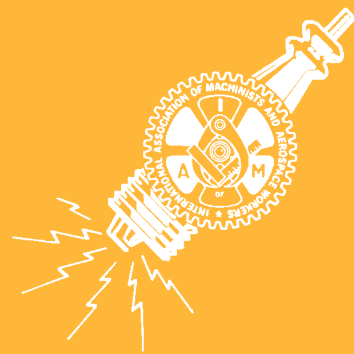


The IAM District 190 Sparkplug



VOL. 3, NO. 4

June/July 2001

Serving the Active and Retired Members of IAM District Lodge 190

Celebrating Mike Day

Mike Day put people ahead of himself, always making sure they were taken care of. He was firm, trustworthy, his word was his bond. I'm honored to have been his friend.

Joe Bobo, Local 1546

"Mike missed his calling as a stand-up comedian; he could make everyone feel at ease. His legacy is the great staff that he brought together—we're all on the same path."

Jim Beno, DBR

"In addition to being a great negotiator, Mike was good at bringing out the best from his staff. He got loyalty because he gave it. He was fundamentally an optimistic person—an answer was always around the corner."

Don Crosatto, Local 1546

"Mike always tried to do the right thing for his people—all the members of the IAM, not just his local union or district. Mike appreciated values in everyone—enemy or his friend."

R. Thomas Buffenbarger, IP IAMAW

What impressed me about Michael was his casual power. He had an easy style and the ability to get things done. Our challenge was convincing him to take vacations!

Andy Mattos, Local 1101

"Mike fought hard for his people. He was truly dedicated to Guide Dogs, and he loved his family."

Frank Souza, Former DBR



Michael Day (1943-2001) with his wife and working partner, Joyce

Michael John Day, Directing Business Representative (DBR) of District Lodge 190 since 1989, died on March 28, 2001 of a heart attack. He had been packing for a trip to Chicago, where he was enlisting support from the International Union for IAM members who work on the waterfront.

Michael began his automotive career at Trailmobile, Inc. in Fremont and quickly got involved with the union, soon becoming chief shop steward.

In 1974 he was appointed Business Representative and in 1979 he became Area Director in charge of Local Lodge 1546. Ten years later he was elected DBR of District Lodge 190.

Michael served on a number of committees and boards, including the

IAMAW Committee on Law, Automotive Industries Health & Welfare and Pension Trust Funds, California Labor Federation, Automotive Apprenticeship Trust Fund, California Conference of Machinists, Northern California Automotive Coordinating Committee, and Western States Truck-Line Negotiating Committee.

Michael was committed to the membership, to organizing and to building the strongest possible union. His legacy is the vibrant organization he left behind.



Contributions in Michael's memory may be made to Guide Dogs of America, 13445 Glenoaks Blvd., Sylmar, CA 91342.



Clockwise from top: Mike with his family; Mike and retired District 190 DBR Frank Souza; Mike with former IAM IP William Winpisinger; Mike presides at the 2000 IAM International Convention in San Francisco.

"Mike had a fierce dedication to working men and women. He was a model."

Senator Barbara Boxer

"Mike loved to work hard, and he was absolutely committed to the union and to the membership."

Joyce Day

"Mike would talk about his membership and his family, and how he loved them both."

Lee Pearson, VP IAMAW

"When I think of Mike, I think of his integrity and his ability to relate to everybody. When I was a shop steward, he'd invite me to golf tournaments—as a rank and file member, that felt great."

Vern Dutton, Local 1173

Mike wasn't everything to everybody, but he was everything to a whole lot of us. It's a tremendous loss to the labor movement, and in particular, to the workers on the waterfront."

Dave Gonzales, SSA

Mike was a true friend and a real gentleman. He's highly respected not only by our membership, but also by employers. His expertise, patience and smile will be missed but not forgotten.

Howard Hays, Local 2182

Mike was a good, decent human being, a good friend, a great boss, a great husband, and a true trade unionist.

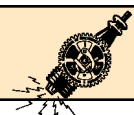
Herman Howell, AA





UNION MEETINGS

Local 801 c/o D.L. 190 7717 Oakport Street, Oakland, CA94621 800-655-2182	Membership Meeting <i>Third Thursday of the month at 4:00 p.m.</i> June 21 • July 19 • August 16 <i>Meetings are held at the Carpenters' Hall, in Reno.</i> <i>Note: The June meeting will be held at the Naval Air Station Galley in Fallon at 7:30 p.m.</i>
Local 1101 1150 So. Bascom # 23 San Jose, CA95128 408-291-2550 <i>All meetings held at Lion's Blind Center: 101 North Bascom Ave. San Jose</i>	Executive Board Meeting <i>First Thursday of each month at 6:00 p.m.</i> June 7 • July 5 • August 2 Stewards Meeting <i>First Thursday of each month at 8:00 p.m.</i> June 7 • July 5 • August 2 General Membership Meeting <i>Second Thursday of each month at 6:30 p.m.</i> June 14 • July 12 • August 9
Local 1173 1900 Bates Ave., # H Concord, CA 94520 925-687-6421	Membership/Shop Stewards Mtg. <i>Third Thursday of each month at 6:30 p.m.</i> June 21 • July 19 • August 16 Executive Board Meeting <i>Second Thursday of each month at 6:30 p.m.</i> June 14 • July 12 • August 9 Retirees Club Meeting <i>Call Local for current meeting times</i>
Local 1414 150 South Blvd. San Mateo, CA 94402 650-341-2689	Shop Stewards Meeting <i>First Thursday of each month at 6:00 p.m.</i> June 7 • July 5 • August 2 Executive Board Meeting <i>Second Thursday of each month at 6:00 p.m.</i> June 14 • July 12 • August 9 General Membership Meeting <i>Third Thursday of each month at 6:30 p.m.</i> June 21 • July 19 • August 16 Retirees Quarterly Meeting <i>Thursday, July 5 • 11 a.m.</i>
Local 1528 713 16th Street Modesto, CA 95354 209-529-9210	Executive Board Meeting <i>First Wednesday of each month at 5:30 p.m.</i> June 6 • July 11** • August 1 (due to July 4 holiday) General Membership Meeting <i>First Wednesday of each month at 7:00 p.m.</i> June 6 • July 11 (due to July 4 holiday) • August 1
Local 1546 10260 MacArthur Blvd., Oakland, CA 94605 510-638-6705	General Membership Meeting <i>First Tuesday of each month at 7:00 p.m.</i> June 5 • July 3 • August 7 Shop Stewards Meeting <i>First Tuesday of each month at 5:30 p.m.</i> June 5 • July 3 • August 7 Executive Board Meeting <i>Thursday preceding membership meeting at 6:30 p.m.</i> May 31 • June 28 • August 2 Senior's Luncheon <i>First Wednesday of each month at 12 noon</i> June 6 • July 11 (due to July 4 holiday) • August 8 Alcoholics Anonymous <i>Every Saturday, 9 a.m., at Local 1546</i>
Local 1584 8130 Baldwin Street Oakland, CA 94621 510-635-2064	Membership Meeting <i>Third Thursday of each month at 7:00 p.m.</i> June 21 • July 19 • August 16 Executive Board Meeting <i>Preceding Monday at 7:00 p.m.</i> June 18 • July 16 • August 13 Retirees Club <i>First Tuesday of each month at 12:30 p.m.</i> June 5 • July 3 • August 7
Local 1596 4210 Petaluma Blvd. No. Petaluma, CA 94952 707-795-0085 <i>All meetings: Lucchesi Community Center: 320 N. McDowell Blvd., Petaluma</i>	Membership Meeting <i>Third Tuesday of each month at 8:00 p.m.</i> June 19 • July 17 • August 21 Executive Board Meeting <i>Third Tuesday of each month at 7:30 p.m.</i> June 19 • July 17 • August 21
Local 2182 967 Venture Court, Sacramento, CA 95825 800-458-9200	Executive Board Meeting <i>Second Tuesday of each month at 6:00 p.m.</i> June 12 • July 10 • August 14 General Membership Meeting <i>Second Tuesday of each month at 7:00 p.m.</i> June 12 • July 10 • August 14 Retirees Club - VISTA CLUB <i>Third Wednesday of each month at 11:00 a.m.</i> June 20 • July 18 • August 15



ENERGY CRISIS

Who should pay for the energy crisis?

Big business wants working people to pay for California's energy crisis three ways: in our utility bills, our taxes, and now, in our paychecks.

In addition to skyrocketing consumer costs for energy and state budget funding of power purchases, the California Manufacturers Association proposed late in January that overtime rules be suspended for corporations hit by rolling blackouts.

Working people from San Diego to Crescent City have already been hit with 100%-plus increases in energy bills.

Rising prices last fall threatened utility company profits, but didn't stop the utilities from transferring money from their California energy operations to holding companies. Employers threatened layoffs—and carried out their threats in several Southern California factories.

The crisis caught national attention when rolling blackouts hit Northern California in January, knocking out power to homes, schools, and workplaces.

The state, having sustained a dozen Stage 3 emergencies, took action. More than \$400 million from the budget surplus was appropriated for emergency power purchases when utility companies' credit went bad. The funds lasted only a few weeks.

California spent \$45 million a day in taxpayer funds to keep the lights on—money that could support public schools, healthcare and transportation.

Root Cause: Deregulation

The root cause of the crisis is a failed deregulation plan. Much of California's power is handled three times: generated by one corporation, transmitted by a second, and sold to the consumer by a third.

The deregulation deal never required the generators to sell electricity at a fixed price in long-term contracts. Prices for California's electricity are set daily, pushed upward by a "deregulated" pricing mechanism that sets prices at the highest amount paid that day. No other state has permitted this.

The result: Californians paid \$10.9 billion more for electricity last summer than the year before. Out-of-state power generators' earnings statements show net income rising 75% last year.

The interests of working people as employees and consumers must be protected. Utility workers fear the loss of jobs, benefits and pensions. Manufacturing employees face layoffs and dislocation when employers close or re-schedule shifts. Public sector employees have watched state funds burned up faster than dot-com's IPOs. Low-wage workers and middle-income families are hard hit by the sudden spike in energy costs.

If a solution is not found soon, IAM members will feel the impact for years to come in our contracts.

—California Labor Federation

"The energy crisis is surfacing in all of our contract negotiations. Higher energy costs are competing with wage and pension increases. If we don't solve the crisis soon, we'll feel it for years to come in our contracts."

Herman Howell, AA

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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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.

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

Beagle & Bleiweiss Communications • Debra Chaplan, Managing Editor

AROUND THE LOCALS

Another union Saturn shop

Thirty Saturn of San Francisco service department employees gained union representation after voting for Local 1414 on May 3. Organizer Jesse Juarez dedicated this organizing campaign and victory to the memory of Mike Day, who was instrumental in establishing the District's organizing program.

"The campaign started March 21 when all the employees wore union buttons and marched on the boss with signed petitions," said Juarez (see April-May issue).

Even though Saturn's advertising touts the company's strong relationship with the UAW, the reality at the San Francisco store is something quite different.

"They hired an anti-union consultant from Atlanta who did everything he could to scare the employees. They held mandatory meetings to describe all the 'dangers' employees should expect if they voted for the union. The employees signed a petition saying that they'd rather be working than attending these meetings," Juarez said.

"The Executive Manager showed no class when the election was over," Juarez added. "She wouldn't even shake my hand."

Juarez thanks the organizing committee—James Jose, Ricky Padilla and Edmund Lim—and fellow organizer Pedro Mendez for doing a great job of keeping everyone together.

No more appeals at Antioch Rock

The delay is finally over. No more appeals.

In a May Day decision by the NLRB, the management of Antioch Rock and Ready has been ordered to bargain with Local 1173 and Operating Engineers Local 3 (OE3), after having stalled for more than three years.

"We started working with maintenance mechanics at Antioch Rock back in 1997 in a joint organizing campaign with the Teamsters," explained organizer Jesse Juarez. "While we lost that election, the employees came back to us a year later to try again, because the employer didn't keep his promises."

This time OE3 joined the effort, and all three unions won their elections. But this was only the beginning.

The employer filed objections, the NLRB held hearings and, by the end of the year, the Teamsters won a new election and the company was ordered to start bargaining with the Machinists and OE3.

The company refused to bargain while appealing the decision to the 9th Circuit Court. "The company's strategy was to cause bad morale, and say 'our hands are tied, we can't give raises,' although they had no



Sharing the stage

At his retirement dinner, Andy Mattos didn't want to be the only one taking home plaques. He gave Frank Dumo a plaque for 45 years of service; he recognized Tim Cooper for serving as Local President for 12 years and "being the classy guy that he was through great and tough times," and Bob Ridgeway, who served the local in almost every office over the last 12 years and was always "the voice of reason"

problem cutting benefits without bargaining," Juarez explained.

Finally, after three years, the 9th Circuit Court decided that the company must bargain—no more delays.

"Lead mechanic Dennis Arnold

has been there since the beginning and has gone through all the turmoil. The company says he's the best mechanic they've ever had, but he hasn't gotten a raise in four years. The union will do our best to make sure he finally gets fairly compensated," Juarez said.

Back pay at Indian Motorcycle

The NLRB ruled in May that Indian Motorcycle owes

\$84,000 in back pay and benefits to eight employees that they mistreated for being active in the union drive.

Congratulations to James Cartchner, Michael Motchkavitz, TJ Holquin, Lawrence Smith, Art Rodriguez, Mario Talamamento, Ronal Lopez, Michael O'Toole and Kelly Keadle who will get checks for \$2,000 to \$14,000.

"We're very happy we could represent those people," says Area Director Mike Munoz. "They wanted to join a union and the company tried to make their lives miserable. That's inexcusable."

Great contract; mechanics needed

MV Transportation is a diesel bus transport company setting up shop in San Mateo. They signed the best contract in Local 1414 and they're prepared to pay the highest wages and pension for bus mechanics in the Bay Area. They're all set to go, but there's just one snag: they don't have any mechanics.

They're ramping up to hire 20 mechanics. If you've got the experience, contact Local 1414 for more information.

In addition to the back pay, the NLRB settlement calls on the company to post their "list of sins." These include agreeing **not** to:

- discharge, suspend, impose onerous or demeaning working conditions,
- surveil employees or create the impression of surveilling,
- interrogate employees about the union,
- threaten to close or move to Canada,
- solicit grievances from employees,
- threaten employees about taking literature,
- demote employees for union activity,
- tell employees that they cannot talk to higher management about work problems.

"Obviously Indian Motorcycle pulled no punches in trying to stop the workers from joining the union," said Munoz. "We hope this list is complete, but I won't be surprised if they come up with new nasty tactics."

Another list of sins

The general manager at Santos Ford in Los Banos thought he could get away with threatening and intimidating his employees who considered joining the union. Wrong!

Every mechanic in the shop had signed Local 1528's petition for a union election. Within three weeks, they all backed out after being threatened with losing their jobs. Organizer Joe Coy didn't just walk away, however; he filed charges. And the NLRB just ruled in the union's favor, in a big way.

The General Manager has to gather all of the techs and read to them the federal law that gives them the right to join a union. He also has to post a list of anti-union sins that he will not commit again.

For the next year, the union has a permanent spot for notices on the bulletin board; the union must be granted reasonable access to the facility twice a month during lunch and breaks; Coy may give a 30-minute speech on working time to all employees and can rebut any speech management makes about the union.

And finally, back pay was awarded to one mechanic who was demoted for his union activity.

Back at Iris Plastics

Sometimes you lose an election. Other times, the employer breaks the rules and the game is rigged. That's what happened when Local 2182 lost the election at Iris Plastics, a Stockton-based company that makes plastic furniture.

The NLRB ruled that the company has to read a list of their sins to the workers, and hold another election. Organizer Joe Coy thanks attorney David Rosenfeld for his help filing the charges, and says he's working on setting a new election date.

Quick first contract

The workers who make boxes and packaging for the computer industry at Hayward-based Tuscarora Packaging, voted to join Local 1546 in March, and they have already ratified their first contract.

According to Area Director Mike Munoz, those who are making \$14 an hour now will be going up to \$18.50 in three years—which represents a 35% increase. They also got a healthy pension contribution and the union health and welfare plan with no co-pays.

"This is a really good contract, especially for a first contract. Everyone deserves congratulations," says Munoz.



BENEFITS NEWS

IAM National Pension Plan increase

While most pension plan improvements are for active employees who have not yet retired, the IAM National Pension Fund was pleased to be able to set a \$20 per month increase for active benefit recipients—including pensioners, beneficiaries and surviving spouses.

This improvement went into effect January 1, 2001. In addition, the increase was retroactive to January 1, 1999 (or the effective date of the pension, if later.) Most recipients received a surprise check of \$480 covering that previous 24 months of payments.

The National Pension Fund trustees are pleased to make on-going improvements for members who are no longer working. "The Trustees never forget the people who often initiated the National Pension Plan in their collective bargaining agreement," they said in a letter to IAM representatives.

This is the third such increase in less than ten years.

District 190: Democracy

Back in 1888, when those 19 railroad men got together to form the IAM, one of their first tasks was to develop a constitution and bylaws. Every four years since, delegates to the International convention revise those bylaws. But it's that 113-year old document that sets the basis for how the Machinists Union and District Lodge 190 is run.

Most of the time, those bylaws sit in a file folder and the District staff and officers know what their responsibilities are by rote. But once in a while, something unusual happens, and they take the bylaws out of the file, dust them off and find out exactly what rules to follow.

That's what happened in March, when long-time, much-respected Directing Business Representative Michael Day had died. Emotions ran high as staff and officers were rocked with the news. But they knew that the business of the District had to go on. So they looked at

the Bylaws and took action. Joe Coy, President of District Lodge 190, called an emergency meeting of Area Directors and officers on March 29. According to the Bylaws, Coy has the power to fill vacancies in between regularly-called meetings. This group unanimously agreed that Jim Beno should step in as Acting DBR and Coy made the official

appointment. The Executive Board confirmed the appointment on April 11. At its next scheduled meeting on April 24, the Delegate Body took nominations for the position. Beno's name was the only one entered into nomination, so nominations were closed and he was elected by acclamation. Beno will commute to the District 190 office from Lodi. Prior to his union career, Beno worked for the City of Sacramento. He was first elected Secretary-Treasurer of Local 2182, then named to be a Grand Lodge Special Representative. Most recently he served as Area Director for the Central Valley, which includes Locals 2182, 1528 and 801, as well as Administrative Assistant for the Automotive Division.

Beno will serve as DBR for the remainder of the term. Nominations will again open in November, and a new election for the full four-year term will be held in December 2001.



Power to the rank and file

As President of District Lodge 190, Joe Coy has a variety of responsibilities. "I sign all the paychecks—that may be the most important thing for some people." As signer of the checks, he keeps a close watch on the finances and audits.

Coy also chairs all District meetings, is involved in appointing members of committees and replacements for some offices, and he sits on all of the committees as a standing member.

"I appoint delegates to do different things, we're currently in the process of revising our by-laws, so we have a by-laws committee. We've also got a committee review-

ing the way our business agents are being paid," Coy explained.

"I'm the lead person from the rank and file to coordinate with the Directing Business Representative and the rank and file."

Coy comes out of the sand and gravel industry, having worked at Kaiser Sand and Gravel for 30 years. He also worked at Wonder Bread/Interstate Brands. In addition to his District responsibilities, Coy is Vice President of Local 1546.

Coy has been District President for two terms, and plans to stand for election again in December when his term is up.



District President Joe Coy

IAM District Lodge 190

District Officers

Joe Coy, President
William Costa, Vice-President
Bob Miller, Secretary-Treasurer

Trustees

LL 2182 Pinky McNeely
LL 1546 Cliff Homon
LL 1414 Dick Harden

Executive Board Members

LL 801 Robert Ryan
LL 1101 Tim Cooper
LL 1173 John Hamilton
LL 1414 David Bauman
LL 1528 Dennis Vamosh
LL 1546 Milt Piver
LL 1584 Mike Mellow
LL 1596 Francis McFadden
LL 2182 Frank Crowder

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What should be District 190's priorities for the members?



Patrick McAndrew
Fairfield Pontiac/GMC
Local 1173

"Pension and retirement benefits. Organizing is also important. We have to stick together or else we have junk. The more members the better off we are."



Richard Fontejon
Golden Gate Truck Ctr
Local 1546

"Getting good contracts. They do good on the pension but we need to keep our wages up, due to high gas prices and PG&E."



Ed Linares
Fairfield Pontiac/GMC
Local 1173

"We have too many contracts among the dealerships. We'd be stronger and have more solidarity with a collective group of employers. Also union members are too afraid to stick their necks out."



George Duarte
Golden Gate Truck Ctr
Local 1546

"Organizing is a given. I'm big on education—letting members and the public know about what the union supports in terms of lobbying and issues."



Chris Sanders
Fairfield Pontiac/GMC
Local 1173

"I've only been in the union six months, but I think it helps us better our lives through wages and pension. I'd like to see more union shops in this area."



Steve
Golden Gate
Local

"I was hap
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more on w
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in Action

District staff changes

Day died, a large void was left in the District. As described above, the process set out in the bylaws kicked in—Jim Beno was elected to fill the remainder of the term—in this case, in December, 2001. Following up, Don Crosatto, Area Director for Local 1546, was named interim assistant for the Automotive Division. He replaced Beno as Area Director for the Central Valley, including Locals 1101 and 2182. At presstime, Harold ‘Skip’ Hatch has just been hired to become Business Representative at Local 2182. He is expected to replace Mike Day as a Vice President of the California District 190.

of *The Sparkplug*, we’ll profile these union leaders. In addition, we’ll have a “State of the District” report, and talk about his plans for the future.

District Bylaws — in a nutshell

The bylaws cover provisions that cover the case of the District representative, the District has the power to appoint a representative at the next officially-scheduled meeting of the District Body.

Don Crosatto appointed Jim Beno as Area Director for the Central Valley, including Locals 1101 and 2182. At presstime, Harold ‘Skip’ Hatch has just been hired to become Business Representative at Local 2182. He is expected to replace Mike Day as a Vice President of the California District 190.

Each Local is eligible for a minimum of two delegates to the District, and the number of delegates goes up to a maximum of seven, based on membership. Following is how the delegate numbers currently shape up:

Local 801	1	Local 1546	7
Local 1101	3	Local 1584	6
Local 1173	3	Local 1596	3
Local 1414	6	Local 2182	3
Local 1528	4		

Then there’s an Executive Board, which is composed of all of the District officers plus one delegate from each Local.

Control by delegates

The goal of the district is to enhance the wages and working conditions for all the members. To do that, the District is responsible for coordinating contract negotiations, handling grievances and arbitrations and for organizing.

Ultimately, the delegates control everything that the District does. They oversee the business of the union.

“If we don’t do our jobs, the District delegates will let us know,” explains DBR Jim Beno, “because they work at the shops and know what contract improvements they want in place.”

Changing of the guard at Local 1101

Great party; no nudity

On April 14, more than 150 people—including Local 1101 members, District staffers, employers and others who work with the union—gathered at Lou’s Village in San Jose to celebrate Area Director Andy Mattos’ career in the Machinists union.



Area Director for Local 1101 Andy Mattos and his wife Maggie enjoying the roast

“In this job, you gain humility quickly—because you’re humbled by the people around you,” said Mattos, after being recognized and roasted by a litany of co-workers. “I’ve had a charmed career—largely due to the people in this room.”

“What do you say about a guy like Andy...in mixed company,” is the question Area Director Don Crosatto asked. But he and several others shared stories of Andy’s commitment to the membership and dedication to the union.

Amy Dean, head of the South Bay Central Labor Council talked about Andy’s support in creating the political space for the Council to take risks—and become the

best CLC in the country.

Pedro Mendez talked about how Andy recruited him to become an organizer and how he strongly supported the effort to organize immigrant workers.

“When you believe in something real bad, it becomes easy,” said Local 1101’s President Tim Cooper. “The places we’ve gone and things that we’ve done are a reflection of Andy.”

“Your automotive local made our district one of the most revered in the union,” said District 190 DBR Jim Beno.

Congratulations Andy and good luck on the golf course.

Schwantz to increase member awareness

District Lodge 190 welcomes Jim Schwantz as its new business representative. Jim came on staff on March 19.

Schwantz and newly-named Area Director Steve Pape will represent the members of Local 1101.

For the past six years, Schwantz worked at Stevens Creek Dodge, and was shop steward for five of those years.

He came into the trade as a journeyman. “I started out working at non-union shops, but then I could see that the pay and benefits were much higher at a union shop. I came to a union dealership as soon as I could find an



Local 1101's new rep Jim Schwantz

opening,” Schwantz said.

Jim credits Area Director Andy Mattos with encouraging him to become a steward, and then to run for a seat on the Executive Board. “But then I made my own decision that joining the union staff was the best way to help the members.”

Schwantz has big plans for the Local. “I definitely want to increase membership awareness of what’s available to them and I want to get our stewards more involved in the process and for fulfilling all of their responsibilities.

Originally from San Jose Jim is married and has a daughter and a son.



Greg Kucinski Fairfield Pontiac/GMC Local 1173	Roger Mulock Golden Gate Truck Ctr Local 1546	Jim McKasson Curran Lincoln/Mercury Local 1173	Gary Henschel Golden Gate Truck Ctr Local 1546	Ken Mapes Golden Gate Truck Ctr Local 1546
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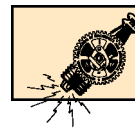
h our last dy's It's a ick me d up a union's	"We need to spread awareness about the positive role of unions. All areas of work are important — the district needs to always look at the big picture."	"We need better wages and pensions to keep up with the other trades. We work as hard as plumbers and electricians, but we're falling behind. That would help us recruit quality young people."	"Our contract is coming up. They need to concentrate on dealing with the dealerships. I'd like to see organizing go state-wide."	"Time is creeping up so retirement is number one on my list. You need a strong union and strong leadership to get a good package for your members."	"I don't follow those issues and I don't feel my input will make any difference at all. They'll do what they want to do."
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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.**



UNION PEOPLE

Proud to be union—finally

Ron Morris has wanted to be back in the union in the worst way. He went through his apprenticeship in the early 80's but then worked in independent shops ever since.

Morris was part of the organizing drive at Green Valley Ford. "We won the election, but it was a young shop and the guys were impatient. Most of them had never

decided they didn't want a union after all.

Before then, Morris worked at Lithia Ford of Napa, which couldn't get past the election.

Now he's at Curran Lincoln Mercury, and a proud dues-paying member of Local 1173.

"This is one of the best union shops I've seen," Morris said. "Of course, the most important bene-

fit is retirement benefits and medical through the union. It used to be that all I cared about was the wages; now it's the opposite. Here I have a future."



Local 1173 member Ron Morris

Welcome New Members of
PacifiCare/Secure horizons

One million Americans felt just like you do about health care plans. Until they talked to us.

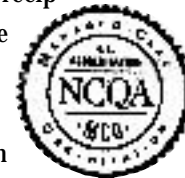
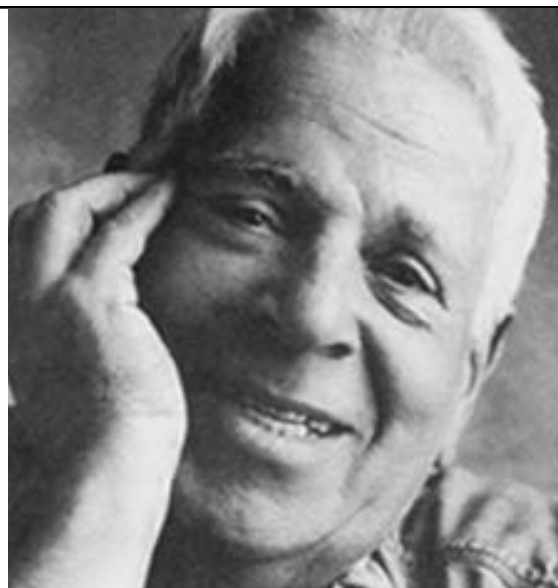
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What should be District 190's priorities for the members?



Butch Tamarra
Golden Gate Truck Ctr
Local 1546

"I think the union is doing good. I should know more about what's going on, but I commute 125 miles a day. We've got good reps."



George Gill
Curran Lincoln/Mercury
Local 1173

"The union can encourage members to maintain their training and keep up their skills so they stay at the cutting edge. And the union should listen to members and get input on contracts from the shop floor."



Bob Anders
Golden Gate Truck Ctr
Local 1546

"I think it would be good if the upper echelon paid a visit to us little guys."



Bob Green
Golden Gate Truck Ctr
Local 1546

"Organizing and education are my top priorities. Educate unorganized folks about the benefits of a union and educate union members to do their work better. Also, we need more info about what's going on in the union."



Larry Moore
Curran Lincoln/Mercury
Local 1173

"They've been doing such a good job. I've been well taken care of. Stick to the same path."



UNION PEOPLE



(L to R) Phil Sanik, Freightliner; Russell Gebhard, 2000 Freightliner ASE Master Truck Technician of the Year; and Ronald H. Weiner, ASE President at Scottsdale awards dinner

High scoring on the ASE

Congratulations to Local 1546 member Russell Gebhard who was named Freightliner ASE Master Medium/Heavy Truck Technician for the Year 2000.

Like thousands of others across the country, Russell took the eight ASE tests in eight hours. But unlike the others, he was the highest scorer in the nation.

Union shop means quality

Gebhard has worked on trucks for 21 years, and has been at the Golden Gate Truck Center for the last 17

years. "I took the test to get training within the Freightliner system," Gebhard said. "But I guess I already knew plenty about these trucks."

Gebhard and his wife were flown to Scottsdale, Arizona for the Awards Dinner and a few days vacation. "While we were sitting at dinner, the Freightliner representative handed me an envelope with \$500, which made it all even more special," Gebhard added.

"Winning this felt great," Gebhard said. "To me it shows that union shops mean quality."

Giving 'cause you can

Bill Schechter puts his money where his mouth is, and last year that meant he gave the single largest donation to the Machinists Non-partisan Political League (MNPL) of anyone in the union—including the International President.

"I had a mentor early on who taught me to wear clean clothes whenever I'm representing the union and to support political causes," Schechter said proudly.

A member of Local 1546, Schechter has worked at the Golden Gate Truck Center for 22 years.

Schechter's commitment is to give two times the amount he paid in union dues that year to

the MNPL. "But last year, I was on the bargaining team for our contract negotiations and it kept us busy from June through Christmas. And then it was too late for me to make my 1999 donation." So in 2000, his donation of just over \$3,000 covered two years at once.

"I believe that we settle things more effectively through the legislative process. Why stand on the bricks if you don't need to?" Schechter says.

Donations to MNPL are not tax-deductible but they're key to supporting labor-friendly candidates. Schechter plans to give to MNPL again this year, "but I don't plan to set any more records."



Bill Schechter gave more to MNPL in 2000 than anyone else

Beal receives Alameda County COPE Award

"Our livelihood—especially for seniors—depends on us being active in politics and getting the right people elected," explains Bud Beal, President of Local 1546's retirees club and of the Alameda County Forum. "The more active we are, the more that can be accomplished for seniors and also for the kids who come up behind us."

Beal lives by that philosophy, and that's why the Alameda Central Labor Council honored him with the COPE Award at their May 24 100th Anniversary dinner at the Oakland Marriott.

"During the Labor 2000 campaign, Bud came in early and stayed

late to set up and staff the phone banks—for seven weeks before the 2000 primary and the general election," said Alameda Labor Council

Secretary-Treasurer Judy Goff. "He was fabulous. I wish we had many more volunteers like him—and I can't think of anyone more worthy to honor at our Centennial."

"I didn't think I did that much," Beal says. "I must have done something

right, because all our candidates won in Alameda County. But," he adds, "the wrong candidate eventually got appointed."

But Beal says he was flabbergasted when they told him about the award.

Before he retired, Beal worked at Peterbilt Motors. He had also worked at Fabco and the San Lorenzo School District. A 35-year member of Local 1546, Beal lives in San Leandro.

"We had a reasonable turnout at the phone banks," Beal says. "But we can always use more people. The more who show up, the more we can reach. Come 2002, I'll be back at it again."



Bud Beal is presented with COPE award plaque by Secretary-Treasurer Judy Goff at Central Labor Council's 100th Anniversary bash.

What should be District 190's priorities for the members?



Keith Lucich
Golden Gate Truck Ctr
Local 1546

"Keep the members more informed of events, benefits, retirement options. Information is key. I stay away from politics, myself."



George Warren
Golden Gate Truck Ctr
Local 1546

"Education is key. Keep up with technology and have the right tools. When I started here, we only worked on two types of trucks; now we work on everything. I don't know what the union can do, but management can do plenty."



Tommy Rosas
Golden Gate Truck Ctr
Local 1546

"Things are going good. We need to keep up with the times—the technology is changing so members need constant schooling. Education is key to our progress."



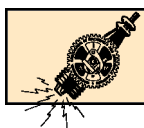
Denny Stones
Golden Gate Truck Ctr
Local 1546

"We have a lot of older members and we have to get retirement right. Make sure the money is well managed. I also think we should have shorter contracts—no more than 3-years contracts."



Tony Elmer
Curran Lincoln/Mercury
Local 1173

"My priority is wages, retirement and medical. Also, we have to pay attention to legislation to make sure there isn't any gouging. Big business will always try to take advantage."



WORKPLACE PROFILE

Building a team at Fairfield Pontiac GMC

It's not often that in a secret ballot election, the employees vote for their boss as employee of the month. But that's just what happened at Fairfield Pontiac-Buick-GMC. Many congratulations to General Manager Eleanor Felbaum for the honor.

Who is this gal?

Eleanor Felbaum has been at the dealership since August, and she took over management in December. Previously the dealership, overlooking I-80 in Fairfield, was Anthony Buick-GMC. The mechanics voted to join Local 1173 in 1999, and struggled for a year to get their first contract. When Felbaum took over, she had no problem accepting the union contract.

Felbaum has been in the auto business for more than 20 years. Coming to the U.S. from Taiwan when she was 18, she got a job as a porter at a Walnut Creek dealership while she attended U.C. Berkeley. Soon, she realized she preferred cars to physics tests, and left the academic life.

She's since worked in dealerships in Anchorage, Alaska, southern California, and around the Bay Area

"Without the union, I couldn't have gained the trust of this shop. I believe that the union looks to get the most reasonable benefit for the members."

ever since. After going through GM's minority dealer program, and the National Automotive Dealer Association's Dealer Academy, she was ready to take over a dealership.

For the past three years, she was running Fremont Oldsmobile-Pontiac-GMC, and "Pach" Pacheco was at her side as Service Manager. Pach has joined her up at Fairfield. Completing the management team is Heather Graham, Finance Manager.

"The basic foundation we have at this or any dealership is the employee," says Felbaum. "We treat our employees how we want to be treated. . . like family members. There's nothing magic to it."

'Let's do it'

According to Area Director Vern Dutton, there may be some magic. "One of the mechanics was diagnosed with cancer, but the previous owner absolutely refused to include long-term disability in the first union contract. When Eleanor called me up and asked what we could do, I told her that we could certainly get a policy, but it would have to cover all the members, not just one. She didn't hesitate for a minute—she said, 'let's do it.'"

"We've got to work as a team," Eleanor says. "That's the only way it



Union and management can work as a team! (L to R) Local 1173 Business Rep Mark Hollibush; Area Director Vern Dutton; Fairfield Pontiac-Buick-GMC General Manager Eleanor Felbaum, Service Manager Pach Pacheco, and Finance Manager Heather Graham

will work."

"We're so used to dealing with aggressive owners who try to squeeze the workers, says Dutton. "It's refreshing dealing with Eleanor and Pach."

Happy technician/ happy customer

While some find the car-buying process grueling, in reality, it takes several hours of negotiations and

dealing with unhappy people because their car is broken," says Graham.

Felbaum and Pacheco had lots of war stories to tell about customers at the Fremont dealership. "The customers there were more demanding, hostile...some would say abusive," says Felbaum, "Up here, things move a little slower. The difference in Fairfield is day and night."

"The moral of the story is that you gotta love this business," says Pacheco.

Appreciating the union

"Without Vern and the union, I couldn't have gained the trust of this shop" Felbaum says. "I believe that the union looks to get the most reasonable benefit for the members."

Graham described the dealership's philosophy as sharing the wealth—as long as it's coming in.

And now, a word from the workers

"Eleanor is aggressive, she wants to build the reputation of the place. She's interested in volume. She's far more fair [than the previous General Manager]—he was cut and dried; if you don't like it... She's true to her word. She takes to heart what she tells us."

Greg Kucinski

"It's more professional now than it was before. If you ask a question, you get an answer. Eleanor respects people; she even says good morning."

Patrick McAndrew

"It's much better and relaxed than my last job. I wasn't here for the old owner. Not too many places are comfortable to work in like this one is. And I can tell that my first week."

Ed Linares

"Eleanor is really fair. She won't ask you to do something she's not willing to do."

Chris Sanders

"It's no secret," she says. "The union will get a better contract when we get more money."

"Eleanor can be very stern," says Dutton. "Ruthless," adds Graham.

"But it's legitimate," Dutton adds. "We in the union are pro-business. We have to be. The more the business grows, the better it is for our members."

Building the business

Fairfield Pontiac-Buick-GMC is working hard to grow and get a good name in the community. The dealership just launched new television commercials featuring their whole staff. "We want people to know who we are, and that we can provide superb service," explains Felbaum.

That's why they hosted an Easter Egg hunt in April. "It was like *Field of Dreams*," Pacheco says. "If you hide enough eggs, people will come."

"Besides the general manager, no-one but the technicians have an investment in the company."

1,000 people turned out and we gave away more than 600 hot dogs."

And here's something unique and unusual: this dealership sends out unsolicited refund checks to customers for any little overcharges that they discover. "Sure, we send out \$4 and \$7 checks. We don't support the policy of overcharging—and we know our customers appreciate that," says Graham.

And it's paying off. Felbaum reports that her first quarter was profitable, everyone is busy, and the dealership is over and above the market area.

"We have to give the credit to all the guys in the shop," Felbaum says. "It's a two-way street. They all work hard—it's a team effort."

Pacheco pointed out something that every mechanic knows: "Besides Eleanor, the General Manager, no one but the technicians have an investment in the company. The techs have \$40K worth of tools." Dutton was pleased to hear that the dealership recognized the importance of this investment.

"We went through a big transition here, changing service manager and service advisor at the same time. That kind of turmoil is very scary for many folks," says Pacheco. "Our goal is to make the strongest possible foundation, to keep down turnover."

"There's a lot of fun in this business," says Pacheco. "Never a dull moment."

When we thanked Felbaum for the interview, her response was immediate. "We thank you—for the union and for your service."