile, Petroleum Tank Lines, San Francisco French Bread, Teichert & Sons, Thunder Machine, and Tom's Refrigeration.

The members at California Tank Lines had to accept a wage freeze and aren't too happy about it. "But we made this a short contract, so we could go back sooner to push for increases," said Area Director Jim Beno.

General Grinding grinds on

The 19 members of Local 1546 who work at General Grinding in Oakland unanimously ratified their new contract that gives them a \$1.75 raise over the next four years, a \$25 increase in their pension, and maintenance of benefits.

nance of benefits.

Put the writing on the wall

When Local 1528 tried to organize the employees of CNC Containers Corporation in the Central Valley town of

Lathrop, two bad things happened. The first is that the Union lost the election. The second is that the company fired Tina McBain for her role as a leader in the union drive.

Well, some bad beginnings have good endings. After nine months of waiting and hearings the Labor Board ruled that McBain was wrongfully terminated. Before the case even went to trial the company settled and McBain walked away with a check for \$6,140.

CNC must now prominently post a notice with eight "We Will Not" stipulations. These include not interfering with the rights of their employees to "engage in self-organization, form, join or help unions or bargain as a group."

Among the other stipulations are that CNC "will not tell employees they can quit if they do not like the fact the facility is non-union." Also the company will not "threaten to close our Lathrop, CA facility and move it closer to our customers if employees do not abandon their Union activities."

Another Oops!

The last issue of *The Sparkplug* listed Bob Terrell as being employed at Central Concrete. No doubt Bob was surprised to see that, since he works at Tractor Equipment. Sorry about that!

Welcome Journeymen!

It takes a lot of work to become a journeyman—including four years of apprenticeship training — on the job and at school. So on behalf of District Lodge 190 and Karl Cortese, the Apprenticeship Coordinator, many congratulations to the 28 recent graduates.



These apprentices from Lodges 1173, 1414, 1546 and 1176 (Painters) celebrated their graduation on Sunday August 15 aboard the Treasure Island Commodore Cruise Ship. They were joined by school instructors, retired coordinators Terry Downey and Robert Pelletaire, and Joint Apprenticeship Committee members representing labor and management.

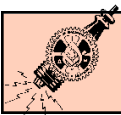
International Paper bargaining down to the wire

Local 1528's bargaining team has worked feverishly for three weeks to get a decent contract with International Paper. The dispute is focusing on non-economic issues concerning family values and family time.

Local 1528 members voted to strike should the team reach an impasse. But as of press time, the contract has been extended so that labor and management can reach a deal.



Above: Inside International Paper: this box printing machine prints and scores in one pass. Below: Local 1528's IP bargaining team. From left: Paul Robinson, Gil Gonzalez, Dan P.L. Borrero (standing), Justin Tomassi, and Rick Waters.



INDUSTRY NEWS

Grand Auto's future in doubt as company sells to parent of Kragen

For almost three years now, a dwindling band of IAM members has kept the flame of unionism burning at Grand Auto. Things have been going downhill at the local chain since its purchase by truckbuilding giant PACCAR (parent of Kenworth & Peterbilt). PACCAR has been on a union-busting kick for the last five years. First they eliminated their union secretaries in the Oakland office. Next they took out the Teamsters in San Mateo County. Then we were forced to give up representation of part-timers.

Since our last contract expired in 1996, the company has not budged from its contract proposals, which call for open shop, co-payments and other takeaways.

Now the future of Grand Auto is up in the air as PACCAR announced on August 23 that it was selling the chain of 192 stores for \$143 million to CSK, the parent company of Kragen Auto Parts. The move by PACCAR didn't surprise analysts as it continues a trend long-evident in this industry: *get big or get out.*

A changing business

The retail parts business has changed dramatically in the last ten years.

The automotive aftermarket is a \$152 billion per year business. Of that, approximately \$30 billion a year is sold in the "do-it-yourself" market, which is where most of Grand's business is done.

Originally, most shops were small mom-and-pop operations. In the 50's Local 1546 represented over 100 parts houses in Alameda County

alone. The late 50's saw the beginning of regional chains like Grand and Kragen. Initially, there was enough business for everybody.

As cars became more difficult for the layman to work on, sales growth in the parts business slowed. By the 1980's the chains grew bigger and bigger and the independent parts houses started closing. Although PACCAR opened stores like crazy in the 90's (mainly in Oregon and Washington), with 192 stores, they were only in 19th place nationally. CSK, the purchaser of Grand, had 915 stores before it bought out PACCAR.

The retail parts business has changed dramatically in the last ten years. . . the industry trend is "get big or get out."

Autozone sets example

As big as CSK seems, it pales in comparison to Autozone. Only 20 years old, the Memphis-based retailer has over 2,700 stores in 39 states. In 1997 they sold over \$3.5 billion worth of

parts, almost 12% of the national total. This was before they swallowed up Chief Auto Parts' 560 stores in Texas and California.

Autozone shows no sign of slowing down. They recently bought Pep Boys parts-only stores, they are expanding their wholesale business and they have plans to open 75 stores in Mexico next year.

Autozone's buyout of Chief may give a clue to Grand Auto's fate. Many Chief stores in Texas were close to their Autozone competitors. After running them separately for a while, Autozone began a "store conversion" program. Within a year, 360 stores were changed to Autozone and 200 were closed.

Time will tell how this buy-out plays out with Grand Auto.

"Despite the hurdles of getting a first contract, we

First contract in Fremont Pontiac

District Lodge 190 has made organizing new shops a top priority for the last three years. The good news is that workers at auto and machine shops across northern California are voting Union Yes. The bad news is that the companies have used a wide range of tactics and techniques to delay implementation of a first contract.

"It's a big job to get a first contract," said Area Director Don Crosatto. "You're not only dealing with wages and benefits, which is always tough, but you're starting from square one. We've got to establish seniority rights, grievance procedures, and all kinds of work rules."

The nuts and bolts of getting a contract

At Fremont Pontiac, the process took about nine months, and "that's not bad," said Crosatto who credits the hard work of Shop Steward Randy Haskins and organizer Mike Munoz.

Now, the 20 detailers, techs and parts people at Fremont Pontiac are members of Local 1528 and have a collective bargaining agreement with management.

Many of these folks had been in the union in the past, before the company was bought in 1992. They're glad to be union members again with union protections and that all-important union pension.

"It's good to be back in the union. We recovered the union pension and have some security



"With lots of long-time union folks here, it's good to be back in the union."

Randy Haskins
Shop Steward



"This gives us more job security and better benefits. They won't be able to change the pay scale with new management."

Robert Mays



"I've been union for 25 years. We fought hard for this—I just hope it continues to get better."

Neil Brinkman



"Everybody's attitude is more positive—it's more enjoyable coming to work."

Regina Mays



"So far, so good. We are now being e"

SHOP TALK: What would you tell a friend who was at a shop that the union



Ulises Montoya
International Paper
Local 1528

"The union is our guardian to keep our jobs. Management takes more advantage of employees at a non-union shop."



Joe Rocha
Silgan - Modesto
Local 1528

"There are great benefits being a union member—pension, health and welfare, wages, holidays. I say, 'Join that drive!'"



Raymond Castro
Silgan-Modesto
Local 1528

"With collective bargaining, you can deal with the company on wages, pensions, seniority and job classifications. You can't do that non-union."



Cathy Litel
International Paper
Local 1528

"The union protects you against favoritism. Knowing that management believes we are a force to be contended with is a plus. It's job security."



Ron Anderson
International Paper
Local 1528

"The union provides job security, good benefits, good wages, and a good strong brotherhood of people."



Gary
Internat
Loc

"If you're can be fire With a un are higher efits and j

a really good agreement here.”

k ends as settles

he atmosphere is definitely better here, now,” said steward Randy Haskins. “I enjoyed the negotiations. It’s definitely interesting to see both sides of the table. And it’s great to represent a group of guys and get something for all of us.”

Job security is key issue

Many of the techs said that management was reasonable, even before they got the union back. But Fremont Pontiac is a factory store, meaning that management can be changed at a moment’s notice.

“We needed to go union to have something structured that would give us security in case current management was moved out and less reasonable people were moved in,” said Haskins.

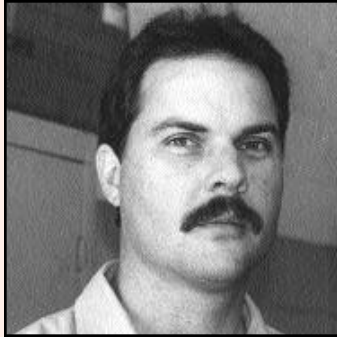
From the management side, Service Manager Jack Pacheco says the union gives everybody a lot of rules to follow. “We’re here at work most of our waking life so we’ve got to make it work. The best results so far have come from improving morale. A year ago, we were only at about 83% efficiency. Now we’re up to 95.5%, and our goal is to get to 120%. We’re definitely on the path to get there.”

“The negotiations were time consuming but we didn’t hit any brick walls,” says Pacheco. “It was civil and accommodating on both sides.”

Everyone got a raise, reinstatement into the pension plan, money repaid to the 401(k) plan, and some of the younger guys got nice raises and were entered into the apprenticeship program.



“While the benefits haven’t kicked in yet, I know they can’t take things away from us without recourse.” Nick Caporali



“I’ve never been in a union, but so far it seems okay.” Bob Riggs



“I got a big raise and now I’m in the apprenticeship program. We have security now.” Joe Rains



“Finally, we’re back in the union. The pension and medical benefits were key issues.” David Lopez



“I like that we’re back in the pension plan again.” Russ Louie (L)
“With 29 years in the union, I wanted to get back in—mostly because of the pension. I’m happy as can be.” Dale Wittler (R)



BENEFITS NEWS

Your MAP has a plan to get you through the rough spots

You have a solid job, a supportive family and good buddies. You also have a drinking problem—but it hasn’t caused you any problems. . . so far.

Then, out of the blue, you’re driving home on a Friday night after having a few too many beers and crash—you hit a parked car. Fortunately, no one was seriously injured—this time.

Now you start to think seriously about doing something to get back in control.

Take full advantage of your benefits

You may not be aware, though, that your behavioral health benefit can help with a whole lot more than alcohol and drug abuse. For example, it also covers depression and mental illness. You, your dependants, and even people who just happen to live in your household can call for a whole range of issues.

Your MAP counselor can help you

get along with co-workers or control your anger. You might want help finding a school, or child care facility for your son or daughter. You might need someone to care for your dad who’s getting along in years and needs help with daily living. MAP can help.

If you’re having financial problems, your MAP can lead you in the right direction to get them under control. You can even find a lawyer if you need one—and get 30 minutes of free legal consultation. And then get discounted legal rates.

In fact, there’s almost no problem your MAP can’t help you with!

All you need to do is call one number: 800-491-3334.

Don’t put it off. . . confidential help for life’s problems is at your fingertips! You’ll find you can get through those rough spots easier than you think.

All you need to do is call one number: 800-491-3334 . . . confidential help for life’s problems is at your fingertips!

Help for all union members

IAM members covered by Automotive Industries Welfare Trust have PacifiCare Behavioral Health coverage. It’s a plan created just for union members. You don’t need to be a PacifiCare member to use it. Kaiser health plan members are also eligible.

You can call toll-free at any time and talk confidentially with a counselor who specializes in helping union members and their families.

In the case of a drinking or drug problem problem, your Member Assistance Program (MAP) counselor will discuss your situation with you and assess what type of help suits your particular needs.

The counselor can then refer you to a convenient resource that can help you: a counselor or therapist specializing in chemical dependency, a detox program, and/or a community resource like AA.

401(K) info over the web

For those of you in the California Machinists 401(K) plan, you can get access to account balance information, plan forms, plan enrollment, and answers to Frequently Asked Questions over the web. A PIN, Social Security Number and Employer Code are required for access. The web address is www.KandG.com

as trying to organize?



Wanda McBroom
Silgan-Modesto
Local 1528

“The union is a necessity, because it ensures your seniority rights, fair practices, and better benefits.”



Rodney Lee
Silgan - Modesto
Local 1582

“The union’s the best thing for you. Without the union, you don’t have much, really.”



Bob Lotspeich
Silgan-Modesto
Local 1528

“Union? Yes. You have more job security and paid holidays than in a non-union shop and better overall working conditions.”



Floyd Flint
International Paper
Local 1528

“I like the union because I know I have support, someone at my back, covering me. The union’s the way to go.”



Irene Mejia
Silgan-Modesto
Local 1528

“The union will back you up in situations where nobody else would. Frankly, I’m not crazy about all unions, but ours has been really good.”



Top: Jim Crets only shows his 1931 Ford at charity shows. Bottom: Paul Cauchon with his 56 Chevy Bel Air says "Cash prizes help, but I came for the Seeing Eye Dogs."

Celebrating labor and cars

The first Sacramento Labor Day Car Show was so successful that it is now slated to become an annual event.

"This is our day—Labor Day—and this is how we want to celebrate it," said IAM Vice President Lee Pearson.

"We've thought about doing a car show for four years, as a way to pay tribute to the craftsmanship of our members. But one thing after another pushed this idea to the back burner. Finally we just said, 'this is the year. Let's just do it.'"

316 cars represented the best and most unique of every decade since the 1920s, and more than 3,000 people wandered among the Camaros, Corvettes, Mustangs and classic Chevys and Fords.

A truly community event, the Sacramento Central Labor Council endorsed the event and recruited the Firefighters to cook up hamburgers and hot dogs and UFCW Local 588 to donate food. Sponsors included Ulico, Delta Dental, Jelly Bellies, and of course, Aerojet, who donated the use of their parking lot.

Most cars were refurbished to their original glory, while others were painted in whimsical yellows, purples and pinks.

The car show raised \$15,000 for Guide Dogs of America—nearly twice the organizers' initial goal—through vehicle entry fees, admission fees and the 50/50 raffle.

"The judging was really tough," said Walt Giles, Local 2182's shop steward at Great Valley Chrysler/Plymouth/Mazda. We looked at interior/exterior, the engine, and the chassis. But with so many great cars, it was a hard call."

"By supporting the Guide Dogs of America charity, everyone is a winner and nobody is a loser," said Claudio Figueroa, event coordinator for the IAM, as he announced the shows' winners.

Congratulations to Jack and Cathy Towner of Modesto, who took Best of Show for their 1937 Ford, and to Carter Gimlen, whose 1934 Ford Pickup won the People's Choice award.



CW from Top left: Best of Show winners Jack & Cathy Towner for their 1937 Minotti Ford; Local 2182 steward Walt Giles judges the show; a view of the day's scene; Rick Muniz — a former machinist at Mare Island — and his 1938 Willys Pickup

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 PacifiCaresm



Farewell and Welcome



After 44 years, Bob Moffatt won't be visiting any more machine shops. "Golfing and traveling, that's my plan," he said wistfully.

Bob Moffatt joined the Machinists Union in 1955 at age 18. He worked for 26 years at Frieden Calculator and Sherwin Williams Can, and held the positions of shop steward, chief steward, and president of what's now Local 1584.

In 1982, Bob joined the staff of District Lodge 115 as a business representative and stayed on board when that district merged with District 190.

Bob's message to District 190 members is, "Do everything you can to keep on organizing. Mike Day has pushed this District in that direction and it's so important. In fact, it's the only way to keep the union alive."

"I just think about how lucky people are to have a union to represent them," says Moffatt. "My dad and grandfather were both in unions, but it was a fight to get in—literally. People got hurt back then."

"As individuals working for companies, you get lost in the shuffle and have no

rights. I'm amazed that people who aren't organized don't understand that."

Bob has a lot of friends in the IAM, and his tireless efforts on behalf of the members of Local 1584 will be missed.

Taking over the Modesto beat



Gilbert Gonzalez was named District Lodge 190 Business Representative and as of September 1, he will represent the members of Local 1528 in negotiations and grievance procedures.

A member of Local 1528 for 21 years, Gil has worked at International Paper as a lead man, machine fork-lift operator and palletizer. He served as Shop Steward for one year and Chief Steward for four years.

"I've got a lot to learn in a short time," says Gil. "I'll need to get to know everybody and learn all the different contracts. But I'm from the valley, so I know the lay of the land, and I plan to be more available to all of the members of this local."

With International Paper in round-the-clock negotiations, Gil has gotten a good head-start for his work to come.



L to R: Steve Older; the Car at Sears Point, 20-month-old Colleen Older prepares for her first race

Steve Older's car in 6th place, moving up fast

Six gallons to the mile. You can't call it fuel efficiency but you can call it fun.

Steve Older has been racing his 69 Chevelle for 14 years. He bought the car as a street car but little by little it evolved into a race car.

Older is a member of Local 1173 and currently works at Concord Toyota. He's been in the union since 1982 and was part of the crew at Lexus of Concord who finally decided that two years was long enough to wait for a contract.

Local 1173 started sponsoring Older's car this summer. According to Older, the union's donation pays for the gas, "but it's a solid show of support." Older keeps the union logo on the car and puts the banner in the pits.

The joys of drag racing

"The fun part," Older explains,

"is building everything on the car." Two years ago the engine blew up. But Steve's got it back together, all 700 horses.

"The thing about drag racing is that you have to know your car and estimate your time. It's not about speed, it's about hitting the mark," says Older.

His best time so far is 9.82 seconds for the quarter mile. "But, actually, the end game in this type of race isn't speed, it's consistency."

Currently Older races as a team in

the Sears Craftsman ETseries. He was in 12 races this summer, and came in sixth in points. This year, the team is going to Las Vegas for the Division 7 finals.

Timing is truly everything

Older described the process: "It starts and ends in less than 15 seconds. First you put your foot on the gas. Then the first of two yellow lights comes on, and you put your finger on the timer button on the steering wheel. One second later, the

green light goes off and so do you. If your timing is off by even a thousandth of a second and launch too early, the race is over.

"These are elimination races. They don't give second chances."

The scene at Sears Point

According to Older, if you want to check out the scene yourself, Wednesday night is the time to go to Sears Point. You'll find 300-400 street cars there, including lots of imports.

They also do "Beat the Heat," which keeps kids off the streets and gives them an opportunity to race the cops.

You can win trophies and there's an informal po, but, as Older says, "the most important thing is just to have a good time."

A view inside the engine of Steve Older's 69 Chevelle SS396



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You can contact us at 510-836-2484.

Official Notice for Nomination and Election of Lodge Officers and Committee Members for the Term 2000 to 2002

Machinists and Mechanics Lodge 2182

Dear Brothers and Sisters:

At our regular meeting on Tuesday, November 9, 1999 at 7:00 p.m., nominations will be held for the following positions:

President • Vice President • Recording Secretary Secretary/Treasurer • Conductor/Sentinel
Executive Board (three to be elected)
Trustee (three to be elected)
Building Committee (five to be elected)
Audit Committee (three to be elected)

Election of Officers will be held at the first regular meeting in December, which is December 14, 1999. Polls will be open from 12:00 Noon to 9:00 p.m.

The following election regulations will be observed by both Lodges:

Absentee Ballots:

Members who reside in outlying districts more than 25 miles from the balloting place, members who are ill and confined under orders of a physician, and members temporarily absent from the City, may be furnished absentee ballots. Any members entitled to receive an absentee ballot shall make written request to the Recording Secretary of your Local Lodge by delivering or mailing such request not later than ten (10) days before the election.

Petaluma Local Lodge 1596

Dear Brothers and Sisters:

At our regular meeting on Tuesday, November 16, 1999 at 8:00 p.m., nominations will be held for the following positions:

President • Vice President • Recording Secretary Secretary/Treasurer • Conductor/Sentinel
Executive Board (three to be elected)
Trustee (three to be elected)
Audit Committee (three to be elected)

Election of Officers will be held at the first regular meeting in December, which is December 21, 1999. Polls will be open from 12:00 Noon to 9:00 p.m.

Qualifications to become a candidate for election:

In accordance with Article XII, Section 2, of the Local Lodge By-laws, to be eligible a member shall attend at least Fifty Percent (50%) of the regular Local Lodge meetings held during the twelve (12) month period ending the date of close of nominations.

Qualifications to vote:

Only members in good standing and free from delinquency of any nature to the Local Lodge shall be allowed to vote.

Thanks to Kaiser Permanente and the AFL-CIO, there are now 55,000 new ways to enhance quality care.

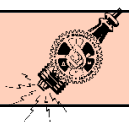


That's because 55,000 union employees will have input in decision making, thanks to a unique partnership between Kaiser Permanente and the AFL-CIO. This agreement establishes an environment where physicians, managers and union employees work jointly on facility operations.

Together, union employees and management designed patient-centered operations that continuously enhance our quality. In fact, they worked together in the successful planning, operations and opening of our two newest California hospitals.

As the first partnership of its kind between a major health care provider and labor unions, this partnership made news. Now it's making history because it's furthering a shared commitment to quality care. And that benefits Kaiser Permanente members most of all.

www.ca.kaiserpermanente.org



Building Union Strength

Retirees are IAM's greatest potential resource

"If we can mobilize the retirees, we can control any election," says Frank Souza, former District 190 Directing Business Representative.

Souza hasn't missed a beat since he retired several years ago.



As a member of the National Council of Senior Citizens and the Calif. Congress of Seniors, Frank Souza keeps an active schedule in retirement.

"One of the big reasons that Proposition 226 went down to defeat was the retirees. They mobilized, wrote letters, made phone calls, and got themselves and others out to vote. Retirees made the difference between winning and losing that election and we can continue to be a tremendous power in the future."

Souza talked eloquently about the need for single payer health care, a strong social security system, and campaign finance reform.

"But it's not even just politics," he added. "There's plenty of work to be done in support of picket lines, organizing campaigns and strikes."

Support for retiree organizing is coming from the top, with encour-

agement from President Tom Buffenbarger, Vice President Lee Pearson, and Directing Business Representative Mike Day.

"Getting involved is a good opportunity to stay busy, see old friends and meet new ones," Souza says. "My commitment is to help any of the locals set up or strengthen their retiree clubs. Just call me."

Leaders address retirees

In May, International President Buffenbarger and Vice-President Pearson came to San Mateo to address a gathering of nearly 300 retirees from Locals 1414 and 1781.

"You may have retired from the employer, but you never retire from being a member of this union," said Buffenbarger, as he commended the group for their large turnout. "It is a part of us, it's a dedication, a calling, something we do from the heart."

"Social Security, Medicare and the Patient Bill of Rights are not only retiree issues; they're everyone's issues," explained Buffenbarger. "But retirees are the army and you'll need to fight the battle to win on these issues."

"The retirees represent the greatest resource the IAM has," agreed

Western Vice President Lee Pearson as he reported on the organizing drives in the western states. "If we worked at organizing the way we have in politics, things would be much better."

International Retirees conference coming up

The International Lodge will sponsor its first Retirees International Conference on November 10-13 at the Riviera Hotel in Las Vegas. All retirees are welcome.

The Conference will explore legislation, community services, and personal issues. Speakers will discuss forming and strengthening retiree clubs, provide vital updates on Social Security, Medicare, the Older American's Act, and make available health tips and motivational materials.

For more information, contact Maria Cordone, Director, Community Services/Retirees Dept., at 301-967-3433.

Special thanks to John Laurin, Local 1781 Trade Winds, for contributions to this article.

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(Top/Inset) President Tom Buffenbarger and Vice President Lee Pearson who addressed retirees from Local 1781 and 1414. (Bottom) Some of the nearly 300 retirees at the May 14, 1999 event.

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.)