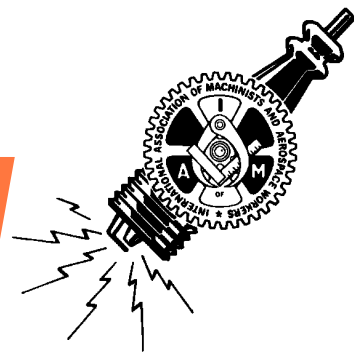


The IAM District 190 Sparkplug



VOL. 2, NO. 5

August/September 2000

Serving the Active and Retired Members of IAM District Lodge 190

You can change people's lives

Joe Bobo retires after 21 years at District Lodge 190



Joe Bobo relaxes for a moment before joining the picket line

JOE BOBO

Joe Bobo was honored as Alameda County's Trade Unionist of the Year this year and all agree it's an honor he truly deserves. Bobo has devoted his life and his career to the Machinists union and its members.

"I'm most proud of the opportunity to make a difference. With contract negotiations, you can change the course of people's lives if you make the right decision," Bobo mused. "And of course, you have powerful destructive power if you make the wrong decisions."

Originally from Arkansas, Bobo came to Oakland in 1956 and joined the Local 1546 on July 1, 1969 as an

apprentice container mechanic. He became a journeyman a year later and worked at Sea-Land for ten years before getting hired by District 190 as a business representative. "I've been here ever since. I became Administrative Assistant in 1993 and shortly after, was named Area Director for Locals 1546 and 1414.

"Early on, I was given the opportunity to represent the workers at Peterbilt. On day one I was handed 65 grievances. It was a tremendous learning experience."

"I believe it's important to be part of an organization. The union guarantees certain benefits that are yours forever," Bobo says.

"I always wanted to be a minister. A labor organization is almost like a religion—fishes and loaves. It's a protector that makes sure you get what you're entitled to. . . that contract is a document that says 'this is your right.'"

Bobo was recently diagnosed with prostate cancer "that modern medicine can't cure," he explained. "But I don't need any pity. I'll spend four days a week working for my church, the Queen Memorial Church of God in Christ, and the other three days playing golf and doing for me."

Bobo says he'll keep paying his dues and will stay on the Trust Fund.

"But I don't believe retired folks should hinder newcomers. I'm glad Don will be taking over."

"It's not often that you find someone who cares so much about the members, who does such a tremendous job, and is your best friend," said Directing Business Manager Mike Day. "He won't hesitate to tell you when you're right or wrong, but he's always loyal."

A retirement dinner for Bobo is in the works and will be scheduled after the IAM convention.

When Bobo retires on October 1, Don Crosatto will become Area Director for Local 1546 and Mike Munoz will become Area Director for Organizing. Charles Netherby has been named Area Director for Local 1414 (story next issue).



Don Crosatto in his usual position—on the phone!

DON CROSATTO

Don Crosatto, named Area Director for Local 1546, has worked for the IAM for almost 15 years, first as a business representative for 8 years, and then as Area Director for Organizing for three years.

"I'll miss organizing but I'm still going to be involved with it. One of the reasons our organizing program has been so successful is that business representatives get involved," Crosatto explains.

"We've seen dramatic changes in our industry. We have to stay involved and organize the unorgan-

ized. We owe it to our members and to union employers to hold non-union employers to as high a standard of wages and benefits."

Thinking about his new position, Don says "I have big footsteps to follow. We have the highest wages and pension levels for mechanics and machinists in California, and we need to build on that. And we need to keep organizing to protect what we've won."

And of course, "I want a bigger office to spread my mess," says Crosatto.

MIKE MUNOZ

Mike Munoz is soon to become Area Director for Organizing. Munoz started as an organizer in 1981 with the Carpenters Union; when he left in 1998, he was Director of Organizing. He had been a member of Pile Drivers Local 34.

In 1998, Munoz came to DL 190 as an organizer. In just two years he's won elections at Fremont Pontiac, 18-0, All-Star Ford 12-1, Gary Steel 25-0, Wesgo Ceramics, LTD Ceramics, and Microphor. He's proud to report that "we've gotten first contracts at most of those."

"I just hope I can do as well as Don's done," Munoz said. "At the Carpenters, I had to build the whole organizing operation from scratch. Here, a great organizing department was already in place."



BBQ chef and organizer Mike Munoz at the San Leandro Honda picket

Rat attack!



The most recent siting of the 12-foot anti-union rat was at San Leandro Honda on July 11. More than 100 members of Local 1546 were joined by Teamsters and other friends of labor for a barbecue and picket, showing the company that being non-union is just not good business.



IAM District Lodge 190
7717 Oakport Street
Oakland, CA 94621

Periodicals
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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 4:00 p.m.

All meetings held at the Carpenters' Hall, in Reno

August 17 • Sept. 21 • October 19

Local 1101

1150 So. Bascom # 23 San Jose, CA95128

Executive Board Meeting

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

August 3 • September 7 • October 5

Stewards Meeting

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

August 3 • September 7 • October 5

General Membership Meeting

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

August 10 • Sept. 7* • October 12

(*Special date in September only, due to Grand Lodge Convention. The general membership meeting will be combined with the Shop Steward's meeting on the First Thursday.)

Local 1173

1900 Bates Ave., # H, Concord, CA94520

Membership/Shop Stewards Mtg.

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

August 17 • Sept. 21 • October 19

Executive Board Meeting

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

August 10 • Sept. 14 • October 12

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.

August 3 • September 7 • October 5

Executive Board Meeting

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

August 10 • Sept. 14 • October 12

Local 1528

713 16th Street, Modesto, CA 95354

General Membership Meeting

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

August 17 • Sept. 21 • October 19

Executive Board Meeting

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

August 31 • Sept. 28 • October 26

Local 1546

10260 MacArthur Blvd., Oakland, CA 94621

General Membership Meeting

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

August 1 • September 5 • October 3

Local 1546 (cont.)

Shop Stewards Meeting

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

August 1 • September 5 • October 3

Executive Board Meeting

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

July 27 • August 31 • September 28

Senior's Luncheon

First Wednesday of each month at 12 noon

August 2 • September 6 • October 4

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

Local 1584

8130 Baldwin Street, Oakland, CA 94621

Membership Meeting

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

August 17 • Sept. 21 • October 19

Executive Board Meeting

Preceding Monday at 7 p.m.

August 14 • Sept. 18 • October 16

Retirees Club

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

August 1 • September 5 • October 3

Local 1596

4210 Petaluma Blvd. No., Petaluma, CA 94952

Executive Board Meeting

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

August 15 • Sept. 19 • October 17

General Membership Meeting

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

August 15 • Sept. 19 • October 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.

August 8 • Sept. 12 • October 10

General Membership Meeting

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

August 8 • Sept. 12 • October 10

Retirees Club - VISTA CLUB

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

August 16 • Sept. 20 • October 18

POLITICAL CLOUT

IWC runs wild; Unions call on governor to control appointees

The Industrial Welfare Commission, disregarding the intent of California's new overtime law, voted in June to deny overtime to tens of thousands of workers. Many who had received overtime pay for a generation or more will now be denied it.

"The action you are taking is hostile to the intent of the legislation, and the promise of the Governor," warned Art Pulaski, California Labor Federation executive secretary-treasurer.

Commissioners ignored both the California Labor Code and 500 union members in a standing-room only hall, voting 3-2 to change California law.

California employers can now cheat workers out of overtime pay by exploiting the new legal loophole and classifying workers as managers if they perform a series of "occasional" management tasks.

"Their action is illegal because the IWC is a regulatory agency, created to interpret law, not write it," said Tom Rankin, AFL-CIO president. Labor attorneys representing the California Employment Law Association, Van Bourg and Saperstein law firms testified that the new definition violated California law and would harm workers.

Change affects real workers

Doug Bosco, a former U.S. representative from the North Bay, is the swing vote on the Commission. When he asked who would be affected by the regulatory change, Tom Brandon, business agent from IAM Local 1596 was moved to tell him.

Brandon testified that "this law could immediately affect 20 people in machine shops in the North Bay—people you used to represent. We have lots of lead people who have 30-40% of management authority. If they're given just a bit

more authority, there goes their overtime," Brandon explained.

Judy Perez, CWA; Don Hunsucker, UFCW; and Walter Johnson, San Francisco Labor Council revealed the true intent of the regulation: cutting the paychecks of thousands of California workers.

Union members in the audience followed the testimony closely for more than four hours. Lobbyists and reporters expressed gratitude to shop stewards in the audience, who explained the details of particularly

obscure legal arguments.

Labor members Barry Broad and Harold Rose voted with workers. Employer members Bill Dombrowski, the retail

industry's hired gun, and Leslee Coleman, representing the electronics industry, persuaded public member Bosco to vote against workers.

The Commission's legal advisor warned Commissioners about their actions. "There is no case law for what this means in the real world," warned Marguerite Stricklin, deputy attorney general. "A court might say this is too vague."

The Commission must next write a formal statement of basis for its actions. The *Los Angeles Times* notes that IWC Chair Dombrowski "promised labor leaders Friday that he would make clear in the statement of intent" which is to be delivered to employers and unions around the state explaining the reasons for the rule change, that it is meant to be applied narrowly. "There is no way anyone pouring coffee six hours a day would be exempt," he said.

California unions will continue to monitor the IWC for implementation and actions on the state's shameful minimum wage, which can be raised by the IWC. The first meeting on the minimum wage will be held in late July at the Capitol.

Ignoring California Labor Code and 500 union members, the IWC voted to cut overtime pay.



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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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Beagle & Bleiweiss
Communications
Debra Chaplan,
Managing Editor



Moving?

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 on this page for local union addresses.)



AROUND THE LOCALS

Lots of contract negotiations completed

Dealing with ownership turnover

So much of the union's work these days is dealing with turnover. Not of workers, but of dealership owners.

"Between the mega dealers and the established dealers, everyone seems to be swallowing each other up," says Local 1414 Business Representative Don Barbe.

Burlingame Ford's new owner, Steve Fuentes, has two other shops: San Bruno Ford, which is non-union, and Varsity Ford in Palo Alto, which is union. "When Fuentes took over, he threatened take-aways. This caused bitter feelings," Barbe said.

"But after a few months, the 19 automotive techs, service advisors and dispatchers ratified their new five year agreement in June, with a \$500 signing bonus.

The pact raises their wages to \$24.30 effective back to March, when the dealership changed owners. They maintain their 40-hour work week guarantee and members won improvements in vacation, holidays, pension contributions and more.

Solid increases

Local 1584 members at Oakland Machine Works approved a five-year agreement effective July 1, 2000.

Wage increases were \$1.75 per hour with an additional \$.75 per hour going into the IAM National Pension fund over the term of the agreement. The CMTA-IAM Health and Welfare cap increases to \$644 and they also got increases in sick leave and shift differential. Last but not least, they now have the California Machinists' 401(k) plan.

Business Representative Chris Rasmussen was responsible for these negotiations with assistance from Chief Shop Steward Al Galvin and Kenny Gentry.

Apprentices can!

Local 2182 settled a four-year agreement at Silgan Container Manufacturing Corp. in Riverbank as of May 1. This facility is the largest can plant in the valley.

Over 90% of the mem-

bers voted to ratify this contract which includes no take-aways and improvements in wages, (2.5% for first three years and 3% in fourth year), improvements in the IAM National Pension Plan, a better vision care plan, and the company agreed to implement the California Machinists 401K plan.

They also established an apprenticeship program for can-line mechanics that will be part of the Machinists Apprenticeship Program in Stockton/Modesto. Classes are being set up now for the fall semester at Delta College.

Wash and Wear

The 25 Local 1584 members employed at General

Chemical in Richmond approved a new three year agreement effective May 1.

"One unique feature of the settlement was the company's agreement to install a washer and dryer so that our members can have their clothes washed and not have to wear them when they leave for home," Area Director Jesse Baptista said.

"Our only disappointment was that the company didn't assign someone from management to wash our members clothes! We may have to appeal this to their CEO."

Improvements included safety shoe reimbursement, meal allowances and more money for medical, dental and life insurance benefits.

"Even more important," Baptista said, "is that wages were increased dramatically," with 75¢ per hour in the first two years, and 80¢ in year three of the agreement.

Baptista gives special thanks to the rank and file committee, Jon Becker, Jeff Armstrong, Mike Hestor and Blaine Yarris.

"Having a rank and file committee that is both cooperative and understanding is something every Business Representative appreciates," says Baptista.

Opposite of de-cert

Local 1173 got a three-year contract for its 18 members at Niello Infiniti in Concord.

The company had filed a de-certification petition, but strong union support forced the company to withdraw it.

"The negotiations went really smoothly," said Business Representative Mark Hollibush. "Initially they thought they had a strong hand, but once they had to withdraw the decert, they sat down at the table ready to talk.

"We got a fairly good wage package, with the top techs getting a \$2.35 raise," Hollibush explained. "We're pleased with the deal."

Smiles at Niles

Local 1584 members overwhelming ratified their new pact at Niles Machine and Tool Works. The settlement includes wage increases totaling \$1.40 per hour and an increase in IRA contributions from \$2,664 to \$3,864 over the term of the agreement.

In addition, the company agreed to pay all Health and Welfare increases.

Business Representative Herman Howell took charge of these negotiations and was assisted by rank and-file committee members Anthony Acosta, Tracy Lewis and Kevin Tays.

Best contract ever

Members of Local Lodge 1584 at MSC-Pinole Point Steel in Richmond approved a new five year contract effective April 1.

"This was the best contract I ever negotiated with this company," reported Area Director Jesse Baptista.

"In addition to the largest wage increase we've ever gotten, these 110 members get two new holidays—Martin Luther King Day and a floater. Shift differentials and pension contributions were increased and we got many other improvements.

"Our members now have plant relocation and severance pay protection language in the contract. Hopefully, we'll never have to utilize this part of the agreement," Baptista said.

Baptista credits the rank and file committee: Gary Woodhall, Steve Marceau, Robert Romero and Ken Russell, who helped negotiate the contract.



ORGANIZING WINS



New members at Calaveras Cement ready to unload

Local 2182 is Rough and Ready

Local 2182 has four new members at Calaveras Cement Company on Rough and Ready Island at the Port of Stockton.

These machinists will be on staff to maintain and operate the equipment that unloads powdered cement that arrives by ship at the Port of Stockton. These highly-skilled workers must be able to unload the ships under all weather conditions and keep the equipment operating.

District 190 welcomes the new members employed at Calaveras Cement.

First new Marin shop in 25 years will lead to more

As of July 13, Local 1414 has 10 new members at San Rafael Ford. The vote was 9-0 to ratify the contract.

The election was held in 1998 and certified by the NLRB in January 1999. Since that time, the Local has had to contend with three owners," Business Repre-

sentative Glen Gandolfo reported. "We put out paid pickets for three months and they did an excellent job. . . . One woman would bring her baby in a stroller."

When Sonic Automotive bought the shop, they decided to make some changes. "They said 'enough is enough' and flew in a Vice president to the Western Division to complete the negotiations. The best thing he did was keep the attorneys at bay so we could hammer out a deal," said Gandolfo. "And it's an excellent agreement."

The contract includes a good wage package, excellent grievance language, the AI pension plan, and health and welfare benefits.

We've organized three shops in Marin, and this is the first one that's carried through to a first contract," Gandolfo explained. "Our next target is Saturn of Marin. The workers here can't afford to live in Marin, especially when they're just getting paid barely twice the minimum wage. We're still in negotiations over there."

Get Stead instead

An organizing drive is under way at Walnut Creek Ford, with the petition for election filed on July 14. "This is a Stead dealership with about 38 people," explains Local 1173 Business Representative Mark Hollibush. "We haven't had a Stead contract since 1989. We're working hard to win this election."

Stay tuned.

New Lodi shop destined to hit big time

Local 2182 welcomes Precision Striping and Coating in Lodi to the union rolls. "This started out as an owner-operator contract," says organizer Joe Coy, "but in the last few months, business has really picked up and we expect a much larger bargaining unit here."

continued on page 7

Big back pay win

When Galen Fitzhugh sold his Chrysler-Plymouth dealership in Martinez to Nader Eghtesad, the deal was that he'd stay on as General Manager and remain in the union. (This was such a small shop, even the managers were in the union.) However, after a few months, Nader fired Fitzhugh.

Local 1173 filed a grievance and took the case to arbitration. "And we won," reports Area Director Vern Dutton. "Galen got \$19,000 in back pay—and then walked away from the job as part of settlement."

In the meantime, Galen's daughter, Gayle Aguilar, had been promot-

ed to parts technician. Dutton advised her that she needed to belong to the union. "I told the owner to send her down to sign up but he refused. Then I told her to come by the office and sign up. She did, and he fired her the next day."

The union filed a grievance, and Gayle was awarded a back pay settlement of \$7,500. "She's not working there either," Dutton says.

There is an even better happy ending. Galen and Gayle now own a new auto repair shop in Martinez, and "they're competing against Eghtesad, who seems to have lost his best union staff."



Workers who lose their jobs to imports are eligible for assistance

Have you lost your job due to a shift in production to Canada or Mexico, or foreign imports? If yes, you and your former co-workers are eligible for special job assistance and benefits through two federal programs.

The North American Free Trade Agreement Transitional Adjustment Assistance (NAFTAA-TAA) offers help to workers whose companies have been affected or are threatened as a direct result of increased imports from or relocation of production to Canada or Mexico. The benefits to eligible workers may include job training assistance, weekly income support while in training as well as job search and relocation allowances.

To file for TAA, contact any EDD job service office or call the EDD claim filing office at 800-300-5616 or download the forms from the U.S. Dept. of Labor web site at www.wdsc.org/layoff/index.htm

New facility, focus there at Toyota Material Handling

"We do it all here—we sell, rent and fix industrial equipment, buy new and used equipment, sell parts...and t-shirts. We liken ourselves to a car dealership, but we're better," explained Toyota Material Handling (TMH) President Richard Andres. "Customer service is the key."

Andres purchased the company in April 1997, after having served as General Manager for 12 years. Currently, TMH has locations in Hayward, Sacramento, Salinas, Fresno, and is on site at NUMMI in Fremont. All of the facilities are union, except for Fresno. Of TMH's 155 employees, 70 are machinists.

With a territory reaching from Fresno to the Bay Area and up to the Oregon border, TMH was named 'Number One Quality Dealer' and number one in training of technicians. TMH was one of seven dealerships in the nation to get Toyota's President's Award, and the company was just certified as a Value Star dealer.

Training is key to success

"Training is a top priority at TMH," Andres boasts. The company built a special training room at its new Hayward facility, and each month, they bring 10-12 people from the different branches to a three-day training.

Anthony Gonzales has been at TMH for over nine years. "This company spends lots of time and money on training, which is really important. We're con-



TMH president Rich Andres is proud of his business and his employees.



TMH's new facility in Hayward is loaded with equipment at one time.

stantly upgrading our

Technician Steve... the training. "I'm... tech. They send you... as you move up from

Th

After two years... moved to its new... March 27.

"Everything in the... ing the furniture. Th... the company's grow... previous location in... building from scratch... 32 pieces of equipment

Shop steward M... move has been a str... we work together it'

The company ha... Andres took over, a... spent the last three... airplane flies our ad... and we're experime... are our best sales rep... day."

When Andres arri... Company, there wer... 70. Of course, the... keep everyone happ

SHOP TALK: What's the most important benefit of being in a union?



Ken McDonell
Jim Doten Honda
Local 1546

"It's a tough job, and we need to get more time off in our contracts. But we can look forward to a good retirement."



Steve Richards
Toyota Materials
Handling Local 1414

"The benefits are really good, and the job protection is important. As long as you do your job, you'll have a job."



Jeff Sylvia
El Cerrito Honda
Local 1546

"I've been in a union since '72. It's a community. We network between dealerships. If you've got the training, it makes sense to work union."



Mike Matschkowsky
Toyota Materials

"The union looks out for you and tells you what's going on. Other shops treated you like dirt, but that can't happen here."



Nathaniel Courtney
Jim Doten Honda
Local 1546

"Job security is my number one. Then, decent working wages and benefits."



Thon Sea-Lan
Local

"I've got... and that's... tant thing... pay into... ance."

n training—it's all erials Handling



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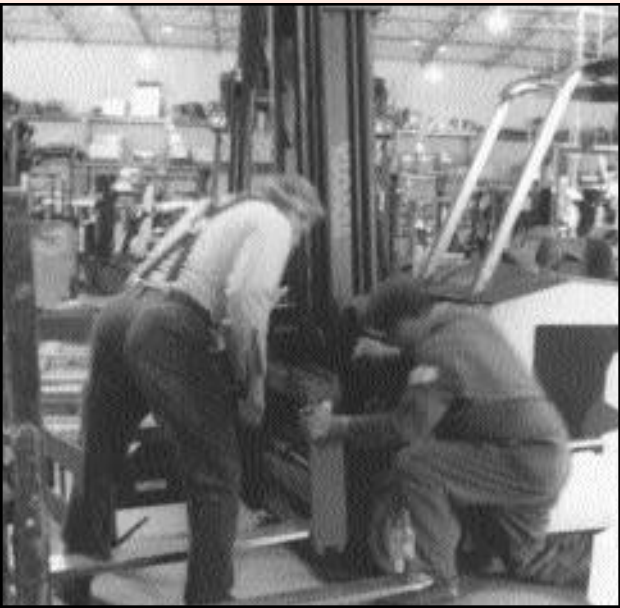
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image.” TMH outgrew its
ard, so Andres built a new
enough room to work on
a time.
amattia admits that the
“like any change. But if
c to our benefit.”
nded tremendously since
at’s no accident. “We’ve
getting our name out. An
Raiders and 49’ers games,
with radio. But, our techs
y service the clients every

TMH, formerly The Perin
14 techs. “Now there are
we get, the harder it is to
we’ve learned that com-

munication is our most important tool.
Mike Matschkowsky agrees. “If you have
any questions, they’re happy to answer
them. It’s pretty open here.”
Andres stresses that the company’s
largest asset is its people. “Techs are hard to
find. Loyalty is also hard to find...but so is
job security. We haven’t had any layoffs in
15 years. And we have a very low level of
attrition. We hire from within. There are
always opportunities for techs to get other
jobs in this company.
“We provide 24-hour service, and back
up what we offer. In return, we recognize
our employees for good work—before their
peers and their spouses.”

My background is service. That’s testa-
ment to the fact that you don’t have to be in sales or
have a family connection.
Andres credits the union for providing structure
and relieving other stresses. “Frankly, some guys
feel they work for the union and forget my name is
on the paycheck. But the union provides the pension
and the medical.”

Louie Marroquin tried for three years to get a job
at TMH “I’ve always liked this company. The people
here help each other out.



Sometimes it takes a team to get the big jobs done.

BENEFITS NEWS

Changes in employer health and welfare contribution rates

Machinists should be aware that employers who pay into both
the CMTA Health and Welfare Active Plan and the Automotive
Industries (AI) Welfare Fund will be paying increased rates,
starting in September. These increases will effect very few
Machinists in their pocketbook on an immediate basis. Howev-
er, down the road, these monthly increases may impact negotia-
tions on future contracts.
Between 1992 and 1996, the CMTA rate had only risen from
\$400 to \$425. CMTA trustees had been able to avoid all cost
increases in 1997, 1998, and 1999.

This year, however, employers who pay into CMTA will have
to pay \$50 more per month per employee to cover the increased
costs associated with the plan. The standard package will rise
from \$430 to \$480 per covered participant each month.

For employers who participate in the AI Welfare Fund, the
Medical Plan will increase by \$55.65 to \$340.90 per month, with
additional increases for dental, orthodontics and vision. The pre-
scription drug plan is actually being reduced by \$6.65 per
month.

Pharmacy benefit changes for Kaiser Permanente users

If you have a supplemental prescription drug benefit with
Kaiser Permanente, your coverage will change in 2001.

Formulary drugs prescribed by dentists will continue to be cov-
ered under the supplemental prescription drug benefit under the
same terms and conditions as before. However, medications pre-
scribed by a non-Kaiser Plan physician—following self-referral—
will no longer be a covered benefit.

Kaiser Permanente maintains that their physicians are familiar
with their drug formulary and have on-line access to members’
prescription profiles. Kaiser doctors work closely with Kaiser
pharmacists and are able to choose the appropriate medications
for your medical condition.

In a recent 12-month period, only about 15% of Kaiser mem-
bers used Kaiser pharmacies to fill prescriptions for non-Plan
physicians. If you are one of that small group, know that Kaiser
will no longer cover your prescriptions from non-Plan physicians.

If you have any questions about this benefit change, you can
call Kaiser Member Services at 1-800-464-4000.

???? QUESTIONS ????
Automotive Industries Pension and Welfare Trust Funds
and Machinist Health Plans — Active and Retiree.
Contact ATPA at 510-836-2484



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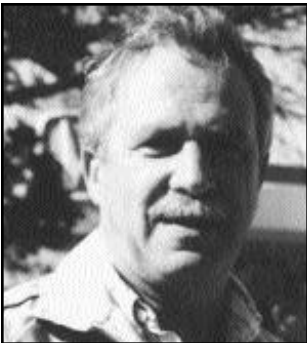
Carlos Munoz
Toyota Materials Handling
Local 1414

“The benefits — especially
retirement.”



Johnny Looney
Unemployed
Local 1546

“You get a decent wage at
a fair rate. My dad’s in
the union—together we
have 30 years. I’ll only
work union.”



Milt Piver
Waste Management
Retired—Local 1546

“Health and welfare, a
pension, wages, working
conditions...It’s all a part of
it and it’s all important.”



Louie Marroquin
Toyota Materials Handling
Local 1414

“They can’t show
favoritism. The company
has to listen better because
you’re part of a group,
not just an individual.”



Amor Aquino
San Leandro
Nissan

“Wages, health care and
retirement — although the
company should be pay-
ing the dues!”

Machinists Local Lodge 1546

Official Notice for Nomination and Election of Lodge Officers and Committee Members for the Term January 1, 2001 to December 31, 2003

Dear Brothers and Sisters:

At our regular meeting on Tuesday, November 7, 2000 at 7:00 p.m.

Nominations will be held for the following positions:

President•Vice President•Recording Secretary•Secretary/Treasurer•Conductor/Sentinel•Executive Board (twelve to be elected)

Trustee (three to be elected)

Audit Committee (three to be elected)

Delegates to Alameda County CLC (8 to be elected)

Delegates to Contra Costa CLC (3 to be elected)

Delegates to California Conference of Machinists (5 to be elected)

Delegates to California Labor Federation (6 to be elected)

Election of Officers

Election of Officers will be held at the first regular meeting in December, which is Tuesday, December 5, 2000. Polls will be open from 10 a.m. to 9:00 p.m. The following election regulations will be observed:

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 physi-

cian, 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.

Qualifications to become a candidate for election

In accordance with Article B, Section 3 of the IAM Constitution the candidate for elective office must be a member of the Local Lodge for at least one year at the time of nomination, free from delinquency of any nature to a Local Lodge, District Lodge or Grand Lodge and working at the trade for a period of six months prior to nomination.

In accordance with Article XIII, Section 3, 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 shall be allowed to vote.

Aerojet layoffs cause IAM to cancel car show

The IAM's second annual classic car show, a benefit for Guide Dogs of America (GDA), has been cancelled. The show, which is a collaboration between businesses and labor unions in the Sacramento area, will be held again next year with a bit of re-structuring.

The Machinists Union (IAM), which founded the GDA, has decided not to hold the event, which was scheduled for the AeroJet facility in Rancho Cordova where the IAM represents over three hundred workers.

The cancellation is in response to an AeroJet announcement to close down a portion of the facility and will result in the layoff of approximately two hundred of the IAM District Lodge 725 members. Aerojet was recently bought by Pratt and Whitney, a known anti-union company. Over the years, IAM members had accepted takeaways precisely to avoid the need for layoffs.

The decision, and it's disregard for the citizens of this community, forces the IAM to remove AeroJet as a co-sponsor of the event. At this late date another suitable site could not be obtained.



You can still support Guide Dogs of America

The Guide Dogs of America, a non-profit charity which gives trained dogs to sight impaired persons free of charge, could use any support that you can provide.

For more information on how you can help:

Call GDA at: 818-362-5834

E-mail them at: gdaguidedogs@earthlink.net

or

Visit their website at: www.guidedogsofamerica.org

Wanted: Business Representative for District Lodge 190

The District is adding a new Business Representative position, and several vacancies will be opening up in the next year. If you're active in your Local and interested in representing IAM members in grievances and contract negotiations, submit your resume ASAP to your Area Director or to:

Directing Business Representative Michael Day

IAM District Lodge 190

7717 Oakport Street

Oakland, CA 94621

Selection is based on the recommendation of the Local Union. Mike Day makes the final selection, subject to confirmation by the District Executive Board and Delegates.

What's the most important benefit of being in a union?



Chris Aguirre
Bayshore International
Local 1546

"Guys to back you up. If you're non-union, it's easy for management to get rid of you. If I have a problem, I can go to my shop steward."



Al Grisso
Sea-Land—Retired
Local 1546

"The pension fund."



Randy Castillo
PMMC
Local 1546

"Being able to raise my family and have a good quality of life doing it. And now I look forward to a good pension."



Howard Parker
PMMC
Local 1546

"A good living wage and the benefits — including a beautiful retirement."



John Costa
Golden Gate Truck Center
Local 1546

"You get an above average return for your labors. And the health insurance for the whole family is very important."

FIDUCIARY LIABILITY INSURANCE

Insist on Union. Demand Ulico.



When it comes time to choose your fiduciary liability insurance, insist on union by demanding Ulico.

Our company was created in 1925 by unions specifically to serve unions.

In the mid-1980's, when the insurance market hardened and no insurance company would write fiduciary liability insurance at any price,

we stepped up, and provided the enormous capital necessary to ensure that trustees had this critical coverage.

Ulico
Ulico Insurance Group
Ulico Casualty • Ulico Casualty • Ulico Indemnity

We were there for you then. We're here for you now. Call us toll free for referral to a broker near you.

Michael R. Machanich, *President*
Charles Bertucio, *Director of Marketing*

49 Stevenson Street, Suite 600 • San Francisco, CA 94105
888-315-3352

Contract negotiations abound

continued from page 3

Standing up at Veriflo

Local 1584 members employed at Veriflo ratified a new 5-year agreement by a vote of 130 to 9.

The agreement calls for wage increases ranging from 3 to 5% each year and improvements in the leadman's rate, bereavement and sick leave, increased vacation and shift premium pay, the Machinists 401K plan and contribution increases of 40¢/hour to the IAM National Pension fund.

The company also agreed to a

health and welfare cap of \$675 per month per employee to stave off employee co-pays. They also eliminated the random testing drug program.

"Overall this is a great contract for our members," said Administrative Assistant Herman Howell. "Many thanks to Business Representative Chris Rasmussen and to the rank and file negotiating committee, Justin Sindicich, Mike Boardman, William Venegos, Jeremy Frye and Randall Wong, who did a stand-up job."

ATPA

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.

What's the most important benefit of being in a union?



Juan Gonzalez
PMMC
Local 1546

"Retirement is the best thing. Health and welfare and good hourly pay are the next best things."



Bud Beal
Peterbilt Motors—Retired
Local 1546

"Benefits in general. Non-union will pay good wages but their benefits are non-existent. My union dues were the best investment I ever made."



Mike Zamattia
Toyota Materials Handling
Local 1414

"Solidarity. The union is a group of people working together as professionals. After seeing the IAM headquarters, I take pride in where our money goes."



Lionel Dyer
Albertsons Stores
Local 1546

"Number one: Health and Welfare for families. And without a doubt, job security and to be treated fairly."



Anthony Gonzalez
Toyota Materials Handling
Local 1414

"Job security. Even though this company is easy-going, and provides training and upgrades, it's important to know that I have the union behind me."



Why team spirit is good for what ails you.

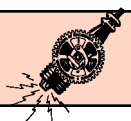
Medicine is complex. No single doctor is a master of every aspect of medical science. Which is why at Kaiser Permanente, doctors and patients work together with teams of specialists, nurses, and other top professionals. By combining

we are able to offer more comprehensive care.

And just knowing that makes our members feel better.

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FROM THE OTHER SIDE

You can't say he's not Blunt



Business is good at Blunt's shop in Petaluma

"We were union when we started on October 30, 1960, and this has been a union shop ever since," says Tom Blunt.

Blunt's Garage in Petaluma was initially started by two brothers, Tom and Dale. Dale had been a union mechanic and wanted to open his own union shop. But when he went into the business, he had to leave the union.

"I've been an advocate for the union for 40 years," says Blunt. "My father was in another trade without a union, and I could see what a problem it was when we had to start dealing with his health care."

Blunt is, well, blunt. "Tom [Brandon, Local 1596 Business Representative] is a tough negotiator but we get along. Hey, I'm a nice guy as long as I'm in the union. But if the union goes, I may not be such a nice guy."

Blunt's is a family business. "My son manages the shop, my daughter is in the office, my wife is office manager, my grandson is a mechanic, and my great grandson—at 9 years old—is pumping gas."

And of course there are four union technicians at Blunt's,

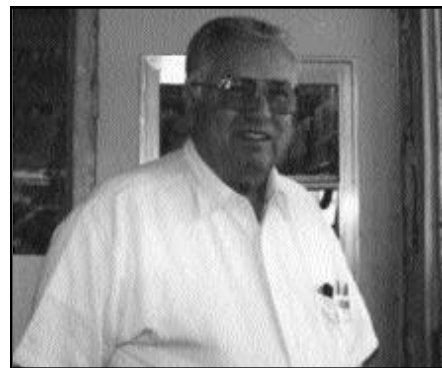
"I've been here for 32 years," says Local 1596 member Steve

Watts. "It pays the bills; it's been pretty good. Everything is computerized now. We get sent to training."

"Frankly, I don't think these young guys understand what the union does for them," he says.

Richard Consani has been at Blunt's for eight years. "It's a good shop. I get to work on anything—from Cadillacs to Mercedes."

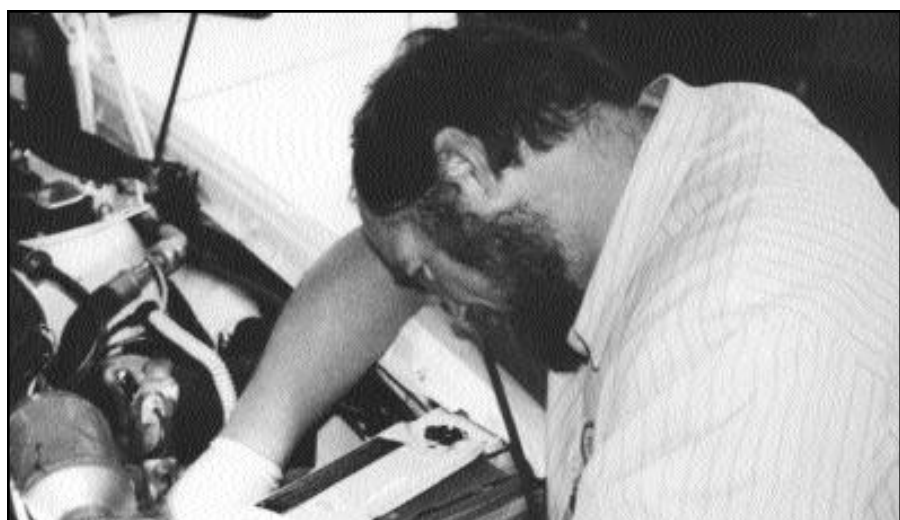
"As for me, the problem is that the union used to have some advantage," says Blunt. "But now they can't get us techs. New members aren't being brought in and trained, without apprenticeship. It's a problem for a small shop like mine. The union is failing in helping a shop train new members. And it's not all the union's fault, because the State



Tom Blunt has been a union advocate for 40 years.

Department of Apprenticeship Standards pulled back."

Steven Trumbo has been at Blunt's for 22 years. "I've seen a lot of folks come and go. The good thing about working here is going home at five o'clock every day."



Richard Consani focuses on getting a job done