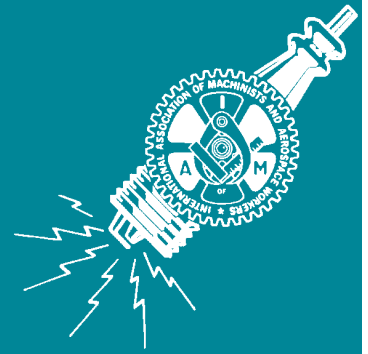


The IAM District 190 Sparkplug



VOL. 3, NO. 3

April/May 2001

Serving the Active and Retired Members of IAM District Lodge 190

IAM apprenticeship is key to career

“I have a love for cars—taking them apart, working on them. I figured I might as well make some money doing it,” explains Brian Hancock about why he became an apprentice.

Hancock, who works at Normandin Chrysler/Jeep in San Jose, completed his apprenticeship in October. “It was hard. I went to school two nights a week and worked full time. But you learn everything about cars—bumper to bumper.”

Roy Lapid was always fascinated by anything mechanical. “My parents wanted me to go into law or medicine, but that didn’t work for me. The best thing about this work is being active; you’re not confined to a cubicle in a big stuffy room.”

Lapid works at Stevens Creek Toyota now. “You have to be a plumber, electrician and mechanic all in one. The technology is evolving and there are always new challenges—so you’re constantly learning. And I like having lots of tools.”

Award for straight A’s

After four years of work and school, Hancock and Lapid are now journeyman mechanics. Local 1101 and the Apprenticeship Program are especially proud of them because they are both recipients of the William Sadler Award. Sadler was a truck mechanic, officer, and board member of Local 1101. The \$500 award, named in his honor, goes to any apprentice who earned straight As through their school career. In both cases, their employers matched the award.

“Apprenticeship is the best kept secret about the job market,” explains Karl Cortese. “You get paid, you get all your medical benefits, and your education is free.”

Cortese runs the Automotive Apprenticeship Program, which includes four Joint Apprenticeship

Committees (JACs)—in Fresno, San Jose, Oakland and San Mateo/San Francisco. The JACs work with 17 community colleges and ROPs to carry out the training.

Apprenticeship is a four-year program—8,000 hours in total. Apprentices work during the day to get hands-on experience. Then they go to school for free in the evenings,

usually two nights a week.

Currently 400 apprentices are enrolled and more are starting every week. “We had a very large class in 95/96, which just graduated. So while our enrollment is low right now, it’s on the upswing,” says Cortese.

“Most of the time, employers send new hires to us and we enroll them in the program, but with the need for mechanics so great, we’re looking into doing a major marketing campaign,” Cortese explained. “We haven’t needed to do that in the past.”

Competition with dot coms is not as fierce as it was, even just a few years ago. “Now that the stock option bubble has burst, our pension plans look better and better,” Cortese says.

A must in the industry

“The apprenticeship program is a necessity,” says Jim Dick, Service and Parts Director at Normandin Chrysler-Jeep. “We’ve got to build these guys. We were proud to recognize Brian at our employee dinner; he did a great job. Now we’re working on recruitment to get more apprentices.”

Dick explains that finding good people is a nationwide problem. “We’ve joined the *Auto-Yes* program which tries to recruit high school students right into the apprenticeship program.”

Linda Stanley, a diesel mechanics instructor at the College of Alameda agrees. “Very few young people are coming into the trades. High schools have dropped their labs, shops and vocational classes—the kids don’t have the opportunity to even try. We’ve got to find a way in.”

Many rewards

“I got into this because I’m interested in boating,” says College of

continued on page 4



2000 apprentice graduation ceremonies on the bay

Do you know a kid—or adult—who’s mechanically inclined and needs a career? See Page 4 for info about how to sign up for the automotive apprenticeship program.

Waterfront wars begin

For the past 60 years, some of the best contracts in the IAM have been the waterfront agreements—SeaLand, Marine Terminals, Stevedoring Services of America. These pace-setting contracts have commanded wages of more than \$30/hour and pension contributions ranging from \$400-1,100/month.

The IAM has represented truck mechanics, power mechanics, container mechanics, refrigeration mechanics and crane mechanics on



Machinists on the waterfront face the loss of their jobs and seniority

the waterfront. “For most of those years, we coexisted happily with several other unions, including the Longshoremen, Teamsters, Marine Engineers, Sailors, Seafarers, Operating Engineers, and others,” explains Area Director Don Crosatto. “But that started to change about 15 years ago, when automation cut

back the number of workers so drastically, the International Longshore and Warehouse Union (ILWU) tried

continued on page 8

SPECIAL ALERT

As *The Sparkplug* goes to press, we have learned that District Lodge 190 Directing Business Representative Michael Day died suddenly at his home on March 28 from a heart attack.

Mike was preparing to leave for a Chicago meeting of the IAM International Executive Council. He leaves behind his wife Joyce, four children, and many grandchildren.

We are shocked and very much saddened to lose this talented and dedicated trade unionist, who also happened to be a truly great guy.

Plans for services and for carrying on

the work of the District are being made now. Look to the next issue of this paper for more details.



UNION MEETINGS

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.
April 19 • May 17 • June 21
Meetings are held at the Carpenters' Hall, in Reno.
For more info: 800-655-2182

Local 1101

1150 So. Bascom # 23
San Jose, CA 95128

All meetings held at
Lion's Blind Center:
101 North Bascom Ave.
San Jose

Executive Board Meeting

First Thursday of each month at 6:00 p.m.
April 5 • May 3 • June 7

Stewards Meeting

First Thursday of each month at 8:00 p.m.
April 5 • May 3 • June 7

General Membership Meeting

Second Thursday of each month at 6:30 p.m.
April 12 • May 10 • June 14

Local 1173

1900 Bates Ave., # H
Concord, CA 94520

Membership/Shop Stewards Mtg.

Third Thursday of each month at 6:30 p.m.
April 19 • May 17 • June 21

Executive Board Meeting

Second Thursday of each month at 6:30 p.m.
April 12 • May 12 • May 10

Retirees Club Meeting

Call Local for current meeting times

Local 1414

150 South Blvd.
San Mateo, CA 94402

Shop Stewards Meeting

First Thursday of each month at 6:00 p.m.
April 5 • May 3 • June 7

Executive Board Meeting

Second Thursday of each month at 6:00 p.m.
April 12 • May 12 • May 10

General Membership Meeting

Third Thursday of each month at 6:30 p.m.
April 19 • May 17 • June 21

Retirees Quarterly Meeting

Thursday, April 5 • 11 a.m.

Local 1528

713 16th Street
Modesto, CA 95354

Executive Board Meeting

First Wednesday of each month at 5:30 p.m.
April 4 • May 2 • June 6

General Membership Meeting

First Wednesday of each month at 7:00 p.m.
April 4 • May 2 • June 6

Local 1546

10260 MacArthur Blvd.,
Oakland, CA 94605

General Membership Meeting

First Tuesday of each month at 7:00 p.m.
April 3 • May 1 • June 5

Shop Stewards Meeting

First Tuesday of each month at 5:30 p.m.
April 3 • May 1 • June 5

Executive Board Meeting

Thursday preceding membership meeting at 6:30 p.m.
March 29 • April 26 • May 31

Senior's Luncheon

First Wednesday of each month at 12 noon
April 4 • May 2 • June 6

Alcoholics Anonymous

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.
April 19 • May 17 • June 21

Executive Board Meeting

Preceding Monday at 7:00 p.m.
April 16 • 14 • June 18

Retirees Club

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

Local 1596

4210 Petaluma Blvd. No.
Petaluma, CA 94952

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

Membership Meeting

Third Tuesday of each month at 8:00 p.m.
April 17 • May 15 • June 19

Executive Board Meeting

Third Tuesday of each month at 7:30 p.m.
April 17 • May 15 • June 19

Local 2182

967 Venture Court,
Sacramento, CA 95825

Executive Board Meeting

Second Tuesday of each month at 6:00 p.m.
April 10 • May 8 • June 12

General Membership Meeting

Second Tuesday of each month at 7:00 p.m.
April 10 • May 8 • June 12

Retirees Club - VISTA CLUB

Third Wednesday of each month at 11:00 a.m.
April 18 • May 16 • June 20



POLITICAL CLOUT

Making law in Sacramento

The California Conference of Machinists has a full plate for the current legislative session in Sacramento. In addition to supporting the package of bills backed by the California Labor Federation—most importantly, increasing workers' compensation benefits for injured workers and upping unemployment benefits—the Machinists have sponsored two important bills.

A safe place for lactation

Talk to any working mother and you'll hear a story about what happened to her in the period of time when she was away from the baby and had to lactate. Teachers report sitting in their car, office workers tape posters over glass offices, women in factories sit on stalls in dirty bathrooms, and worse.

At last year's State Council meeting, Local 1414 raised a situation at Rolling Pin Donuts where members were required to use a dirty bathroom stall when lactating. Business Representative Glen Gandolfo knew that this problem was widespread and needed a legislative—not shop by shop—remedy. Working with the women's project at Berkeley, the San Mateo Labor Council and other activists he helped create a bill sponsored by the California Conference of Machinists and brought by Assemblyman Dario Frommer (D-Burbank).

AB1025 provides for nursing mothers to be assured a safe, hygienic place to lactate while at work. It also provides that the employer work with the employee to arrange breaks, lunch, and other non-work non-paid time to lactate.

At a March 12 press conference, Maria Contreras and Laura Reyes, Local Lodge 1414 members, joined California Conference of Machinists President Janet Wright and the State Secretary of the United Nurses Association of California (UNAC) to announce the bill. Organizer Pedro Mendez served as interpreter. The California Medical Association has also offered support for the bill.

Don't tax our tools

Another Machinist-sponsored bill is AB136, which limits property taxes on hand tools. Assemblymember Ellen Corbett (D-Fremont) is carrying the bill.

In 1993, the Fresno County Tax assessor started taxing personal hand tools used at work. In 1993/94, the IAM moved legislation to exempt personally owned hand tools from property tax. Late in the negotiations, the bill was amended to cap the exemption at the first \$20,000 worth of tools.

Last year, we learned that the Alameda Tax assessor started taxing members' tools worth more than \$20,000. "Our goal for this year is to raise the exemption to \$50,000," explains California Conference of Machinists Executive Secretary Matt McKinnon. "We're hopeful that this will take care of the problem."

McKinnon explained that the energy crisis is quickly eating away at the budget surplus. "Our concern, if we insert this issue into the budget fight, is that it will be overwhelmed by the other big-dollar items. But we'll do what we can."

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 your local union's address.

The IAM District 190 Sparkplug



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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.

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

Beagle & Bleiweiss Communications • Debra Chaplan, Managing Editor

AROUND THE LOCALS

Organizing all over

Tuscorora Packaging—Three maintenance mechanics at the Tuscorora Packaging Company—a Hayward-based company that makes boxes and packaging material for the computer industry—decided they were tired of low pay and being mistreated, so they voted to affiliate with Local 1546. Area Director Mike Munoz and organizer Pedro Mendez led the campaign.

Fabritec Precision—Organizer George Tomassi worked with 15 employees at Modesto-based Fabritec Precision, Inc. to join Local 1528.

This campaign was a constant challenge as the employer committed many unfair labor practices—including making the staff come in early on election day hoping they'd go home early and forget to vote. His efforts were unsuccessful, however, as the employees voted 9-6 to unionize.

Loomis Armored Cars—Three mechanics at the Richmond branch of Loomis Armored Cars voted to join the San Francisco Loomis employees as members of Local 1414. Area Director Chuck Netherby helped them negotiate the process.

Pepsi Bottling—The maintenance mechanics at Pepsi Bottling Company in Hayward voted 7-3 to join Local 1546 in a re-run election. The first vote took place in November, but it was overturned when Pepsi sent in a big gun from back east who threatened everyone. Charges were filed and the NLRB ordered that the election should be run over. "We picked up votes the second time around," said Mike Munoz who worked on both campaigns.

Fighting on at Indian

Mike Munoz has been working with Indian Motorcycle employees for months who are seeing to organ-

ize into the IAM. It hasn't been easy, especially when eight of the key organizers were fired last year.

In a rare victory, the National Labor Relations Board went to court on behalf of the fired workers and filed an injunction to get them reinstated. "It's rare that these injunctions are even sought," explained Munoz. "There has to be good proof that the company fired these people for union activities." The company

appealed, and a trial is now set for April 29.

End of an era

The Crown Cork & Seal can plant in Fremont closed its doors for the last time in December, 2000. The company had been in the Bay Area for decades, but was severely impacted by the Tri-Valley Growers bankruptcy last year. Approximately 240 members of Local 1584 lost their jobs.

"The company originally tried to make employees choose between retiree medical benefits and severance pay," explained Administrative Assistant Herman Howell. "But after several meetings, it was agreed that employees eligible for retirement would also get their severance pay and retiree medical, if they were age 55 and qualified for an IAM pension." 57 members reaped this benefit.

The final deal is one week of pay for each year of service, plus three months health and welfare. "For those at the company for 35 years, that's substantial" Howell added.

Howell thanks long-time shop stewards Ray Enos, Dennis Bennett, and Mag Daricek who helped negotiate the deal.

All unions not equal

Saturn prides itself on having a strong relationship with labor, particularly the UAW workers who build the cars. But that relationship doesn't seem to extend to the mechanics at San Francisco Saturn who want to join the IAM.

On March 21, organizer Jesse Juarez and 25 Saturn mechanics marched into the boss' office with a petition demanding that she recognize the union. "We have a strong majority in that shop," Juarez said, "and they went public. They all put on union buttons, and refused to go back to work until they got an answer. But after calling headquarters, the manager responded that she doesn't believe we have a majority."

So rather than do the easy and right thing—recognizing the will of the majority—the union will have to go through the NLRB Board process. "This gives them time to work on the employees," Juarez added. "We know they've already contacted their attorneys and we fully expect a counter campaign."

Local 1546 Members and Spouses PRE-RETIREMENT SEMINAR

Are you thinking about retiring in the next few years? If so, this seminar will answer all your questions about pension and retiree medical coverage.

SATURDAY, APRIL 21, 2001

LOCAL 1546 UNION HALL

10260 MacArthur Blvd., Oakland

9:30 A.M.

Spouses welcome

Includes continental breakfast

Space is limited • First come—first served

Please RSVP to Tanya at 510-638-3705 by April 19



IN MEMORIAM

Dottie Funk

September 11, 1944—February 19, 2001

Dottie Funk was a Modesto gal, through and through. Born in Texas, she had lived all but three years of her life in Modesto. For the past five years she worked for Local 1528 as office manager and Secretary-Treasurer. She died suddenly in February, leaving a big hole in the Local's organization and in its heart.

"When I first met her, I was a shop steward," recalls Business Representative Gilbert Gonzalez. "She was so friendly and she's one of the most organized people I've ever known. Dottie always looked to do what's right for the Local, and I know the union is in a better position—financial and organizationally—because of her."

Dottie leaves behind two daughters, two grand-daughters, her mother, whom she cared for at night, and the members of Local 1528 who miss her already.



How has the energy crisis impacted you and what's the solution?



Duane Chaney
Stevens Creek Toyota
Local 1101—San Jose

"I'm working on retiring in Hawaii. Over there, the utilities are almost nothing—no heater, no air conditioning. You just use hand fans."



Mike Slusher
Normandin Chrysler/Jeep
Local 1101—San Jose

"I think they built too many homes and industries and not enough power plants to cover the usage. People need to conserve—pay attention to what they use; and we need more power plants."



Byron Hunt
Sardee Industries
Local 1528—Stockton

"They shut us down for a few hours at work, and my bill went up at home. It's not too bad because I don't have gas, just electric. We need to be able to build more power plants and not take so long to get on line."



Bob Heans
Sardee Industries
Local 1528—Stockton

"I was out of state when they lost power here—and I stayed in Ohio where they had power! We do need more generating facilities. I live in the Turlock Irrigation District—they did proper planning so they're not in a crunch."



Mark Glasser
Normandin Chrysler/Jeep
Local 1101—San Jose

"The power crisis probably effects the company's overhead. My bill went from \$95 to \$265, and that's with cutting back. They have to build more plants."

Apprentices: Learn the trade

continued from page 1

Alameda student Khadijah Pierce. "Being able to work on diesel marine engines is the key to sailing. But this course has introduced me to the world of diesel engines—it's exciting."

"We're trying to market this to the girls," says Stanley. "Lots of single mothers want to get off welfare and this career provides a living wage...and more. You've got to get the job done, but you also have an opportunity to work independently and run your own show."

"I definitely recommend apprenticeship for mechanically-inclined people," says third year apprentice Fidel Reyes. "The classes are half hands-on and half lecture. It's helpful because we can relate what we learn in the program to real life in the shop." Reyes works at Normandin Chrysler-Jeep and goes to DeAnza College.

"What I like about this work is the challenge of finding a solution to a problem," says Brian Hancock. You've got a sense of completion when you repair a problem. "I work on anywhere from one to twelve cars a day, depend-

ing on the problem. The work is never repetitious."

Roy Lapid likes the people he gets to work with. "They're down to earth, genuine—not stuffy or snooty." And he enjoys the rush he gets when "you see how fast you can get it done and still get it done right."

The value of classes

"We want everyone who goes through our program to be fully-qualified journeymen, or else we'll lose our



Brian Hancock and Roy Lapid display their Sadler plaques.

bargaining chip," explains Diesel Instructor Mike Robertson.

The College of Alameda has four basic Heavy Duty truck courses over the two year period: Chassis, which includes transmissions, rear axle, alignment and clutch. Chassis 2, which includes air brakes and electrical—basic wiring to computer diagnostics.

Basic engine and advanced engine. The auto apprenticeships similarly cover the workings of cars—bumper to bumper.

"We know that computers are the wave of the future and that's what everybody wants to work on. Well, if you like computers, we've got them in automotive and trucks," says Stanley. "The integrated systems are all computer controlled."

McMorgan & Company

How do you manage \$1.4 billion dollars in assets? If you're a trustee with the Automotive Industries (AI) Pension Fund, you've decided to hire the experts. And in the field of Labor-Management Taft-Hartley Multi-Employer pension plans, McMorgan and Company is definitely the most expert.

"That's all we do," explains Brian Morton, Executive Vice President of Client Services. "It's a predictable story—and we've been doing it for 31 years."

Tom Morton, Brian's dad, formed the company back in 1969. McMorgan & Company now manages \$27 billion in assets, plus \$100 million in the McM Funds, a mutual funds program they started in 1994.

McMorgan's first plan

Tom Morton has managed the AI Pension Plan and the Northern California Carpenters since 1962—these two funds put the firm in business. When Morton started with the AI Pension plan, it had about \$36 million in total assets. Now, it's valued at \$1.4 billion.

McMorgan has grown along with the funds it manages. With its headquarters in San Francisco's Financial District and client services offices in Portland, Phoenix, Denver and New York City, McMorgan now has around 100 employees.

A mature fund

The process starts when the employer signs a collective bargaining agreement establishing the pension contribution. Every month the employer sends a pension contribution check to ATPA, which is known as a "third party administrator." ATPA sends out the checks to pensioners, pays the bills and forwards the rest to McMorgan to invest.

"For over 30 years, we received substantial funds each month to invest. In the last five years, the fund has reached 'maturity,'" explains Terry O'Toole, President and CEO. "This means that as more people retire, we are no longer taking in more contribution dollars than we pay out. In fact, last year, McMorgan sent \$27 million to ATPA to cover the benefit payments."

If there wasn't \$1.4 billion in the fund, that could be a problem. But, through an actuarial review process, the trustees are confident that even if



McMorgan's Brian Morton and founder Tom Morton.

Tell everyone about apprenticeship



Qualifications/Requirements:

- At least 17 years of age
- In good physical condition
- High school graduate/GED
- Valid California Driver's License
- Able to read, write and speak the English language in order to comprehend instructions on the job and in training

Contact Info:

Karl Cortese, Coordinator
510-569-8450 (Oakland)
408-291-2540 (San Jose)
auto2jac@aol.com (e-mail)
www.autoapprenticeship.com@aol

Applications are accepted on an ongoing basis.

How has the energy crisis impacted you? What's the real cause...and do you



Greg Kusler
Normandin Chrysler/Jeep
Local 1101—San Jose

"We know it'll effect our pocketbook. And until they build more plants, we'll have more rolling black-outs. I think we need a desalinization/power plant run off of methanol.



James Hoeske
Stevens Creek Toyota
Local 1101—San Jose

"Our compressor went down so we had to use our wrenches—like in the old days. I think they should never have deregulated. It should be operated by the government."



Geroge Riojas
Sardee Industries
Local 1528—Stockton

"At home, we have to negotiate budgets to deal with the increase. It's such a big issue—those in power need to take the initial step and present solid information to us.



Jason Horwood
Normandin Chrysler/Jeep
Local 1101—San Jose

"I don't think it effects what we do here—cars will keep breaking. I've got to cut back and save like everybody else until we get through it and they build more plants.



Vernon Shaw
Sardee Industries
Local 1528—Stockton

"I'm freezing at home! The problem was that they deregulated without safeguards, so PG&E got in a deficit. We need more power plants, but I don't know about Davis taking over.

le in school and on the job

"Everything is electronic," says Brian Hamilton. "Even our time cards. We no longer have punch cards, it's all done on the computer."

Lots of openings

No matter how high tech our society becomes and no matter how far the NASDAQ drops, people will always

have cars that need to be repaired. And as the supply of good mechanics goes down, salaries will continue to go up.

The best way into the field of auto mechanics is through the apprenticeship program—and there are plenty of openings. See the box below for information and how to sign up. Help spread the word.

y grows your pension

no further contributions came in, the fund would still be strong enough to cover everyone's pension.

Less risk, more money

"We don't have to be right every time, we just have to be right over time," says Morton. "Our job is to make the most money with the least possible risk."



Morton, Terry O'Toole, Morton (seated).

With half management and half labor representatives, the Board of Trustees closely monitors the fund and sets the asset allocation that McMor-gan follows in its investing.

The AI pension fund is highly diversified—with 47% in stocks, 48% in bonds, and the rest in real estate. Each portfolio is diversified as well, with about 100 different stocks and 90-110 bonds at any one time. "That division changes based on what's going on in the market," O'Toole explained.

A changing market

Since last year the market has been unpredictable. In 2000, S&P500 stocks

went down by about 9% but bonds (Lehman Gov't./Credit) went up by 12%. "By diversifying the portfolio, we don't keep all of our eggs in one basket," O'Toole adds. "Last year, AI experienced a 4% drop which means we beat the market significantly. So for us, it was a great year but it performed in negative territory."

"The economy is slowing—maybe substantially" O'Toole said. "The dot comers are mostly all dot goners. That industry heated the economy for several years, and now it's cooling fast. That effects everything, even if you weren't invested in dot coms."

"What we do is very different from how an individual would manage their own money," Morton clarified. "Many individuals want fast gain and will take risks, and that may be right thing for them."

But when you retire, you want to know that your pension will be there. "We're fiduciaries to the plan, so we must be prudent," O'Toole said. "We don't worry so much about a bad month because we're looking five, ten years down the line. If the market goes down today, we haven't lost anything because we haven't sold anything."

"We don't need to hit home runs, but we can't afford to strike out," Morton quipped prudently. "We aim for singles and doubles. We just have to be successful in the long run."



(L) Diesel instructor Mike Robertson shows students the ropes (R) The College of Alameda's Wednesday morning Diesel class

Next career: Apprentice Instructor

"Teaching is a privilege," says Diesel Instructor Mike Robertson. "I got into teaching by accident. I stay because I love the trade."

Robertson and Linda Stanley are on a mission. After teaching for more than 20 years at the College of Alameda's Heavy Duty Trucking program, Robertson is looking to retire in the next three to seven years. "Our experience shows that it will take five to seven years to find a qualified replacement for me—so we're starting to look now."

The most important qualification is experience in the trade. "We teach concrete skills. We don't teach geometry or calculus directly, but we teach how to perform to industry standards."

You need eight years of work experience and an associates degree. "You have to be able to give the specific information that the apprentice needs in the field, or else the course loses credibility," Robertson says.

Coming from a family of mechanics, Robertson started working in the trade in 1967. He started teaching in 1972, became a full-time instructor in 1974 and came to Alameda in 1978. He's currently the lead instructor for advanced transportation/technology

for heavy-duty trucks. In addition, he's on the JAC Board, the California Council for Diesel Education and Technology, and serves as a consultant to the California Air Resources Board and the Environmental Protection Agency.

A key part of the job is building and maintaining strong relationships with the manufacturers. "We have a great deal of factory support and get donations of equipment and training support from all of them—Cummins, Detroit, Caterpillar and Bendix. This is what enables us to give our students the breadth of knowledge that they need, where ever they'll be working."

Because the heavy duty truck program is an accredited college program, all instructors must have an Associates Degree, at a minimum. "It's ridiculous," says Stanley. "What's most important is knowing the vehicles and being about to teach. That's our biggest hurdle in recruiting instructors."

Robertson still has a few years before he retires, so—for those who might want to fill his vacancy—there's time to get that degree.

"Teaching is so rewarding," Robertson says. "What we teach today is saving our trade for tomorrow."

have any solutions to offer?



Glenn Harris
Stevens Creek Toyota
Local 1101—San Jose

"At home, I just cut back. I thank our great president and his Texas cartels—those guys make big money off of little people. We need some sort of regulation—none of them should have total control."



Duane Larson
Normandin Chrysler/Jeep
Local 1101—San Jose

"Sure, my PG&E bill is higher now. I don't know what you can do...just conserve."



Jack Piper
Sardee Industries
Local 1528—Stockton

"The power was out here one day. I think we shouldn't have to pay for it. PG&E should pay for it. My solution—as soon as I retire, I'm headed for Nevada."



David Kurtz
Stevens Creek Toyota
Local 1101—San Jose

"It's slowed work down and shut down our use of power tools and lights, but I live near a fire station so we don't get power outages. The problem is too much population for the amount of energy."



Scott Sipes
Normandin Chrysler/Jeep
Local 1101—San Jose

"The power crisis helps lead consumer confidence down, so people aren't buying new cars or repairing the old ones. It impacts my bottom dollar if customers don't show up. I think it's a ploy to drive up prices."

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

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IAM CARES helps workers get (back) to work

Helping members and the community, that's what IAM Cares is all about. Because of this vital social services organization, 1,500 injured workers or people with disabilities who had never been in the workforce, now have jobs.

"IAM Cares is sponsored by the national office of the Machinists Union and has been in the Bay Area for 12 years," explains executive director Jim Grier. The San Francisco office is one of 60 IAM programs in 15 metropolitan areas nationwide—with an additional three in Canada.

"We help people with disabilities transition to the world of work. We also help their families cope with the change by helping them access services that make their lives easier," Grier said.

IAM Cares is currently working with about 150 clients. Many of them participate in welfare-to-work programs. "We help people get on their feet again by providing life skills training, a two-week work-accultura-

tion class, and highly-intensified case management services."

IAM Cares graduates have gotten placed into entry level positions in the service industries, including union positions in hotel and in janitorial services. Union members who need to access the vocational rehab system often find themselves in an impossible maze. IAM Cares offers free consultation to help navigate through the Social Security Disability process—learning the right questions to ask to get the best deal possible.

People are referred to IAM Cares through Social Services Agencies in San Francisco and San Mateo Counties, non-profits and the San Francisco Central Labor Council. Working closely with the San Francisco Unified School District, IAM Cares helps youth with learning disabilities get their first jobs.

"If you need help, IAM Cares!" says Grier. "Give us a call at 415-406-1155."



BENEFITS INFO

Eligibility for Retiree H&W

The following rules apply under the CMTA-IAM Retired Machinists' Health Plan:

- To become eligible initially, you must be receiving pension payments from a qualified pension plan for work covered by certain collective bargaining agreements of District Lodge 190. There is no minimum number of hours worked as an active employee. Disabled pensioners will be eligible regardless of their age.
- If you, as a retiree, decline coverage when you first become eligible, you may apply for eligibility at a later time.
- If you elected coverage under the Retired Machinists Health Plan and later drop your coverage, you may never reapply.

If you have any questions, please contact the Trust Fund Office Billing and Eligibility Department at 800-662-0738 or 510-433-4450.

How has the energy crisis impacted you and what's the solution?



Gene DeMichele
Normandin Chrysler/Jeep
Local 1101—San Jose

"It hasn't effected our work yet, but my energy bill went up 3-fold. It's happening because of too many people and not enough power. Reluctantly, we need to build more plants."



Gary Kulick
Sardee Industries
Local 1528—Stockton

"It sucks. The power was out for an hour here, so they didn't pay us for that hour. It's artificially induced. Why is Davis bailing out PG&E and Edison when they sent money to their parent companies? It's all about money."



Bryan Rockholt
Sardee Industries
Local 1528—Stockton

"We try to not run all the power tools in the garage and conserve in the house. It's all about money—the higher up you go, the more money they want. It all affects the average working people."



Juan Ortiz
Stevens Creek Toyota
Local 1101—San Jose

"My bill doubled, and the power went off at work once. I think it's a bureaucracy problem...all the businesses being built and we pay for it with excess traffic, pollution and now this."



Tom Woods
Sardee Industries
Local 1528—Stockton

"Our bill went up 2-1/2 times. Gray Davis is the problem; he hasn't done enough and what he's done is wrong. He's making outrageous deals with energy suppliers that we'll be locked into for 10 years."



UNION PEOPLE

Wine for Mattos; milk for Baptista



With pride and humor, Andy Mattos moves on

ANDY MATTOS

"On June 1, I start a whole new life," says Area Director Andy Mattos. "No more union meetings, no more getting in employer's faces. . . I'm gonna miss it!"

Mattos worked in the trade until 1973—when he went back to high school, teaching industrial arts. After ten years, he came back to Saint Claire Cadillac, where he had worked early in his career.

"My feeling about the union was 'get active or don't bitch.' So I got involved with the Local." He was elected vice president in 1986 and President three years later. "Then the Business Rep was moved to the International. So I agreed to serve as Business Rep for 12 months... which turned into 12 years. It's been quite a ride."

Among his proudest accomplishments was getting Local 1101 affiliated with District 190 which provides "leadership and stability." The process took a year and two separate membership votes, but it was well worth it. Since coming to this District, our local has grown by 400 members."

Mattos is also proud of saving the apprenticeship program when it was broke 12 years ago, and has chaired the JAC for the last 10 years.

Another source of pride is the California Machinists 401K plan. "We created a new benefit for our members from the ground up. In just four years it has \$9 million in assets."

Mattos believes that education is the key to success for the union. "It comes down to one person in every shop who holds that shop together, so they need to know the workings and history of our union."

Mattos will be heading east—to a new home on a Stockton golf course, and a new job at the Colleeville-based Gnekow Family Winery, which he co-owns. "We make, bottle and warehouse a great product under the Campus Oaks label, but we have to sell it. I'll go on the road to get our market established."

Mattos says he'll miss working with his staff. "Lori Cougill is the best

administrator around, Pedro Mendez is a very talented organizer and Steve Pape is great to work with. And most of all, I'll miss working for Mike Day—he was a fantastic employer."

"I thoroughly enjoy what I've been doing," Mattos says. "The members keep me coming back every day. I've enjoyed working for them."



After 30 years, Jesse Baptista has seen lots of changes—in the union and industry

JESSE BAPTISTA

After 30 years as a Business Representative, Jesse Baptista is most proud of his service to the membership. "Staying in close contact with the members has been my forte."

Baptista hails from "Little Portugal," also known as New Bedford,

Mass. He's been in California since 1967.

When he first arrived, he got a job as a production worker at the Thorsen Tool Company in Emeryville. Soon he was shop steward, and a year later, he was elected Chief Shop Steward. By 1970, he was elected Business Rep at District Lodge 115, which later merged into District 190.

"The seventies were good times for the union," Baptista recalls. "We were in fat city. We doubled wages in ten years with three fantastic contracts and never had to strike."

But everything changed in the eighties. The economy shifted and manufacturing started moving out of the Bay Area. "We went through lots of strikes in the last two decades. But I knew we had to take care of our members. I was the first person to negotiate severance pay into the contract, and now that's standard language."

Baptista will retire on June 1, and at this point his plans are to "milk the pension—and reap the benefit that I and the members worked so hard for. And my wife and I are going to travel. We've got a trip a month planned through the summer."

"I've worked for seven Directing Business Representatives and six Local Lodges—which are now part of Local Lodge 1584," Baptista says. "I've seen a lot of factories and shops come and go as the economy shifted from an industrial base to a service base."

As he looks back on 30 years of service, Baptista is proud to see that he represented the members to the best of his ability.

"As I get closer to my retirement, I will always remember that it doesn't cost to belong to a union, it pays to belong! Solidary forever."



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.**

How has the energy crisis impacted you and what's the solution?



Anthony Vinh
Stevens Creek Toyota
Local 1101—San Jose

"Our business slowed down and we had to take a few days off. So far it hasn't affected us at home—we try to conserve. Hopefully they'll work it out."



Craig Smith
Sardee Industries
Local 1528—Stockton

"The problem is people weren't looking to the future and didn't create enough energy to provide for the growing population. Everyone has to work together to come up with the solution. We need cooperation."



Ted Clement
Sardee Industries
Local 1528—Stockton

"Deregulation produced zero competition and allowed for a runaway supplier-side market. I'm not happy with the governor's solutions. We need to re-regulate—at the federal level."



Charlie Frankhouse
Stevens Creek Toyota
Local 1101—San Jose

"It's affected the manager's intelligence. As cold as it's been, they say we can't have personal heaters. The problem is caused by centralized power usage in a highly populated area. We need new plants."



Butch King
Sardee Industries
Local 1528—Stockton

"It hasn't effected us much yet. We use a wood-burning stove, so we don't need to turn the heat on. The problem is somebody wants more money. I don't know the solution."

Trouble on the waterfront

continued from page 1

to take all work on the waterfront wall-to-wall.

"By threatening the shipping lines with slow-downs, they had extra leverage to get stevedoring companies to subcontract their maintenance work to a company with an ILWU contract," Crosatto contends. "This is historically IAM work."

Machinists lose

In one case, the ILWU persuaded Maersk Steamship to subcontract its maintenance in L.A. to a company signatory to the ILWU. They promised the 70 mechanics jobs with the

new subcontractor. But only six IAM mechanics were hired.

Another problem is the benefits. "Under the ILWU contract," Crosatto explained, "a mechanic has to work for 15 years for the same company. If they quit or lose that job, they're 'de-registered.' So you can't hop jobs. Also, their pension maxes out at \$2,800 after 30 years of service, which is why you see so many older guys still working."

The ILWU's new president, Jim Spinosa, comes out of the Los Angeles local. "He's made it clear that all work on the docks is ILWU work,

and his plan is to take all of it," Crosatto contends.

"They've already spread the word to our members at SeaLand and Marine Terminals that when their contract expires, they'll force the employer to subcontract their work to a new company with an ILWU contract, and most of the mechanics will lose their jobs."

Alliances are forming

"We're not going to put up with this," says Directing Business Representative Michael Day. "We're in the process of forming alliances with other unions and we'll be going to the port commission. We've planned high level meetings with the IAM International and other international unions

to deal with the continual jurisdictional problems with the ILWU. In the near future, members may be called upon to help," Day added.

"We hate to be in the position of spending time and resources fighting with another union, especially one that we've dealt with honorably over the years. But we have to do what's best for our members," Crosatto says.

Waterfront contracts come due in the next year. This battle will impact IAM members in Los Angeles, Seattle and here in the Bay Area.

Watch for a special edition of *The Sparkplug* for more information about the waterfront wars—and how you can help your union protect long-held IAM jobs.



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How has the energy crisis impacted you and what's the solution?



Ron Jensen
Stevens Creek Toyota
Local 1101—San Jose

"When the power goes off, I get the day off...that's a good thing. I think the utilities should be an independent entity—the people should own it."



Eric Braun
Normandin Chrysler/Jeep
Local 1101—San Jose

"We need to make more money to cover the higher bills. There's no reason it should cost so much—the Texans are making millions on us. Power should be federally regulated."



Don Welker
Sardee Industries
Local 1528—Stockton

"My bill doubled. This problem enabled the government and politicians to get their foot in the door; they're not going to stop now. The politicians will make the decisions, the little man doesn't have any say."



Tim Spence
Stevens Creek Toyota
Local 1101—San Jose

"My utility, Green Mountain, had to leave California so I'm back to PG&E. The solution is renewable energy—solar, wind power—that would help a lot."



Paul Edwards
Normandin Chrysler/Jeep
Local 1101—San Jose

"My house is energy efficient and yet my bill more than doubled. It's ridiculous that a company that supplies something everybody needs can be going broke."