

The IAM District 190 Sparkplug



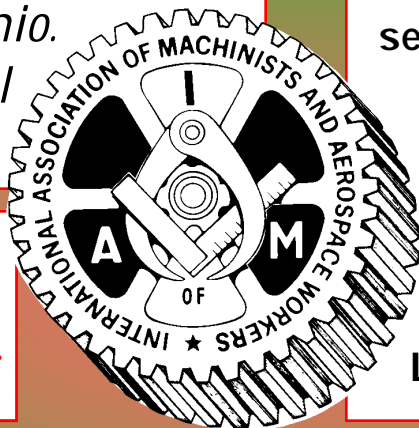
VOL. 2, NO. 1

December 1999/January 2000

Serving the Active and Retired Members of IAM District Lodge 190

Felices dias de fiesta y los mejores deseos para el nuevo milenio. Les desea el personal del Distrito Lodge 190.

Happy holidays and best wishes for a fabulous new millenium from the staff of District Lodge 190.



Boas festas e que seus desejos se realizen no novo milenio, dos funcionarios do District Lodge 190.

Nhân dịp ngày lễ Kỷ niệm một Kỳ nguyên mỗi, tất cả nhân viên văn phòng của District Lodge 190 mến chúc tất cả các bạn những lời tốt đẹp nhất.

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NLRB slams Royal Motors and German Motors

Orders payment of \$5-8 million in back wages and benefits

Royal Motors and German Motors have been ordered by the National Labor Relations Board to pay out five to eight million dollars to workers they had illegally locked out in 1989. The exact dollar amount of back wages, health and welfare and pension contributions is yet to be determined.

Back in the late eighties, San Francisco Machinists took several hits, with several shops getting decertified or re-opening non-union. In 1989, three shops, Royal Motors, German Motors and San Francisco Honda locked out their unions including IAM Local 1414 and Teamsters and Painters Locals. The unions filed Unfair Labor Practice charges at the NLRB and then waited.

The first decision came down in 1993 and it was split: the union won at San Francisco Honda, but the employers were favored at German and Royal Motors. The union appealed in 1994.



Giddy-up Golden Gate

Golden Gate Transit placed first in the Detroit Diesel Division among 50 maintenance teams at the Orlando Bus Rodeo in October. Left to Right: Mark Jayne, Keith Nunn, Nabil Baky and Howard Deguara.

See *Golden Gate Transit* — page 4-5.

“We were in the right”

“We knew we were in the right,” says attorney David Rosenfeld. “We claimed that the lock-out would not relieve the employers of responsibility to pay union wages and benefits, and that the employers illegally instituted their own terms of wages, benefits and working conditions.”

“Even though it may take a long time for justice, maybe in our lifetime employers who exploit their workers will have to pay the price.”

“Over the past five years, we’ve sent several letters to these employers offering to settle, warning them that the tab would be large. We’ve been proven correct. . . again.”

According to some estimates, the employers may have to pay upwards of \$7 million - an average of \$74,000 for about 100 people. This includes an estimated \$50,000 in payments to the Health and Welfare funds for each employee, and pension contributions of about \$24,000 per person. These, however, are estimates; the employers will have to pay actuaries to figure out the exact numbers.

None of the original IAM members are still working at either location, but they would no doubt have the right to go back as part of the settlement agreement.

“The best part of the whole thing is that even though it may take a long time for justice, maybe in our lifetime employers who exploit their workers will have to pay the price,” says Local 1414 Business Representative Chuck Netherby.

It’s not quite over

Not surprisingly, German Motors and Royal Motors have appealed this NLRB order to the Circuit Court in Washington, D.C. That court should take about a year to make its ruling.

“When we win that decision, then the next appeal can only be to the Supreme Court, and it’s unlikely they would hear the case,” says attorney Rosenfeld. “Our door is open, if they want to try to settle. But when they come in, they’ll have to kiss our a--.”

“These employers got what they deserved,” says Netherby. “We’ve got many dealerships in San Francisco that negotiated good benefits for their employees all these years. They’ve been profitable, and now, they don’t have to worry about closing their doors because of greed.”

Watch *The Sparkplug* for the final court ruling.



IAM District Lodge 190
7717 Oakport Street
Oakland, CA 94621

Periodicals
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at Oakland, CA

CALENDAR

Local 801

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

Membership Meeting

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

All meetings held at the Carpenters' Hall, in Reno

Dec. 23 • January 20 • February 17

Local 1101

1150 So. Bascom # 23 San Jose, CA95128

Executive Board Meeting

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

Dec. 2 • January 6 • February 3

Stewards Meeting

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

Dec. 2 • January 6 • February 3

General Membership Meeting

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

Local 1173

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

Dec. 9 • January 13 • February 10

Membership/Shop Stewards Mtg.

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

Dec. 23 • January 20 • February 17

Executive Board Meeting

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

Dec. 9 • January 13 • February 10

Retirees Club Meeting

First Wednesday of each month at

Local 1414

150 South Blvd., San Mateo, CA94402

10:00 a.m.

Dec. 1 • January 5 • February 2

Shop Stewards Meeting

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

Dec. 2 • January 6 • February 3

Executive Board Meeting

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

Dec. 9 • January 13 • February 10

General Membership Meeting

Third Thursday of each month at

Local 1528

713 16th Street, Modesto, CA 95354

6:30 p.m.

Dec. 23 • January 20 • February 17

Executive Board Meeting

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

Dec. 1 • January 5 • February 2

General Membership Meeting

First Wednesday of each month at

Local 1546

10260 MacArthur Blvd., Oakland, CA94621

7:00 p.m.

Dec. 1 • January 5 • February 2

General Membership Meeting

First Tuesday of each month at

7:00 p.m.

Dec. 7 • January 4 • February 1

Local 1546 (cont.)

Shop Stewards Meeting

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

Dec. 7 • January 4 • February 1

Executive Board Meeting

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

Dec. 2 • Dec. 30 • January 27

Senior's Luncheon

First Wednesday of each month at 12 noon

Dec. 1 • January 5 • February 2

Local 1584

8130 Baldwin Street, Oakland, CA 94621

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

Membership Meeting

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

Dec. 23 • January 20 • February 17

Executive Board Meeting

Preceding Monday at 7 p.m.

Dec. 13 • January 17 • February 14

Retirees Club

First Tuesday of each month at

Local 1596

4210 Petaluma Blvd. No., Petaluma, CA 94952

12:30 p.m.

Dec. 7 • January 4 • February 1

Executive Board Meeting

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

Dec. 21 • January 18 • February 15

General Membership Meeting

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

Dec. 21 • January 18 • February 15

All meetings held at Lucchesi

Local 2182

967 Venture Court, Sacramento, CA95825

Community Center: 320 North McDowell Blvd., Petaluma

Executive Board Meeting

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

Dec. 14 • January 11 • February 8

General Membership Meeting

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

Dec. 14 • January 11 • February 8

Retirees Club - VISTA CLUB

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



POLITICAL CLOUT

AFL-CIO cranks up for 2000—seeks union members to run for office

California unions are setting the pace for organizing new members, challenging legislators to stand up for working families, and holding elected officials accountable for their promises and their actions. However, right-wing and anti-union forces stand ready to capitalize

if labor fails to move forward. The stakes are higher in the coming election because of our past success.

In gearing up for the 2000 primary and general elections, the California Labor Federation has analyzed districts and prepared an aggressive, member-based campaign that will win elections and build power for working people in California.

The Labor Federation's 10-5-1 Program for California Labor 2000 calls for the commitment and mobilization of all labor resources in the state to meet these numerical goals:

- Increase union voter registration by 10%
- Increase union voter turnout by 5%
- Mobilize 1% of union members in

significant campaign activity

Local unions can make the difference in registering members and recruiting work-site leaders to communicate with members and support field campaigns through phone banks and precinct walks.

For more information, contact the Federation's political organizer in your region.

2000 in 2000

If you want a job done right, do it yourself. That's the spirit behind 2000 in 2000, the AFL-CIO's ambitious drive to place 2,000 union members on the ballot in 2000.

Campaigning for local planning commission, school board, State Senate or Assembly, provides union members with an opportunity to spread the word about issues that affect working families. Winning office means an opportunity to provide leadership that understands workers' issues and respects union organizing.

In California, 78 union members have already won office.

Tribute to a labor giant

The labor movement lost a hero on Tuesday, October 25, with the death of attorney Victor Van Bourg.

"He was one of the best-known and most effective labor attorneys in the U.S. and a champion of the working class," says Mike Day, Directing Business Representative of District Lodge 190.

Van Bourg was known to be a brilliant strategist and tactician on behalf of working men and women. His client list included international unions, district councils and dozens of locals.

"If you don't fight, you can't win," was the motto that his son



Andrew attributed to him.

Van Bourg served as general counsel to the California Federation of Labor for eight years, where he won several landmark cases. He left to establish his own firm, which grew to become Van Bourg,

Weinberg, Roger & Rosenfeld, the biggest labor-side law firm in the country.

AFL-CIO president John Sweeney called Van Bourg "a world heavyweight champion, a great lawyer and a great fighter."

District Lodge 190 is proud of its long association with the Van Bourg law firm.



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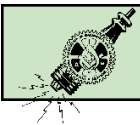
The Sparkplug is the official publication of District Lodge 190 and its affiliated local lodges and notification of any meeting or election in this paper shall constitute official notice per Article B, Section 4 of the IAMAW Constitution and Articles V and VII of District Lodge 190 By-Laws.

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IAM District Lodge 190
7717 Oakport Street
Oakland, CA 94621



Beagle & Bleiweiss Communications
Debra Chaplan, Managing Editor



AROUND THE LOCALS

Organizing Round-up

Chico mechanics join 2182

On November 5th, 7 mechanics at ATC-Vancom in Chico voted to join Local 2182. These new members maintain the busses and paratransit vans for Butte County.

"This is a big national company and they brought in some big guns from St. Louis," explained organizer Joe Coy. "But mostly all they did was put out a shopping cart full of groceries, and tell workers that this was worth what they'd be paying in union dues. These guys were really abused by the employer, so they weren't going to be fooled," Coy said.

"After the election, the company said it would give the groceries to the homeless. Several workers



John Bohatch and Jerry Peck from ATC-Vancom show off the company's "first-ever charitable donation."

Local 1546 takes to the streets in San Leandro



Pickets have graced the sidewalk in front of San Leandro Honda for more than two months. It may be hurting business, but this company seems determined not to hire Local 1546 members.

snickered that this was the first time the company did anything good for the community."

A different type of car, but not a different type of employer

District Lodge 190 has finally cracked the Saturn barrier by organizing the mechanics at Saturn of Marin.

"They used all the old tactics to try to foil our effort," said organizer Jesse Juarez, "such as including other dealerships, holding captive audience meetings, suddenly giving employees raises and more vacation benefits, sponsoring barbecues, and more."

With all that, the mechanics still voted six to one to join Local 1414. Negotiations are currently in process.

Money can't always buy an election

The mechanics at Woodard Chevrolet voted 14-1 to join Local

1173 even though their employer spend more than \$30,000 to defeat the union. The key was focusing on economic issues, such as pension and health care.

Woodard tried to make the IAM out to be evil outsiders. Their high-priced attorney, Ned Fine, held a full-court NLRB hearing, but rather than intimidating the employees, his tactics only served to mobilize them. Negotiations are under way now.

Something about Gary

Twenty-eight workers at Gary Steel, a distribution facility and service center in Oakland, voted 17-0 for representation by Local 1584.

Some workers had waited more than five years for a wage increase. They wore buttons throughout the campaign, held weekly organizing meetings and faced away from their boss during a captive audience meeting.

Maersk gobbles up Sea-Land

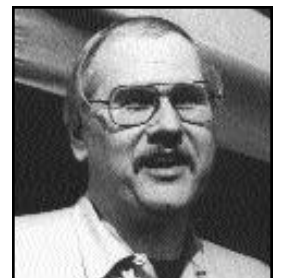
Meetings between District Lodge 190 and the attorneys for Maersk have been in progress since September, when that company bought out Sea-Land's assets. The issue: keeping jobs and a good contract for IAM members coast-wide who have been working at Sea-Land. Watch the next issue of *The Sparkplug* for details of the settlement.

First contract at Anthony Buick-Pontiac-GMC

After eight months of often difficult negotiations, the six mechanics at Anthony GMC in Fairfield finally have a first contract.

According to Local 1173's Vern Dutton, "the three-year contract calls for everyone getting a raise and the AI pension immediately." Then they'll get \$2.05 in raises over the next two years, as well as more holidays and vacation pay. "The Health & Welfare is a company plan now, but we got them to match the AI benefits," Dutton added.

"This is the first contract in the Fairfield/Vacaville area in 30 years," said Dutton. "It's not perfect, but it's definitely a big step."



Greg Kucinski, foreman, was key in bringing the union to Anthony GMC.

Refusing to Bargain

The mechanics at Country Ford/Truck in Ceres voted for union representation last July, but unfortunately their will has been stymied. To date, the employer is refusing to bargain. The union is doing everything it can to get negotiations rolling.

Contracts settled

The 15 machinists at Sardee in Stockton just got a new contract with Local 1528, and Stockton Auto Glass also settled their contract with Local 2182. These contracts have been ratified and all's well.

Loomis Fargo wants all the coins

Loomis Fargo, a coin and currency transfer operation, has been union for more than 40 years. Four mechanics in their San Jose and San Francisco facilities work to keep a large fleet of vintage trucks on the road. But when the current contract with the new Texas-based owners expired, the members took a hard look at their contract. They saw that their wages were significantly below industry standards and the proposed health care cap meant increased costs. They said "enough is enough" and took a strike sanction vote. Watch *The Sparkplug* to see if this coin company starts sharing the currency.

Lasher saga continues

Local 2182 has kept pickets at Lasher Volkswagen/Dodge/Audi/Acura/Isuzu in Sacramento every day since April. After being under contract for more than 35 years, the company suddenly called for an "open shop."

Mechanics at Lasher have continued to work but "there's been no bargaining and no movement," says Area Director Jim Beno. The union brought the company up on charges of Unfair Labor Practices. An NLRB trial is scheduled for January 10.

Local 1173's Shop Steward of the Year



From L to R: Organizer Jesse Juarez, Business Representative Vern Dutton, Shop Steward Bill Perreira and Area Director Nick Antone at ceremony.

On September 25, more than 80 people attended Local Lodge 1173's Shop Steward Appreciation Luncheon Cruise on beautiful San Francisco Bay.

"The Stewards are the heart of the union," said Area Director Nick Antone. "You put yourselves out for the Union and its members — every day, every shift. This is the least the union can do to say thanks."

The highlight of the afternoon was the presentation of the Annual Terry L. Spitzer Shop Steward of the Year Award. This year's recipient is Bill Perreira, Shop Steward at Antioch Toyota in Antioch.

Brother Perreira was surprised by the award, but was certainly deserving of it. He's been a member of Local 1173 for over 20 years, and has served as a steward for several

years. He was elected to the Executive Board in January 1999.

In addition to his plaque, Brother Perreira also received an IAM Convention 2000 Jacket recognizing his commitment to the union and hard work on behalf of the members at Antioch Toyota.

Nick Antone and Business Representative Vern Dutton then presented Certificates of Appreciation to each Shop Steward.

With the bluesy sound of The Meatbees in the background, Shop Stewards and guests danced, conversed and enjoyed the scenery from the San Francisco coastline to the Alameda Estuary. Many thanks to the Treasure Island Commodore and its top-notch staff.

—By Jan Svoboda



SHOP ALERT

Hexane investigation continues



Help from mechanics still needed

The investigation into hexane exposures in the auto repair industry is continuing. (For more details, see the April-May issue of *The Sparkplug*.)

The Department of Health Services, together with the IAM, UC Berkeley and UC San Francisco, has conducted initial medical tests, urine sampling and air monitoring in preparation for a larger study.

The results from these tests have yet to be fully analyzed but the researchers are now looking for a site where both the union membership and management will participate in a larger study.

Researchers need a site

"By participating in the project, IAM members and management have an opportunity to learn more about exposures in the work place and to contribute to the health protection of mechanics across California," says Mike Wilson, a researcher with the Health Department and the UC Berkeley School of Public Health.

What you can do

The group is asking IAM members to do the following:

- 1) Look at the spray degreaser you use. If one of the ingredients includes hexane, call Mike Wilson at 510-622-4304.
- 2) Mike will want to know if the members at your shop would be willing to wear air sampling pumps for a shift and participate in a medical screening. He'll also want to know if management will cooperate in the project.
- 3) Mike and one of the physicians working on the project can come to your worksite or to the union hall to answer questions.

Call Mike Wilson at the State Health Department's Occupational Health Unit:
510-622-4304

if you currently use n-Hexane and would like to get involved with the project.

At Golden Gate Transit they everything but the light bulbs



"We can track every major part on every bus and know the life expectancy for true preventative maintenance."

Gene Walker
Chief Mechanic



"We have exceptional mechanics trained on the theory of operations; they troubleshoot problems, not just change parts."

George DeStefano
Chief Mechanic



"These micromachinists here instead of \$20 has this size."



Keith Nunn
Electrician



Kvon Arya
Fare box room



Tom Hawkins
Building maintenance

"Our rebuilt units last longer than r

Thirty years ago, Golden Gate Transit ran the Sausalito Ferry and four feeder buses. One mechanic took care of it all.

Today, 261 buses operate daily across Marin County into San Francisco and Richmond, and up to Santa Rosa. Sixty-five IAM members work in the maintenance division and are responsible for supplying parts, maintenance, fueling, cleaning and servicing the bus fleet 24 hours a day, 7 days a week.

More than 32,000 people ride the buses each week for a total of 323,526 trips a year. In the last fiscal year, the buses averaged 24,000 miles between road calls, and that could be for anything from a broken mirror to major break-down.

65 Machinists keep it humming

Local 1414 members work at Golden Gate Transit as mechanics, machinists, storekeepers, body/fender repair, painters, trimmers, welders, and electronic technicians. They work in the bus, bridge and ferry divisions.

"They don't blow their own glass or vulcanize the tires, but the mechanics here re-build just

about everything else, ness Representative Cl

"We only employ who have tool and d make the tools and p everything on the b Maintenance Manager out a lot of their work, units last longer than r

Preventative m

"Golden Gate want on the road. We do co tenance and we are our tion. Many of our fixe into the manufacturing

"Our people are ver mechanic Jim Rudell. la, a retired mechanic box,' which enables the without a tow even if ti

"I think everyone w we can be proud to say because of the good w



SHOP TALK: How can the union improve communications with it's members



Aurea Dorrington
Listo Pencil
Local 1584—Alameda

"It's always interesting to see what other people are doing in the union. It would be a good idea if the union had a web site."



Ken Howe
Van Bebber Bros.
Local 1596—Petaluma

"I'm not on the web, but I want to check out the pension page — before and after Y2K hits — to make sure my money is still there."



Janice Kwan
Listo Pencil
Local 1584—Alameda

"I would like to see the union provide some information in Cantonese."



Lee Roach
Stero Dishwasher
Local 1596—Petaluma

"A website would be a good additional line of communication. I enjoy seeing other businesses in the union that I wouldn't otherwise know of."



Steve Tamburrino
Listo Pencil
Local 1584—Alameda

"I look forward to getting The Sparkplug and definitely read it, but a web site would be a great idea."



Amelia
AMA
Local 1596

"The Sparkplug is a great job. I like seeing the articles in English, so

build



were made by
e spent \$150
nd nobody else
Jim Rudell
Chief Mechanic



"The work we do here is better qual-
ity, more cost effective and it lasts."
Dwight Goff, Maintenance Manager
from inside a vintage 1971 bus



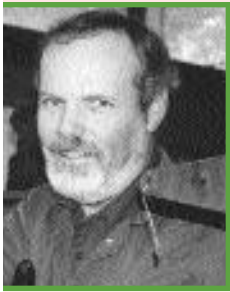
"Training is very important here, espe-
cially because we use state-of-the-art
electronic equipment."
Howard Deguara
Trainer



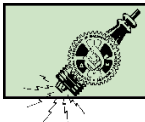
Jimmy Chan
Transmissions



John Harper
Fixes any vehicle that's not a bus



Bottom L to R: Andy Damato,
body tech; Pete Verescak and
Nabil Baky, small parts; Ron
Krudop, Power-plant assembly



BENEFITS NEWS

Internal Revenue Code §415 and Retirement: As benefits increase, limits kick in

Following is important information for all participants in the Automotive Industries Pension Plan and IARP plan. As retirement benefits have increased over the past several years, more members have started to approach financial limitations. This law regulates how much pension benefit you can receive. This information is provided by Segal and Co., pension consultants.

How does IRC §415 affect my retirement benefits?

Internal Revenue Code Section 415 (IRC §415) limits the benefits you can receive from the Automotive Industries (AI) Pension Plan and the amounts that can be contributed to the AI Individual Account Retirement Plan.

IRC §415 limits the dollar amount you can receive in a year from the Pension Plan to the lesser of:

- a fixed dollar limit set by the government (\$130,000 for 1999 and \$135,000 for 2000), adjusted for each year that you are younger or older than Social Security Retirement Age at retirement, OR
- a dollar amount equal to the average of your three highest consecutive years of compensation while a Participant in the Pension Plan.

These limitations apply to your total combined benefits from this Pension Plan and all single-employer defined benefit plans (before 2000, all single-employer defined benefit and defined contribution plans) that you participate in with the same employer.

IRC §415 also limits the amount of contributions that can be paid into the Individual Account Retirement Plan (IARP). Currently the total contributions paid annually into the IARP cannot exceed the lesser of \$30,000 or 25% of your compensation.

What's the difference between the Fixed Dollar Limit and the Three-Year Average Compensation?

The Fixed Dollar Limit is subject to adjustment depending on your age at retirement and your Social Security Retirement Age. Your Social Security Retirement Age is 65 if you were born before 1938, 66 if you were born on or after January 1, 1938 and before January 1, 1955, and 67 if you were born on or after January 1, 1955. For Example, if you retire on a Service Pension in 1999 at age 52, your Fixed Dollar Limit would be \$47,099.

The three-year average compensation limit is based on 100% of your average compensation for three consecutive years in which your pay was the highest.

Both the Fixed Dollar Limit and the three-year average compensation limit are subject to further adjustment for some payment forms.

When you retire, you will be asked to provide copies of your three highest consecutive years of compensation during your employment under the Pension Plan. Therefore, it is very important that you retain your W-2 earnings information.

What can be done to reduce or eliminate the impact of IRC §415 benefit limitations?

- Electing the joint and survivor annuity may help a married participant avoid exceeding the IRC §415 limitations since the amount of the monthly benefits under this form of payment are lower (because the payments are spread over two lifetimes instead of one and the IRC §415 limitations are not reduced for this payment form.
- Employer-by-Employer testing is an alternative form of testing, which is performed when the aggregate method of testing (all employers treated as one employer) limits the annual pension benefit amount under IRC §415. Under this method of testing and provided you have worked for more than one employer during your entire employment under the Pension Plan, your retirement benefits with each employer are tested separately.
- In part, to address the problems resulting from IRC §415, the Board of Trustees established the Automotive Industries Individual Account Retirement Plan (IARP), a multi-employer defined contribution plan which is not subject to combined testing with the Pension Plan, providing you with an additional yet separate benefit at retirement.

You may chose to have your entire IARP account transferred to the Pension Plan at retirement if the benefits resulting from this transfer do not exceed the IRC §415 benefit limitations.

The preceding is intended to provide a brief summary of IRC §415 and is not intended to address all relevant provisions of the Internal Revenue Code and Regulations.

A web site? Improvements in The Sparkplug?



Ajalva
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Bonnie Edwards
Listo Pencil
Local 1584—Alameda

"It's interesting to see the
different kinds of work
that people do, but I'd
really like to learn more
about our pension."



Lonny Kinman
Van Bebber Bros.
Local 1596—Petaluma

"The Sparkplug answers
questions about other
places, but not about
what's going on here."



Cheryl Dorsey
Listo Pencil
Local 1584—Alameda

"As an activist, I keep well
informed. I do surf the
web, but there's so much
out there, I can't say that
I'd focus on the union site."



Scott Piehoff
Stero Dishwasher
Local 1596—Petaluma

"The Sparkplug does a
good job. I'm not on the
web, but I think a website
would be a good idea."



Melissa Brum
Listo Pencil
Local 1584—Alameda

"I flip through The Sparkplug
and sometimes I read it if
something catches my eye.
The paper is fine as it is."



Jim Lemire
Body Shop Foreman
"I've been here nearly 20 years. The body shop is still very busy, we need more help, but they try to skimp by."



Chris Quillen
Mechanic
"We get the kinds of benefits that you can't get at dealerships."

Up around the bay

The buzz at Benicia Industries

Down under the Benicia Bridge is Benicia Industries, a once-bustling depot for receiving foreign car imports. Thousands of cars still come through though, keeping the mechanic and body repair technicians plenty busy.

Unfortunately, things slowed down when the company lost its Mazda account a few years ago. According to Local 1173 Business Representative Vern Dutton, "their new contract includes some solid increases and we'd have liked to get these workers even more, but it reflects the state of the business here."



Left to Right: **Willie Buntas** and **George Aguilar**.
"Business is booming, especially with new models coming in. This is the best body shop, but don't tell anybody because they'll want to come here."

Making it work in Martinez

Martinez Auto Body's owner Gary Hernandez is trying to find the balance between making a living and treating people fairly. "The key is getting people to work *with* you, and not *for* you. If everyone's on board, it's a better balance," Hernandez says.



Owner **Gary Hernandez** writes an estimate

This has been an independent union shop for 24 years, but the contract was based on the New Car Dealer contract. "As dealers got out of the body repair business because it wasn't profitable, my competition was other independents. But they weren't unionized, so my costs were much higher."

"The union's goal is to keep the shops open and union," says Local 1173's Dutton. "We came to this contract negotiation with a non-adversarial attitude. . . how can we make this work together?"

"When I go to the Chamber of Commerce and say that I run a union shop, they all turn to me and say 'I'm sorry.' But I'm getting quality work in having union techs here. We're always in the top 5% of the Dupont Assurance of Quality list. Being union is not just about dollars and cents, it's about quality workmanship."



From Top: Martinez Auto Body's **Bill Ortez**, **Ralph Prieto**, **Miguel Orona**

*Quality Dentistry
you can trust.
Quality Dentistry
you can afford.*

We offer:

- ♦ The latest technologies for your family's safety and comfort;
- ♦ Small offices with incredibly friendly, attentive staffs;
- ♦ Full service dentistry;
- ♦ Dr. Russell and Dr. Sargent are the only doctors you will see!
- ♦ Some Saturdays or late afternoons available.

Give us a call today and let us WOW you!

**Two convenient
locations to
serve you:**

Steven Russell, DDS
93 Moraga Way, St. 201
Orinda, CA 94563
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District wins two IAM honors

Sparkplug named top district newspaper

In its first year as a district-wide newspaper, *The Sparkplug* won international honors for general excellence.

"The top performers we have chosen are—in our considered opinion—stellar examples of the creativity, passion, dedication and diligence that are all so essential for the continued health and progression of the American labor movement," said the judges' statement.

In giving *The Sparkplug* first place standing, the judges noted: "a very sharp appearance, headlines, typeface and artwork are woven together very nicely. Most impressive. Lots of members names, faces

and opinions — an essential feature in getting the reader to turn pages and stay tuned."

District 751's *Aero Mechanic* and District 250's *Northwest News* took second and third place, respectively.

Spirit of Union Building

At a recent Western Territory staff meeting held in Albuquerque, District Lodge 190 was presented with the *Spirit of Union Building Award* from Vice President Lee Pearson. This award recognizes the District's "dedication and commitment to organizing and Convention 2000 fundraising activities." The IAM's international convention is slated to be held in September, 2000 in San Francisco.

SHOP TALK: How can the union improve communication with members?



Lupe Luna
Listo Pencil
Local 1584—Alameda

"I'm new to the union so I haven't started getting the newspaper yet. But I look forward to it to learn more about the union."



John Potter
Stero Dishwasher
Local 1596—Petaluma

"I'm more interested in specific problems in my shop than in broader issues. Don't know if a web site can be that closely focused."



Maureen Brown
Listo Pencil
Local 1584—Alameda

"I'd like to see *The Sparkplug* updated—in a more appealing style—to attract a younger crowd. Also, it should include more personal stories."



Leo Ferrari
AMAC Plastics
Local 1596—Petaluma

"I do surf the web and think it would be a good idea for the union to have a web site. I especially want more info about the retirement plan."



Sandra Scarborough
Listo Pencil
Local 1584—Alameda

"I haven't started getting the paper yet. . . but I look forward to it!"

Disney's Magic Kingdom Club changes enrollment procedures

Members going to Disneyland or Walt Disney World used to be able to drop by their Union Hall on their way out of town and pick up a Magic Kingdom Club Discount Card and membership materials on the spot. The procedure has changed and you can no longer do this!

New application procedure

Starting January 1, 2000, members must mail an Enrollment Form directly to The Magic Kingdom Club in order to request enrollment in the Club. Once you officially enroll in the club, they will mail you a personalized Magic Kingdom Club Discount Card with your name and membership number imprinted on the front, as well as Club/Discount materials, such as the 2000 Membership Guide. This process takes 2-3 weeks after they receive your application.

If you currently have a paper Discount



Card, it will be honored through December 31, 1999 only. Starting January 1, 2000, you will not be eligible for Club benefits listed in the 2000 Membership Guide without submitting an enrollment form and receiving a new Membership Card.

To assist you in re-enrolling by January 1, 2000, contact your Local Lodge for a new Club Enrollment Form. Once you receive it, complete the form and mail it to Walt Disney's Magic Kingdom Club. Don't forget to affix a first-class postage stamp to the front of the Application form prior to mailing. Important: photocopies of the enrollment form application will not be accepted. You must complete and mail an original enrollment form.

•• Please allow sufficient time to receive your new materials. ••

Local Lodge 1101 Special Order of Business Notice

The December 9, 1999 General Membership meeting will have a special order of business for the purpose of voting the allocation of health & welfare and pension contribution increases for members employed at the shops under the Silicon Valley Auto Dealers Association.

Local Lodge 2182 Official By-Laws Change Notice

There will be a second reading of proposed changes to Local Lodge 2182's By-laws at the December 14, 1999 Regular Union meeting. Following the reading of the proposed changes, the By-laws Committee recommendations will be reported and a secret ballot vote will be conducted on the proposed changes. The December 14, 1999 meeting will be held at 7:00 p.m. at the Machinists & Mechanics Lodge No. 2182 Union Hall located at 967 Venture Court, Sacramento, CA. Proposals have been submitted to modify the following By-laws sections: ARTICLE XI: FUNDS Section 3: Defense Fund: Intent to expand use of defense fund monies to support defensive activities such as paid picketing.

Roy Schafer, Recording Secretary, Local Lodge 2182

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10. Owner (Do not leave blank. If the publication is owned by a corporation, give the name and address of the corporation immediately followed by the names and addresses of all stockholders owning or holding 1 percent or more of the total amount of stock. If not owned by a corporation, give the names and addresses of the individual owners. If owned by a partnership or other unincorporated firm, give its name and address as well as those of each individual owner. If the publication is published by a corporation or other organization, give its name and address.)		
Full Name International Association of Machinists District Lodge 190		Complete Mailing Address 7717 Oakper Street, Oakland, CA 94621
11. Known Bondholders, Mortgagees, and Other Security Holders Owning or Holding 1 Percent or More of Total Amount of Bonds, Mortgages, or Other Securities. If none, check box: <input checked="" type="checkbox"/> None		
Full Name		Complete Mailing Address
12. Tax Status (For completion by nonprofit organizations authorized to mail at nonprofit rates) (Check one) <input type="checkbox"/> The purpose, function, and nonprofit status of this organization and the exempt status for federal income tax purposes: <input type="checkbox"/> Has Not Changed During Preceding 12 Months <input type="checkbox"/> Has Changed During Preceding 12 Months (Publisher must submit explanation of change with this statement)		
PS Form 3826, September 1998 (See instructions on Reverse)		
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(1) Paid/Requested Outside-County Mail Subscriptions (Based on Form 3541. Include advertiser's proof and exchange copies)		7,042
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(4) Other Classes Mailed Through the USPS		0
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Total Free Distribution (Sum of 15c and 15d)		765
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17. Signature and Title of Editor, Publisher, Business Manager, or Owner Denny Beagle editor 12/1/99		
I certify that all information furnished on this form is true and complete. I understand that anyone who furnishes false or misleading information on this form or who omits material or information requested on the form may be subject to criminal sanctions (including, but not limited to, fines and imprisonment).		

Moving? Let your local union know!

Your local union needs your correct address to ensure that you receive important information — 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.)

SHOP TALK: How can the union improve communication with members?



Matt Bruce
Van Bebbler Bros.
Local 1596—Petaluma

"I like The Sparkplug because it lets me know what's going on in the union."



Gerry Baca
Listo Pencil
Local 1584—Alameda

"The articles prove that many people are happier with a union, but I've never seen any local pictures. . . until now!"



Paul Moore
Van Bebbler Bros.
Local 1596—Petaluma

"I'd like to have a local website to see what's going on up here."



Cynthia Matthews
Listo Pencil
Local 1584—Alameda

"I enjoy what I see in The Sparkplug. Nothing needs to be added."



Shirley Cassidy
AMAC Plastics
Local 1596—Petaluma

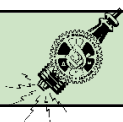
"I know nothing about the computer. Maybe I'll learn it when I retire. . . and then a web site would be a good idea."



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Building Union Strength

Reaching out through Spanish-language radio



This demonstration last April was part of a multi-strategy campaign to stop the Social Security Administration from helping employers bust union activism through identifying "illegal" immigrants.



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