

The IAM District 190 Sparkplug



VOL. 2, NO. 3

April/May 2000

Serving the Active and Retired Members of IAM District Lodge 190

LTD Ceramics coming back to table

Back in 1998, the 250 or so employees at LTD Ceramics voted to join Local 1584. The union entered contract negotiations, and according to organizer Mike Munoz, "we had settled about 80% of the agreement. It wasn't coming easy, but it was coming. We had to file numerous Unfair Labor Practice charges."

some set-backs and had to lay off more than 100 people. The union negotiated terms of the layoff with LTD, and ensured that the company followed seniority rules. Since that time, the majority of those laid-off have returned to work, with the exception of some people who found other jobs.

"Either they bargain with us or they'll deal with us in court."

In July 1999, the company withdrew recognition. According to Munoz, "the union's investigation uncovered that supervisors were actively soliciting the signatures on a decertification petition that was written in English only. The workers

here speak a variety of languages with English in the minority. So most of them didn't know what they were signing, but felt compelled to sign anyway. Responding to the union's charges, the NLRB has issued a complaint and now a hearing is scheduled. "We expect to be back at the bargaining table with the com-

pany very soon," says Munoz. Meantime, the company has continued to commit unfair labor practices. The union will be filing more charges. "If the board rules in our favor at the upcoming April hearing, the company will be forced to bargain for a period of time," said Munoz. "Either they bargain with us or they deal with us in court."

First contract or 50th—they're always lots of work

Members of Local 2182 employed by the City of Sacramento are setting priorities, talking strategy and getting ready for negotiations for a new contract. Their current agreement expires on June 30. The IAM has two units working for the city. The 105-member automotive unit maintains the trucks, cars and equipment for the Parks and Recreation, Police and Fire Departments. This group consists of mechanics, machinists, body techs, and a wide range of service workers. They've had the city under union contract for 23 years. The second group works for the city's municipally-owned Flood Control and Fresh Water divisions. Machinists here repair the large



Local 2182 members prepare for contract negotiations with the city of Sacramento

pumps and generator equipment, including 1200 hp diesel pumps and V20 generators pushing out 3100 hp. According to shop steward Chris Wheeler, "In one site, we can pump over 100,000 gallons. It's enough

power to light a small city. You could put a surfboard a mile away, and our engines could suck so hard it would ride a 7-foot wave in." "Sacramento is a bathtub," Wheeler explained. "So 70% of our operation is storm related. Our job is to get the water out."

The Sparkplug met with some of the nearly 150 people who keep the

city's engines humming to find out what they feel are the most pressing issues. **Some key issues** Of course members are concerned about wages, benefits and retirement. That's a given. But one of the biggest concerns of both new members and old-timers, is the 10-step program. As several members explained, it now takes twice as long for a new hire to be paid at the full journeyman rate. "The main downfall here at the City is the lack of manpower," says Kelly Simpson. "They have a hard time hiring good people because of the half benefits and low starting wage. We're having to sub out stuff because we can't keep up with the demand. I'd rather see the work stay in house."

continued on page 4

Pizza and proposals: first step to contract



The majority of Green Valley techs turn out for proposal meeting

On February 17, the service staff of Green Valley Ford in Fairfield voted by a 22-4 margin to join IAM Local 1173. Their first proposal meeting was held on February 23 over pizzas and soda. Business Representative Vern Dutton had put together a boilerplate contract, using language already negotiated with other area dealerships.

Step by step, participants reviewed each item, and everyone had an opportunity to ask questions, clarify and change the language to reflect the needs and realities at Green Valley. "The company will challenge all of this," said Dutton. "It always happens in the first contract." "The owner no doubt feels threatened that the techs took control away from him, and in some ways he's right," says Dutton. "But I always make it clear that the union does not want to run the shop. We just want a good contract."

Inside this issue

- Local news you can use3
- IAM drivers haul special cargo4-5
- List of union auto dealerships7
- Profile of a long-time union dealership .8



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, CA 94621

Membership Meeting

Third Thursday of the month at 4:00 p.m.

All meetings held at the Carpenters' Hall, in Reno

April 20 • May 18 • June 15

Local 1101

1150 So. Bascom # 23 San Jose, CA95128

Executive Board Meeting

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

April 6 • May 4 • June 1

Stewards Meeting

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

April 6 • May 4 • June 1

General Membership Meeting

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

April 13 • May 11 • June 8

Local 1173

1900 Bates Ave., # H, Concord, CA94520

Membership/Shop Stewards Mtg.

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

April 20 • May 18 • June 15

Executive Board Meeting

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

April 13 • May 11 • June 8

Retirees Club Meeting

Call Local for current meeting times

Local 1414

150 South Blvd., San Mateo, CA94402

Shop Stewards Meeting

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

April 6 • May 4 • June 1

Executive Board Meeting

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

April 13 • May 11 • June 8

General Membership Meeting

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

April 20 • May 18 • June 15

Local 1528

713 16th Street, Modesto, CA 95354

Executive Board Meeting

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

April 5 • May 3 • June 7

General Membership Meeting

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

April 5 • May 3 • June 7

Local 1546

10260 MacArthur Blvd., Oakland, CA94621

General Membership Meeting

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

April 4 • May 2 • June 6

Shop Stewards Meeting

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

April 4 • May 2 • June 6

Local 1546 (cont.)

Executive Board Meeting

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

April 27 • June 1 • June 29

Senior's Luncheon

First Wednesday of each month at 12 noon

April 5 • May 3 • June 7

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

Local 1584

8130 Baldwin Street, Oakland, CA94621

Membership Meeting

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

April 20 • May 18 • June 15

Executive Board Meeting

Preceding Monday at 7 p.m.

April 17 • May 15 • June 12

Retirees Club

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

April 4 • May 2 • June 6

Local 1596

4210 Petaluma Blvd. No., Petaluma, CA 94952

Executive Board Meeting

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

April 18 • May 16 • June 20

General Membership Meeting

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

April 18 • May 16 • June 20

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

Local 2182

967 Venture Court, Sacramento, CA95825

Executive Board Meeting

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

April 11 • May 9 • June 13

General Membership Meeting

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

April 11 • May 9 • June 13

Retirees Club - VISTA CLUB

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

April 19 • May 17 • June 21



SHOP ALERT

N-Hexane investigation continues; access to shops still needed

Is n-hexane—an ingredient in many cleaners and degreasers—dangerous? The only way to know for sure is to go into shops that use it, test the air, and do medical studies on the workers.

CalOSHA completed a pilot medical survey of six mechanics in January, and the investigators are now analyzing the preliminary results. More information is needed, however, to assess the levels of exposure to n-hexane in typical shop situations, and to evaluate the health effects associated with such exposures.

The California Environmental Protection Agency (Cal/EPA) is currently evaluating safer substitutes for n-hexane, including water-based

cleaners. These look promising, and could result in significant reduction in solvent exposures to mechanics if they were more widely adopted.

Sign your shop up

The investigators are looking for sites where hexane-based solvent cleaners or degreasers are in use. If you use one of the hexane-based cleaners (for example, Berryman's Non-chlorinated Brake Cleaners #2420 or 2421, or New Dimensions Brake and Part Cleaner), please contact Mike Wilson at 510-622-4304 or mpwilson@uclink4.berkeley.edu.

Your participation will make a big contribution to the health protection of mechanics across California.

Shows you're reading *The Plug*

Big Oops

In the last issue of *The Sparkplug* we made a mistake in the information about the IAM Pension Plan. What we should have said is: "Going forward, years of vesting service, including predecessor plan service in a qualified company savings or pension plan, will count as credited service in determining eligibility for both 30 and Out and the unreduced pension at age 62 for participants with 20 years of service."

Many of you called in because we mistakenly said the number was "52." Sorry, you'll still have to wait another 10 years.

Golf committee presents check



AA's Joe Bobo and Herman Howell and AD's Nick Antone and Jesse Baptista present \$40,000 check to Guide Dogs of America President Jay Bormann and IAM President Tom Buffenbarger. The money was raised in September at the annual District 190 Charity Golf Tournament.

It costs roughly \$10,000 to train one dog and a human partner.

The IAM District 190

Sparkplug



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

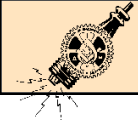
IAM District Lodge 190
7717 Oakport Street
Oakland, CA 94621



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Debra Chaplan, Managing Editor



AROUND THE LOCALS

Strike ready

At Woodard Chevrolet in Fairfield, getting a first contract has been tough, and the techs there don't want to wait forever. In fact, they passed a strike vote by 100% in February.

The vote has been sanctioned by Teamsters Joint Council 7, IAM International and the Central Labor Council. If the IAM puts up picket signs, the Teamsters won't cross.

Federal mediation is the next step. Local 1173 and the Woodard techs are hoping for rapid progress or they'll do what they need to do.

Contract ready

Contract negotiations with Se-Air in Fallon, NV and Local 801 are moving smoothly. Area Director Jim Beno expects to complete that first contract soon.

Moving along

Local 1528 opened contract negotiations at Corando



Congratulations to the members of Local 1584 who celebrated their 45 and 50 year anniversaries in the union. The Local honored these stalwart members at its Veteran Awards Luncheon held on December 14, 1999 at Francesco's Restaurant in Oakland.

Machine Works in Stockton in March. Settlement is expected by the April 30 deadline.

Paper jam

Local 1528's members at International Paper in Modesto still don't have a contract, five months after their old one expired.

Negotiations haven't stopped, they just haven't gotten anywhere. In March, a federal mediator was called in. The union has filed NLRB charges against the

company, and continues to work for a decent contract.

Smoother this time

Local 1528's contract at Silgan Container in Riverbank expires at the end of April, and negotiations started on March 23. With 245 members in the Riverbank facility, this is Local 1528's largest unit.

"Five years ago, it took a bitter strike to get agreement here," says Area Director Jim Beno. "The members elected a strong committee, and we

hope it goes a lot smoother this time, and that we have a contract by the end of April."

According to Beno, when Silgan closed its San Leandro facility, "some of the work moved to Stockton. This made for some changes and interim bargaining at that facility, but had little impact on Riverbank."

On the waterfront

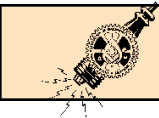
When SeaLand sold its international shipping lines to Maersk and had Pacific

Marine Maintenance take over its west coast operations, District 190 was there to make sure that the members continued to have a good contract. Now, the results are in.

"Our members didn't lose any benefits," says Area Director Joe Bobo. "The company kept the current collective bargaining agreement through March, 2002."

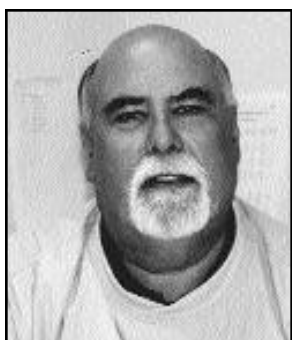
The company did determine that they had too many people in each of the three facilities up and down the coast. The union worked out a generous severance package, including 24 weeks of salary, Health and Welfare and medical for the first year of retirement. "In the end, enough people took the buy-out so that nobody got laid off," Bobo said.

"SeaLand didn't go away, they're just a smaller player now," says Bobo. "But we'll continue to negotiate with them in the coming years."



Union People

Nick Antone



Nick Antone has been involved with the IAM for four decades, first as a trainee parts man at Pacific Motor Trucking in Oakland, then at SeaLand, and finally on the District 190 staff for the past 21 years.

Now, he's leaving the Bay Area, where he's spent his life, and retiring with his wife Cheryl and two of his four kids to Henderson, Nevada. "I like the heat, and it'll make things easier for my wife—she deserves it," Antone says.

"I've been very happy to be part of District Lodge 190. Mike Day put this District on the map. I'm proud to be part of this team, from negotiating to organizing."

Antone was a shop steward and strike coordinator during the big strike of '79 against the California Trucking Association. 350 people went out for three weeks. "We got pickets wherever we needed them across 11 states. In the end, we got a good contract."

From that experience, Antone was recruited to become a Business Representative, and then in 1989, he was named Area Director for Local 1546.

"Vern Dutton and I started at Local 1173 together in 1994. We turned the Local around so that members respect this union and its leaders and employers respect us as someone to deal with. This Local is the tops."

"I want to tell the members, 'You worked hard to get where you're at. But remember, if your employer took care of you, the union wouldn't be here."

"More and more we're seeing that people are

not afraid to get involved. For years, there was no union in Fairfield and Vacaville. Now we're in negotiations at Woodard, Anthony and Green Valley. The word of mouth is spreading."

"It's been a good job. Sure we've had lots of ups and downs but overall, I've enjoyed it very much. I'm proud to look back and say that I did a good job for the members and that's all that really counts."

Chris Rasmussen



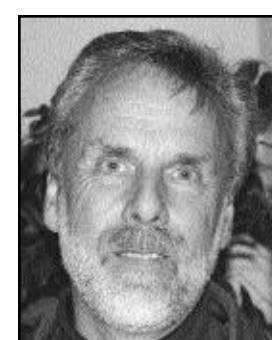
Chris Rasmussen may be Local 1584's newest Business Representative, but he's not new to the local. Rasmussen was a shop steward for 15 years and was chief shop steward for six years. He also served on the Executive Board and was Local 1584's vice president for many years. "I've done five contracts as an observer, and had the opportunity to learn a lot from Jesse Baptista and Bob Moffatt."

Chris began his career in the Machinists back in 1975, where he helped make barrels and drums at Rheem Manufacturing in Richmond. "I was a punch press operator there for three years before getting laid off. Then in 1978, I went over to Amot Controls and stayed there for 22 years." Machinists at Amot were originally in Local 824, and eventually merged with Local 1584.

"My goal as a Business Rep is to help people, keep them working and keep their benefits rising," Chris said. "That will be a challenge."

"It's hard to believe that I got to this point. I grew up in a union family, so I feel really proud to have this position. I plan to give it my best."

Vern Dutton



A member of Local 1173 since 1973, and a Business Rep at the Local since 1994, Vern has been named Area Director.

"I've been a truck driver and a diesel mechanic. Now, I just want to keep on getting the job done for the members."

Mark Hollibush



Welcome to new business representative for Local 1173 Mark Hollibush. Mark joined the IAM in 1985 when he was hired as a lube tech at Fairfield Toyota. He later became an installer, an apprentice and finally a journeyman.

"The day I graduated as a journeyman, my shop went out on a strike that lasted for 9 months. It was an unfair labor practices strike but we were eventually decertified. At that time, I said to myself 'I will return.'"

Now, 15 years later, Mark is back in Fairfield helping to negotiate contracts. "I have returned—and it feels great to be back here!"

After the Fairfield strike, Hollibush worked at Concord Toyota, where he's been until now. Over the past 12 years, he served on Local 1173's executive board, and has been vice president and President.

"I want to make this job an honorable one. I want to expand the union's presence and make sure that members get paid what they're worth and are treated fairly."



Kelly Simpson, equipment body mechanic 17 years



Shop steward Chris Wheeler shows off one of Flood Control's big pumps.

Setting goals for the Sacramento City contract

continued from page 1

Charlie Parent agrees. "Get rid of the 10-steps. Make new employees the same equivalent as old employees. They should be making the same pay if they're doing the same work. The way it works now, some journeymen have to serve probation twice, which just isn't fair."

Mike Gray wants the union to settle on employee buy-out for early retirement. "We've got a large fleet that needs to start every morning. We need to do constant service to find things on a timely basis so the vehicles don't quit on the road. It's surprising how few have to get towed in for as many vehicles as we have."

Jesus Mejia thinks health benefits are top priority. "Increase the money that's put into it and increase the coverage. We could also use incentives, like education and licensing upgrades."

Alex Kampouris has fun at work, and is confident that he's got a "good job, good conditions, good people to work with. But I want to make sure that we at least have maintenance of benefits, or even a lower co-pay."

Working in the fire shop, Alan Yamamoto's concern is pay for stand-by duty. "We're required to do stand-by for the fire department. That should be increased. Also, we need a new building; this one is too small for the equipment."

Tom Crosswhite hopes "we can keep up with the cost of living and keep up with retirement."

The union will elect its bargaining committee in April, and no doubt, these and other issues will be raised.



Charlie Parent, machinist, 15 years



Mike Gray, 27 years, equipment service worker



Jesus Mejia, 14 years, body mechanic



Alex Kampouris, body shop, 11 years



Alan Yamamoto, 6 years in the fire shop



Tom Crosswhite, 24 years equipment mechanic

Meet some sp

Some members of Local 1596 do more than drive school buses. As drivers for the Solano County Department of Paratransit Division, they bring disabled children, from young adult, to school and home.

"It takes a special person to do this kind of work," says E representative Tom Brandon.

This group has been union for as long as anyone can remember. They switched from the school employees union to the IAM. While their contract with the county doesn't expire until next year, there's a contract opener this year for Health and Welfare and the Sparkplug talked to some of the members before their proposal got going.



Wendy Stevens has been with the Solano Dept. of Education for more than 20 years, transporting students to and from school. "I see myself as another link to the wheel, helping kids progress to the highest level. My role is between the parent and the teacher. The earlier we can get these kids into the program, the more beneficial it is for them—they start at 18 months old."

With 29 years on the job, Eliane Medina is the most senior person in the union. "Generally I have 18 kids at one time on the Dixon route. I love the kids. They're what keeps me here." When asked what she wants in the contract re-opener, Eliane didn't hesitate: "I want a nice big fat pay raise!"



Tim Waggerman came here two and a half years ago when they closed Mare Island where he had worked for 19 years as a ship fitter.

"I drive the Vacaville students—22 in total, with four in wheelchairs. It's a good job, but we need to talk about getting the benefits more equal. There's a nationwide shortage of bus drivers. Getting better benefits would be a good incentive."

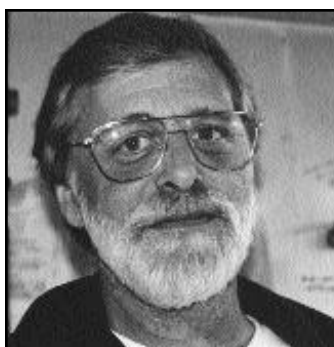


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Felicia Fl... driver for... my kids; fi... chairs and... ons. They... My mom v... driver. I'... one here... the kids ma...

SHOP TALK: How can we address the shortage of auto mechanics? What's c



Ray Bannister
Ellis Brooks Chevrolet
Local 1414 — S.F.

"The 20-year shortage is here 10 years early. Kids need hands-on experience, but we also need to help them get their tools."



Harold Milheim
Hayward C/P/Jeep
Local 1546

"When I started, the work was more basic. Now technology led us in a new direction, and there are more challenges."



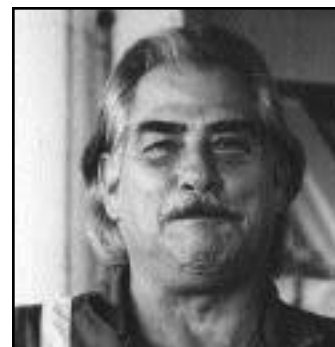
Jimmy Wong
Ellis Brooks Chevrolet
Local 1414 — S.F.

"We get a decent wage, but as prices go up, it doesn't keep up. It's hard work, but I enjoy getting cars back on the road."



Jason Faw
Hayward C/P/Jeep
Local 1546

"None of the high schools have shops any more. I could never work at a desk; I've worked on race cars since I was 5, so this is great."



Ben Tarango
Ellis Brooks Chevrolet
Local 1414 — S.F.

"More money—for other fields, they don't have to buy the tools like we do. Also, bring back the industrial arts programs in schools."



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Vivian DeFreece is this unit's shop steward. She's been a driver for 19 years, and currently drives 17 students on the Fairfield/Suisun route. "I love it; in fact I adopted one of the kids out of the program."



"The challenge is dealing with principals and administrators. We have a monthly meeting to discuss complaints and issues, but they don't want to hear from us. We run different calendars for each of four school districts and have to meet timelines, bell times, and different school schedules. Its not easy!"

Audrey Pearson has been a driver for one and a half years. She had been doing child care, but when she saw a leaflet about this, she realized it was related work and it pays a lot more. "The kids are great."



Emma Ramirez became a paratransit driver in 1967, retired in 1994 and came back. "You couldn't stay that long if you didn't like the kids." Her route includes mostly elementary school kids; five walk-ons and 2 wheel chairs. "It's a nice little route, perfect for an old retired person."

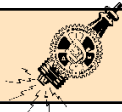
Jeanie Williams is the new kid on the block. As a floater, she does everybody's route. "It's the hardest job. I hope to get my own route, but I'll stay a floater until somebody leaves. What keeps us all here is the kids."



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BENEFITS NEWS

Good child care brings peace-of-mind at work

Working and raising a family isn't for the faint-hearted. You must trust others with your most precious possession—your child. But finding the right care isn't always easy. Many options are available, and to many parents, finding the right care can be overwhelming.

But good child care is available. . . and finding it will give you the peace-of-mind you need to focus on your job performance without distraction.

The good news is that you don't have to do it alone! Automotive Industries Trust Fund Member Assistance Program (MAP) has resources that can help you make the right decision that fits your work situation, your family requirements, your child's needs and your budget

Here's how the MAP can help: All you need do is call 800-491-3334 and a counselor will walk you through the steps involved in using the MAP to locate a specific child care resource. You'll discuss the many care options you may be interested in, including licensed homes, after school

care, child care centers, agencies, nannies, babysitters, etc. You'll want to consider where you live and work, hours, budget, ages of your children, alternative sick care and a number of other factors.

After you've provided the MAP counselor with all your pertinent information, the counselor's job is to locate specific resources that meet your

criteria. MAP will send you a customized packet of information. All you'll need to do is meet with the people or agencies they recommended and decide on the right one for you and your child.

MAP also offers a wide variety of books and pamphlets, audio tapes and videotapes that can help you through the process of choosing the child care that's right for your family. You can also request a copy of the highly-acclaimed book *What to Expect the First Year*. It's available free of charge and has lots of great information on choosing the right care and balancing work and family.

Call for the help you need. Your peace-of-mind is worth it!

For child care resources, call:
Automotive Industries
Member Assistance Program
800-491-3334

Notice to Local Lodge
1173 members
Effective January 1, 2000
A service charge of \$25.00 will be imposed for all checks not honored by your bank.

- Local Lodge 1596 Officers**
- President: Ron Jacobson
 - Recording Secretary: Francis McFadden
 - Vice President: Ralph Fiorentino
 - Sentinel: John Grainger
 - Trustees: Stan Consani, Gordon Cameron, Amelia Grijalva

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Learning about the industry?



Wagner
C/P/Jeep
Local 46

and more
challeng-
yearly
have to
weather."



Stephen Brady
Ellis Brooks Chevrolet
Local 1414 — S.F.

"Body work isn't just pounding on panels, it takes experience, education and ability. When we finish a job, our work is on display to the world."



Mario Alcala
Hayward C/P/Jeep
Local 1546

"If you don't mind working with your mind and your hands, this is a difficult but good job."



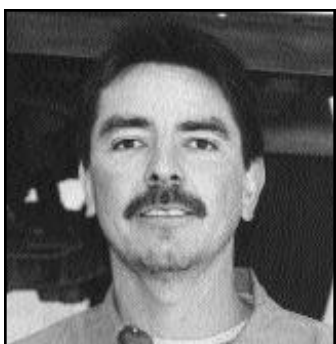
Tony DeAnda
Hayward C/P/Jeep
Local 1546

"They need to start recruitment at the High School level. It's great for people who like to take stuff apart and figure out how it works."



Berk Flockton
Ellis Brooks Chevrolet
Local 1414 — S.F.

"I'm here for the union and the retirement—and I like the work. But why come into this field when you can make so much more money elsewhere."



Frankie Monti
Hayward C/P/Jeep
Local 1546

"Do recruitment like the army does...sponsor assemblies and job fairs at high schools."



ASSOCIATED THIRD PARTY ADMINISTRATORS

ATPA is the administrator for the
Automotive Industries Pension and Welfare Trust
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You can contact us at 510-836-2484.

ULICO Ad

Please adjust borders to fit in this box (don't use this box...), and of course, change the color to 123...

Thanks.

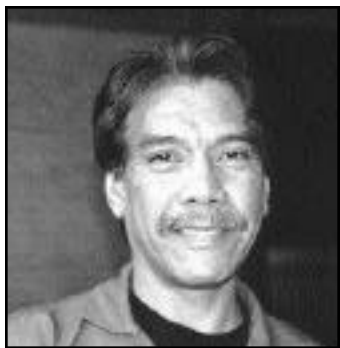
Official notice for District Lodge 190 members
Nomination and Election of Delegates

This notice will serve as **Official Notice** of a Special Order of Business at the April and May regular meetings of each Local Lodge regarding Nominations and Election of Delegates and Alternate Delegates to represent each local at the 35th Grand Lodge Convention. (See dates below.) The convention is being held in San Francisco in September.

In accordance with Article II, Section 3 of the IAM Constitution,, absentee ballots shall be made available to members who reside in outlying districts more than 25 miles from the designated balloting place, members who are either confined because of verified illness or on vacation, or on official IAM business approved by the Local Lodge, or on an employer travel assignment or reserve military leave. Before the absentee ballots are opened and counted, the inspectors of election shall determine the eligibility of members to vote by that method, as defined in the IAM Constitution. Any member entitled to receive an absentee ballot shall make written request therefore to the Recording Secretary of the Local Lodge, by delivering in person or mailing such request not later than 10 days before the election.

Local Lodge	# Delegates	Nominations	Elections
801	1	April 20	May 18
1101	7	April 13	May 11
1173	6	April 20	May 18
1414	up to 18	April 20	May 18
1528	up to 7	April 5	May 3
1546	18	April 4	May 2
1584	9	April 20	May 18
1596	up to 7	April 18	May 16
2182	up to 8	April 11	May 9

SHOP TALK: How can we address the shortage of auto mechanics?



Richard Obra
Ellis Brooks Chevrolet
Local 1414 — S.F.

"I love working on cars, but people say 'If I'm going to work on computers, why get my hands dirty?' So get rid of our computers!"



Wayne Bowman
Hayward C/P/Jeep
Local 1546

"The pay is good and it's rewarding to fix something as complicated as cars tend to be."



Carey Ong
Ellis Brooks Chevrolet
Local 1414 — S.F.

"Young people need to know that this is as much a computer job as a car job. But it's rewarding to find a problem and fix it."



Lea Wagner
Hayward C/P/Jeep
Local 1546

"I like the challenge of the work—getting the right information and getting the parts right. We need to do more word of mouth to recruit people."



Chris Miller
Ellis Brooks Chevrolet
Local 1414 — S.F.

"We need to provide more and better training. This work is a great challenge; there's always something new that you have to keep up with."

SHOP UNION

The following dealerships have contracts with District 190 and employ IAM members in their service departments.

Acura
Mike Harvey Acura - Burlingame
Acura of Serramonte - Colma
Acura of Pleasanton - Pleasanton

Aston Martin
Cole European - Walnut Creek

Audi
Rector Audi - Burlingame
Diablo Audi - Concord
Negherbon Audi - Oakland
Anderson-Behel - San Jose

BMW
Allison BMW- Mountain View
Peter Pan BMW - San Mateo
Stevens Creek BMW- Santa Clara

Buick
Mazzei Buick - Antioch
Colma Buick/Pontiac/GMC - Colma
Fitzpatrick Buick - Concord
Anthony Buick - Fairfield
Marina Buick - Hayward
Moore Buick - Los Gatos
Magnussen Buick - Menlo Park
Marin Buick - Novato
Tri-Valley Pontiac/GMC/Buick - Pleasanton
George Olsen Buick - San Francisco
Capitol Buick - San Jose
Stevens Creek Buick - Santa Clara
Parker Robb Buick - Walnut Creek

Cadillac
Mazzei Cadillac - Antioch
McNevin Cadillac - Berkeley
Rector Cadillac - Burlingame
Stewart Cadillac - Colma
Bianco Cadillac - Corte Madera
Anderson Cadillac - Menlo Park
Hubacher Cadillac - Sacramento
George Olsen Cadillac - San Francisco
St. Claire Cadillac - Santa Clara

Chevrolet
Good Chevrolet - Alameda
Stewart Chevrolet - Colma
Fitzpatrick Chevrolet - Concord
Anderson Chevrolet - Cupertino
Crown Chevrolet - Dublin
Central Chevrolet - Fremont
Groth Brothers Chevrolet - Livermore
Anderson Chevrolet - Los Gatos
Anderson Chevrolet - Menlo Park
Billings Chevrolet - Milpitas
Val Strough Chevrolet - Oakland
Winter Chevrolet - Pittsburg
Bill Nelson Chevrolet - Richmond
Ellis Brooks Chevrolet - San Francisco
Courtesy Chevrole - San Jose
Carl Chevrolet - San Jose
FH Dailey Chevrolet - San Leandro
Bob Nobles Chevrolet - Sonoma
Raines Chevrolet - Sunnyvale
Parker Robb Chevrolet - Walnut Creek

Chrysler-Plymouth
Cavanaugh C/P - Alameda

Antioch C/P - Antioch
Les Vogel C/P- Burlingame
Falore C/P- Colma
Anderson C/P- Cupertino
Stoneridge C/P- Dublin
Hayward Auto C/P- Hayward
Codioli C/P- Livermore
Duarte & Witting C/P- Martinez
Connell Chrysler - Oakland
Great Valley C/P- Sacramento
Albera C/P- San Francisco
Normandin C/P- San Jose
Falore C/P- Sunnyvale
Barber Auto Group - Vallejo

Dodge
Antioch Dodge - Antioch
Les Vogel Dodge - Burlingame
Serramonte Dodge - Colma
Lithia Dodge - Concord
Hayward Dodge - Hayward
Butler-Conti Dodge - Lafayette
Negherbon Dodge - Oakland
Redwood City Dodge - Redwood City
Smith Dodge - Richmond
Capitol Dodge - San Jose
Stevens Creek Dodge - San Jose
Regal Dodge - Sunnyvale
Barber Auto Group - Vallejo

Ford
Albany Ford - Albany
Al Eames Ford - Antioch
Peninsula Ford of Burlingame
Serramonte Ford - Colma
Lithia Sun Valley Ford - Concord
Shamrock Ford - Dublin
Hayward Ford - Hayward
Codioli Ford - Livermore
Swanson Ford - Los Gatos
Fremont Ford - Newark
Melrose Ford - Oakland
Broadway Ford - Oakland
Varsity Ford - Palo Alto
Harry Curtis Ford-Mercury - Petaluma
Pittsburg Ford - Pittsburg
Harrold Ford - Sacramento
Sunnyvale Ford - Sunnyvale
S&C Ford - San Francisco
Capitol Ford - San Jose
Frontier Ford - San Jose
Ed Chovanes Ford - San Leandro
Hansel Ford - Santa Rosa
South City Ford - South S.F.
Morri Ford - Tracy
Wilson-Cornelius Ford - Vallejo
Elm Ford - Woodland

GMC Trucks
Mazzei GMC - Antioch
Colma GMC - Colma
Lehmer's GMC - Concord
Anthony GMC - Fairfield
Hayward GMC - Hayward
Moore GMC - Los Gatos
Magnussen GMC - Menlo Park
Fremont GMC - Newark
Marin GMC - Novato
Tri-Valley GMC - Pleasanton

George Olsen GMC - San Francisco
Capitol GMC - San Jose
Stevens Creek GMC - Santa Clara
Pearson GMC - Sunnyvale

Honda
Jim Doten's Honda - Berkeley
Honda of El Cerrito - El Cerrito
Autowest Honda of Fremont - Fremont
Los Gatos Honda - Los Gatos
Honda of Oakland - Oakland
Winter Honda - Pittsburg
Grace Honda - San Bruno
San Francisco Honda - San Francisco
Stevens Creek Honda - Santa Clara
Larry Hopkins Honda - Sunnyvale
Walnut Creek Honda - Walnut Creek

Fremont Jeep - Fremont
Hayward Auto Jeep - Hayward
Codioli Jeep - Livermore
Connell Jeep - Oakland
Albera Jeep - San Francisco
Joe Kerley Jeep - San Jose
Normandin Jeep - San Jose
Barber Auto Group - Vallejo

Kia
Diablo Kia - Concord
S&C Kia - San Francisco
Kia of San Leandro - San Leandro
Almaden Kia - San Jose
Vallejo Kia - Vallejo

Lamborghini
Stanford European - Palo Alto

Land Rover
Hubacher Land Rover - Sacramento
Cole European - Walnut Creek

Lexus
Lexus of Pleasanton - Pleasanton

Lincoln-Mercury
Diablo L/M - Concord
Fremont L/M - Fremont
Mission Blvd. L/M - Hayward
McHugh L/M - Los Gatos
Codioli L/M - Livermore
Negherbon L/M - Oakland
Henry Curtis Ford Mercury - Petaluma
Falore - San Jose
Joe Kerley L/M - San Jose
Hansel L/M - Santa Rosa
Sunny Vale L/M - Sunnyvale
Morri Ford-Mercury - Tracy
Mike Curran L/M - Vallejo
Elm Ford Mercury - Woodland

Mazda
Codioli Mazda - Livermore
Fremont Mazda - Newark
Val Strough Mazda - Oakland
Great Valley Mazda - Sacramento
Almaden Mazda - San Jose
Sunnyvale Mazda - Sunnyvale
Elm Mazda - Woodland

Mercedes-Benz
Mercedes Benz of Oakland - Oakland

Mitsubishi
Concord Mitsubishi - Concord
Negherbon Mitsubishi - Oakland
Barber Auto Group - Vallejo

Nissan
Antioch Nissan - Antioch
McKeivitt Nissan - Berkeley
Concord Nissan - Concord
Daland Nissan - Millbrae
Fremont Nissan - Newark
Novato Nissan - Novato
North Bay Nissan - Petaluma
Ellis Brooks Nissan - San Francisco
Nissan of San Leandro - San Leandro

Oldsmobile
Mazzei Oldsmobile - Antioch
Rector Olds - Burlingame
Stewart Oldsmobile - Colma/Daly City

Lehmer's Oldsmobile - Concord
Crown Oldsmobile - Dublin
Anderson Oldsmobile - Menlo Park
Fremont Oldsmobile - Newark
Bill Nelson Oldsmobile - Richmond
Maita Oldsmobile - Sacramento
George Olsen Oldsmobile - San Francisco
FH Dailey Oldsmobile - San Leandro
St. Claire Oldsmobile - Santa Clara
Pearson Oldsmobile - Sunnyvale

Pontiac
Mazzei Pontiac - Antioch
Colma Pontiac - Colma
Anthony Pontiac - Fairfield
Marina Pontiac - Hayward
Moore Pontiac - Los Gatos
Magnussen Pontiac - Menlo Park
Fremont Pontiac - Newark
Marin Pontiac - Novato
Tri-Valley Pontiac - Pleasanton
Ellis Brooks Pontiac - San Francisco
Capitol Pontiac - San Jose
Stevens Creek Pontiac - Santa Clara
Pearson Pontiac - Sunnyvale

Porsche
Rector Porsche - Burlingame
Negherbon Porsche - Oakland
Anderson-Behel - San Jose

Saab
Bianco Saab - Corte Madera

Subaru
Albany Subaru - Albany
Bianco Subaru - Corte Madera
Ron Price Subaru - South SF
Mike Curran Subaru - Vallejo

Suzuki
Smith Suzuki - Richmond
Barber Suzuki - Vallejo

Toyota
Ron Goode Toyota - Alameda
Antioch Toyota - Antioch
City Toyota - Daly City
Concord Toyota - Concord
Novato Toyota - Novato
Magnussen's Toyota - Palo Alto
San Francisco Toyota - San Francisco
Piercey Toyota - San Jose
Stevens Creek Toyota - San Jose
Toyota Sunnyvale - Sunnyvale
Toyota of Vallejo - Vallejo
Walnut Creek Toyota - Walnut Creek

Volkswagen
McNevin VW - Berkeley
Lithia Sun Valley - Concord
Stevens Creek VW - San Jose
Ron Price VW- So San Francisco
Sunnyvale VW- Sunnyvale
Ogden Imports - Vallejo

Volvo
McKeivitt Volvo - Berkeley
McKeivitt Volvo- Oakland
Volvo of Pleasanton - Pleasanton
Lawrence Volvo - Walnut Creek

Be sure to buy and repair your cars at these union dealerships across Northern California. And let management know that you chose their store because it's union.

Hummer
Fremont Hummer - Newark

Hyundai
Serramonte Hyundai - Colma
Hayward Hyundai - Hayward
Val Strough Hyundai - Oakland
Doten Hyundai - Richmond
Hyundai of San Leandro - San Leandro

Infiniti
Niello Infiniti - Concord
Infiniti of Pleasanton - Pleasanton

Isuzu
Sun Valley Isuzu - Concord
Crown Isuzu - Dublin
Great Valley Isuzu - Sacramento
Falore Isuzu - San Jose
FH Dailey Isuzu - San Leandro
Barber Auto Group - Vallejo

Jaguar
San Jose British - San Jose
Cole European - Walnut Creek

Jeep
Antioch Jeep - Antioch
Les Vogel Jeep - Burlingame
Falore Jeep - Colma
Lehmer's Jeep - Concord
Stoneridge Jeep - Dublin

SHOP TALK: How can we address the shortage of auto mechanics?



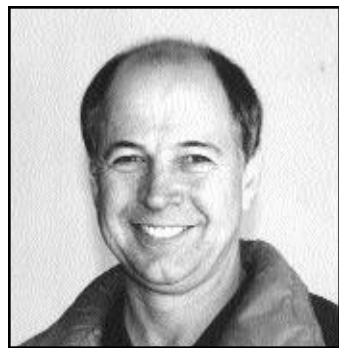
Ryan Martin
Hayward C/P/J
Local 1546

"I enjoy working on cars and getting paid for it. There'll always be work, and its fun."



Jeff McAllister
Ellis Brooks Chevrolet
Local 1414 — S.F.

"More money. Young people can make big dollars in computers so we have to compete. It's great work if you like cars and are good at diagnostics."



Gary Frybarger
Hayward C/P/Jeep
Local 1546

"This field has changed, from being a 'grease monkey' to being an engineer. Demand is up for good techs—there should be more pride in the profession."



Evan Hayne
Ellis Brooks Chevrolet
Local 1414 — S.F.

"What I like is that there's no desk work, no paper work, and they provide a great dental plan."



Mike Tuttle
Hayward C/P/Jeep
Local 1546

"Why be a mechanic? Because mechanics have more sex than firemen. This used to be a reputable business, but with all the rip-off companies, there's a stigma."

KAISER PERMANENTE AD

FROM THE OTHER SIDE

Ellis Brooks Chevrolet: 50 years union and doing fine, thank you

Back in the late 1970s and early 80s, several San Francisco dealerships went on a rampage and busted their unions, one after another. But Ellis Brooks stood out from the pack, maintaining strong relationships with the unions and staying profitable.

Ellis Brooks has always been a little different. Since 1963, the dealership has been one of the few shops headed by a woman.

"I took over when my husband became ill," says owner Marie Brooks. "The factory didn't recognize that I was running the shop and called me their 'phantom dealer.' But perhaps that was a good thing, because they could have pulled the franchise from me.

"I took the opportunity to show the men that, yes indeed, a woman could run a dealership. But of course, I had lots of good help."

A changing landscape

Ellis Brooks has been on Van Ness Avenue in San Francisco since 1939," explained Ms. Brooks.

"The city has changed. And the auto business in the city has changed," she said. "Since the earthquake, business for city dealers has gone down—although it's



Marie Brooks discusses her career as a union dealer

been steady in the service department."

In the early days, Van Ness was the place to go. Now, there are many dealers outside the city.

"When I started we had more than 100 employees, and everybody was in a union, even the salesmen. The unions came in back in the late 40s or early 50s," she recalled.

"Over the years we've come to realize that unions and employers shouldn't have an adversarial relationship because we have the same goals."

Brooks acknowledged that com-

puters have changed every aspect of the business. "The information age gives us more information than we can handle.

"Sure, we're on the web and we sell a few cars that way. But I can't believe it will really affect the auto industry," she said. "Who would spend \$15-30,000 for a car that they can't come in and drive."

Bucking a trend

Some of the San Francisco dealers who busted their unions in the 1980s may now be liable for paying millions of dollars in back wages and benefits. When asked why she didn't get anti-union fever, Ms. Brooks explained "I was the first one to pull out of the Dealers Association, because I didn't like the way they were working. We had a strike one year which was very costly for the dealers and the employees.

"So I started negotiating directly with the unions. I could not see what the value of being non-union would

have been economically. It would have cost us more money to go non-union than we'd have saved.

"You have to pay going wages whether you're union or non-union. But when you're union, you create an agreement, live with it, and hopefully are profitable.

"From a dealers' point of view, the benefit of staying union is that you don't have the hassle of favoritism—or perceived favoritism in the shop.

"We bring in apprentices through the union program, though we don't use as many as we used to—there just aren't as many people coming in to the field."

Civic action

Ms. Brooks has been active in the downtown association, and served on the airport commission. "I make my voice known to city officials," she says.

"I don't have an opportunity to speak well of many employers," says Local 1414 Business Representative Chuck Netherby. "But Marie is a very good businesswoman, a good philanthropist, and a very good negotiator. But of course, you'd expect as much from someone in the auto business."

Moving?

Inform your local union!

If you plan to move or have moved already, please notify your Local Union office immediately. Use the mailing label on this newspaper, or write your name, local number, and address clearly and send it to your Local. (See calendar for local union addresses.)