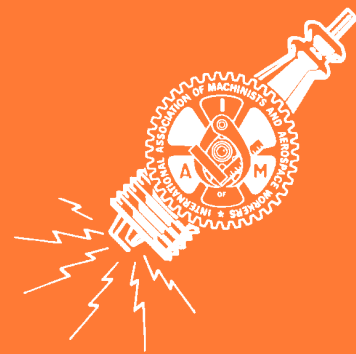


The IAM District 190 Sparkplug



VOL. 3, NO. 6

October/November 2001

Serving the Active and Retired Members of IAM District Lodge 190

Welcome Local 1484 members

District Lodge 190 expands to Southern California

The members of Local 1484 wanted a change, and after signing petitions, holding official—and unanimous—votes, and doing a lot of union politicking, they finally got it. As of September 1, the nearly 1,100 active and retired members of Local 1484 are under the jurisdiction of District 190.

The merger took effect on Monday, September 3. The following day, District leadership came to Long Beach and Wilmington to visit shops and attend the Local's general membership meeting.

"We go back a long way with several members in this local," said Directing Business Representative Jim Beno. "It took a while to put the program and merger together, but we're very optimistic."

"We're excited, as a local, to be part of District 190," said President Kevin Kucera. "We've seen this district in action at conferences and at waterfront negotiations. We have great respect for their leadership and commitment to the issues we care about."

The 1484 story

Local 1484 is based in Wilmington, near the Los Angeles harbor. Two-thirds of the Local's 26 employers are on the waterfront, and many of these companies have Oak-

land operations that are under contract to Locals 1546 and 1414.

"We've lost almost 500 jobs in Los Angeles to the Longshoremen's Union in the last ten years. These were Machinist jobs and they still should be," said Kucera as he explained the members' desire for more aggressive representation.

The ports in Los Angeles and Long Beach are growing; large new facilities are in the works and that means many potential new jobs and new members on the waterfront.

"This district has a strong and unique organizing model," said Kucera. "They can help us change direction and start to grow again, not only on the waterfront, but also in the automotive arena."

District welcomes new local

Having a local in Southern California opens up new opportunities, but also a few challenges for District Lodge 190.

"Number one, the merger with 1484 will solidify our waterfront agreements with ports in Long Beach, the Bay Area and in the Seattle-Tacoma area," explained Beno. "Now, two of the three agreements will be under the control of our District. This should enable us to put together a coast-wide agreement and work more closely with the reps of



A view of the SSA Terminal in Long Beach where Local 1484 members maintain the equipment.

all the unions."

In addition to the shops that Local 1484 currently has under contract, the International gave District 190 the jurisdiction to negotiate contracts with automotive dealerships in Southern California. "This opens up a huge market of auto dealers who have historically operated non-union," Beno said. "We plan to build a strong union presence among Los Angeles-area auto dealerships like we have in the Bay Area."

Beno expressed his confidence in Business Representative Jesse Figueroa and Organizer Kevin Kucera, who is also the Local's President. "Jesse will work solely for 1484. That's a much smaller load, so I'm sure he will have a greater presence in those worksites."

"We'll make sure that the business rep has the resources he needs

from District 190 and that the organizer will be able to concentrate on organizing in the automotive and waterfront areas. We expect that they'll work as a team—with each other, and with the staff in Northern California," Beno added.

Logistics of the merger

As of early September, there were still several issues still to be finalized with regard to health insurance and the pension trust. "Our plan is to strengthen the Fund," said Beno. "Stay tuned."

The Local 1484 staff and delegates will come to Oakland to attend the monthly meetings, and fully participate in the District's governance.

"We look forward to a good working relationship that benefits Local 1484 members, the District and all of our locals," said Beno.

IAM responds to national tragedy

Dear sisters and brothers,

IAM members across the land are working through the losses inflicted by the tragic events of September 11, 2001. Some members lost their lives, some lost friends and family members. All are affected and all are looking for ways to help. This is a time to look within and to one another for strength.

Even through the hardships and sorrows that we have all encountered, we still notice that the American spirit is invincible as reflected by the charitable acts performed by members of our Organization. Our members are working as volunteers on the sites, taking part in the clean up effort, donating blood and making their services available to anyone requiring assistance.

We know that our members can always be counted on as the first to respond in giving aid, support and financial help to those in their time of need.

Therefore, I know there will be an overwhelming response to our request at this time for financial donations.

Our brothers and sisters have endured horrific duress, and in this time they really need our help. I know that you will be quick to respond so that we can show our dedication to these members.

In solidarity,
R. Thomas Buffenbarger, International President
Donald E. Wharton, General Sec.-Treasurer

See page 5 to learn how union members were affected, and how you can still help.

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UNION MEETINGS

Local 801

7717 Oakport Street,
Oakland, CA94621
800-655-2182

Membership Meeting

Third Thursday of the month at 4:00 p.m.
October 18 • November 15 • December 20
Meetings are held at the Carpenters’Hall, in Reno.

Local 1101

1150 So. Bascom # 23
San Jose, CA 95128
408-291-2550

Executive Board Meeting

First Thursday of each month at 6:00 p.m.
October 4 • November 1 • December 6

Stewards Meeting

First Thursday of each month at 8:00 p.m.
October 4 • November 1 • December 6

General Membership Meeting

Second Thursday of each month at 6:30 p.m.
October 11 • November 8 • December 13

Local 1173

1900 Bates Ave., # H
Concord, CA 94520
925-687-6421

Membership/Shop Stewards Mtg.

Third Thursday of each month at 6:30 p.m.
October 18 • November 15 • December 20

Executive Board Meeting

Second Thursday of each month at 6:30 p.m.
October 11 • November 8 • December 13

Retirees Club Meeting

Call Local for current meeting times

Local 1414

150 South Blvd.
San Mateo, CA 94402
650-341-2689

Shop Stewards Meeting

First Thursday of each month at 6:00 p.m.
October 4 • November 1 • December 6

Executive Board Meeting

Second Thursday of each month at 6:00 p.m.
October 11 • November 8 • December 13

General Membership Meeting

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

Local 1484

1261 Avalon Blvd.
Wilmington, CA90744
310-835-6688

Executive Board Meeting

Third Thursday of each month at 6:00 p.m.
October 18 • November 15 • December 20

General Membership Meeting

First Tuesday of each month at 6:00 p.m.
October 2 • November 6 • December 4

Local 1528

713 16th Street
Modesto, CA 95354
209-529-9210

Executive Board Meeting

First Wednesday of each month at 5:30 p.m.
October 3 • November 7 • December 5

General Membership Meeting

First Wednesday of each month at 7:00 p.m.
October 3 • November 7 • December 5

Local 1546

10260 MacArthur Blvd.,
Oakland, CA 94605
510-638-6705

General Membership Meeting

First Tuesday of each month at 7:00 p.m.
October 2 • November 6 • December 4

Shop Stewards Meeting

First Tuesday of each month at 5:30 p.m.
October 2 • November 6 • December 4

Executive Board Meeting

Thursday preceding membership meeting at 6:30 p.m.
September 27 • November 1 • November 29

Senior’s Luncheon

First Wednesday of each month at 12 noon
October 3 • November 7 • December 5

Alcoholics Anonymous: Every Saturday, 9 a.m.

Local 1584

8130 Baldwin Street
Oakland, CA 94621
510-635-2064

Membership Meeting

Third Thursday of each month at 7:00 p.m.
October 18 • November 15 • December 20

Executive Board Meeting

Preceding Monday at 7:00 p.m.
October 15 • November 12 • December 16

Retirees Club

First Tuesday of each month at 12:30 p.m.
October 2 • November 6 • December 4

Local 1596

4210 Petaluma Blvd. No.
Petaluma, CA94952
707-795-0085

Membership Meeting

Third Tuesday of each month at 8:00 p.m.
October 16 • November 20 • December 18

Executive Board Meeting

Third Tuesday of each month at 7:30 p.m.
October 16 • November 20 • December 18

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

Local 2182

967 Venture Court,
Sacramento, CA 95825
800-458-9200

Executive Board Meeting

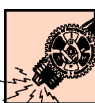
Second Tuesday of each month at 6:00 p.m.
October 9 • November 13 • December 11

General Membership Meeting

Second Tuesday of each month at 7:00 p.m.
October 9 • November 13 • December 11

Retirees Club - VISTA CLUB

Third Wednesday of each month at 11:00 a.m.
October 17 • November 21 • December 19



SACRAMENTO REPORT

Governor signs tool tax exemption — with increase

IAM-sponsored bills are passed; Governor’s signature still needed for lactation bill

Two bills proposed by the California Conference of Machinists were passed by the legislature. At press time, the tool tax exemption was signed by Governor Davis and is now law; the lactation bill passed out of the Assembly by a vote of 63-9 and is on the governor’s desk for signature.

\$50K tool tax exemption

Passage of the tool tax exemption means that County Tax Assessors cannot ask for personal property taxes on the first \$50K worth of tools that IAM members take to work.

When the IAM first proposed raising the tool tax exemption this year, the union hoped to get a \$25,000 exemption with a cost-of-living increase built in. “The bill was expanded to a \$50,000 exemption,” explains Matt McKinnon, Secretary-Treasurer of the California Conference of Machinists. “We actually improved what we were trying to get, which is fairly remarkable given the budget.”

McKinnon explained that the only opposition to the bill came from the Association of County Tax Assessors, whose concern was that employers would transfer their assets to an employee temporarily as a tax-avoidance strategy. With the help of tax assessors in Santa Clara and Los Angeles counties, as well as the California Manufacturers and Technology Association, their opposition was withdrawn.

“Several legislators thought that we were not different from any other small business,” McKinnon said. “We had to educate them about how different we are. Employers buy tools with pre-tax income; workers buy tools with after-tax income. And

workers can’t increase prices every time the price of tools goes up, where employers can.”

McKinnon thanks the bill’s sponsors, Ellen Corbett (D-San Leandro) in the Assembly, and DeDe Alpert (D-San Diego) in the Senate. He also thanks the California Labor Federation and the Building Trades Council for lending their support to the effort to pass this bill.

Safety for lactating moms

When two members of Local 1414 needed to pump milk during work hours for their babies, they found the accommodations sorely lacking. They came to the union looking for help, and the result was AB1025, sponsored by Dario Frommer (D-Burbank) which provides that nursing mothers are assured a safe, hygienic place to lactate while at work.

“We had to overcome some confusion that we were trying to put breast-feeding women back in the closet,” said McKinnon. “On the contrary, our goal was to provide privacy for those who want it. This was about machinery, not babies.”

Any employer who does not provide a safe, clean place for women to lactate will be charged with an infraction and a \$100 fine. Ultimately, the union agreed to an amendment that said “one’s personal office” would satisfy the requirements of the legislation.

The Machinists got strong support from AFSCME, the United Nurses’ Association of California, the California Nurses Association, the California Medical Association and the Commission on the Status of Women.

Moving?

Moving? The union needs to know!

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.

Moving?

The IAM District 190

Sparkplug



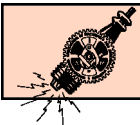
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lodges and notification of any meeting or election in this paper shall constitute official notice per Article B, Section 4 of the IAMAW Constitution and Articles V and VII of District Lodge 190 By-Laws.

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AROUND THE LOCALS

Organizing wins

Mellow at Brentwood

The mechanics at Brentwood Dodge voted 9-2 to join IAM Local 1173. "This was the most mellow campaign of my career" said organizer Jesse Juarez. "The owner didn't campaign against the union at all. I wish they were all like this."

Juarez explained that he ran into the dealership's owner at the pizza parlor next door. "Way before there was an organizing drive, we talked about why workers choose a union and how some employers react. He told me that his workers are happy, but if they ever called me, he would sit down and negotiate a contract. He remembered that conversation, and that's what he did."

Bargaining is slated to start soon.

Not mellow in SF

Juarez went from a nice mellow campaign at Brentwood Dodge to a showdown at Mercedes Benz of San Francisco. The dealership is represented by the anti-union law firm of Littler Mendleson.

"The mechanics want the union," Juarez said. "They marched on the boss in August and demanded recognition. He was shaking and said he couldn't give us answer." Since then, the dealership has denied recognition of the union, and has tried to dilute the unit by putting in extra people beyond the techs.

"We subpoenaed the 15 mechanics and they sat at labor board for



two days with their union buttons on," Juarez said. "The employer had to shut his shop. He finally had his attorney expedite the hearing because the workers were all there."

This will be an on-going process, but Juarez is confident. "I have the tiger by the tail," he said.

Contract settlements

The salt settles

After very intense negotiations, Local 1584 members overwhelmingly ratified their new four year agreement with Leslie Salt.

"This company is owned by the Cargill Family who are among the wealthiest families in this country," said Administrative Assistant Herman Howell. "The company's initial proposal was a massive rewrite of the collective bargaining agreement. This set the tone in what became very difficult negotiations."

After the dust settled and the negotiating process took its course, IAM

members received the biggest wage and pension increases in the history of the contract. Wage increases ranged from \$1.70 to \$3.80 an hour over the four years of the contract. In addition, the agreement freezes health and welfare co-pays for life of the agreement.

Howell was responsible for these negotiations and wants to thank the members who served on the negotiating committee at Leslie Salt for their hard work and assistance: Randall Hall, Jason King and Michael Carlton.

Good deal at Valley

Eleven Local 1173 members at Valley Waste Management have a new three year contract. "We front-loaded the improvements as much as possible," says Area Director Vern Dutton.

Their wages go up \$1.50 the first year, then 50¢ each of the next two years and similarly, the pension contribution goes up \$80 the first year, then \$10 in years two and three. In addition, they have "maintenance of benefits" for the life of the agreement and two extra sick days.

Car contracts in North Bay

Hansel Ford in Santa Rosa finally settled their contract with Local

1596 with an average wage increase of \$1.90, with improvements in the health and welfare and pension.

The new contract at Henry Curtis Ford in Petaluma includes a 4% increase in wages plus 1% bonuses for each of nine ASEs earned and 3% each for smog and for Ford Master Tech certifications.

Both are three year contracts. "They waited to see what the East Bay Motor Car dealers would come up with," reports Business Representative Tom Brandon, "and they had to stay comparable."

Contracts change at Top Gun facility

For nearly three years, Local 801 has had a contract with SeAir Transport Services, Inc., the company that refuels jet aircraft at the Fallon Naval Air Station. In August, SeAir lost its bid with the government and now a new company, LB&B Associates, Inc., is taking over.

"The union is currently in contract negotiations with that new employer," says Business Representative Mark Martin. "They have recognized the union, but at this point we're in the early talking stages on behalf of the 24 bargaining unit employees."

Since the September 11 tragedy, Martin reports that security on the base has been greatly enhanced. "If there are problems we can still conduct business over the phone and fax, but it's much harder to get onto the base."

BENEFITS NEWS

New member services for active Machinists Health Plan and Automotive Industries members

No longer are Member Assistance Programs just about getting clean and sober, though if you or a family member needs help fighting drug or alcohol dependency, don't hesitate to call 800-491-3334.

Machinists Health Plan and AI members now all have access to a comprehensive one-stop Member Assistance Program (MAP) provided by PacificCare Behavioral Health. This free, confidential counseling and referral service is designed to help you and members of your household resolve personal problems that may be interfering with work or home life.

All you have to do is call the toll-free number to your MAP hotline. It's staffed by professional counselors, 24 hours a day, 365 days a year. The phone counselor will help you assess the situation and suggest ways to resolve the problem, including recommending further treatment, if that's what you need.

New brochures describing the services are in the mail now. Services vary somewhat, depending on the coverage available through health care provider.

Watch upcoming issues of *The Sparkplug* to learn about some of the unique services that you can access through your MAP.

Just some of the member services available:

Emotional well being

- stress and depression
- grief and loss
- domestic violence
- anger management

Work Issues

- co-worker relationships
- job stress
- career planning

Parenting and child care

- Becoming a parent/exploring adoption
- Child care options and referrals

Education

- College searches/applications/scholarships
- Tutoring

Legal Assistance

- Divorce
- Wills/consumer issues/landlord-tenant issues

Financial Planning

- Debt management
- Budgeting

Substance Abuse and Recovery

- Alcohol/drug abuse
- Eating disorders

Resources for Seniors

- Elder care options and referrals
- Long-distance caregiving



MEMBER ASSISTANCE PROGRAM
800-491-3334

Your Weingarten rights—don't talk to the boss alone

The Weingarten Card Don't Leave Home Without It!

Make your own Weingarten Card by copying the following text, printing it and putting it in your wallet:
 "If this discussion could in any way lead to my being disciplined or terminated, or affect my personal working conditions, I request that my IAM Steward or union officer be present at the meeting.
 Without representation, I choose not to answer any question. This is my right under a Supreme Court Decision called Weingarten."

Employees have the right to have union representatives present when a supervisor or boss asks for information that could be used as the basis for discipline. This was decided by the Supreme Court in 1975 in a case that involved a clerk who was investigated by the Weingarten Company and has come to be known as "Weingarten Rights."

Why should members know about these rights? "I believe that when we have a group of employees in a plant or a shop who are asserting their Weingarten Rights, we're dealing with a more informed member and probably a stronger unit," explained Local 2182 Business Representative Mark Martin. "As a result, management respects the structure of the union contract."

Fortunately, Martin didn't have any horror stories about workers who didn't assert their Weingarten Rights, because even when it happened, the union was able to mitigate the damage. But he was adamant that the overall working conditions are better in shops where members know their rights "because we've got a better relationship between management and employers. We're less likely to run into problems at the shop because we're dealing with members who know their rights."

So, what are your rights?

If a discussion with management—from a closed-door meeting to a conversation with a supervisor on the job—could lead to the possibility of discipline, the worker should ask immediately for a steward or local officer.

"If this discussion could lead to my being disciplined or terminated, or affect my working conditions, I request that my steward be present. This is my legal right."

Ideally, a member should say something like: "If this discussion could in any way lead to my being disciplined or terminated, or affect my personal working conditions, I request that my steward (or a union officer) be present. Without representation, I choose not to answer any questions. This is my legal right."

Anything close to this statement will do. Any further attempt by a boss to ask questions is illegal until a steward arrives. If management denies a request for union representation, this is an unfair labor practice—and the member may refuse to answer any questions.

Everyone is represented

All union members have the right to be represented. This includes Local officers and stewards.

Weingarten Rights can be powerful tool in defending member's rights. These rights are worthless if members don't enforce them on the job!

What to expect from your steward

A union steward's duty is to prevent management from intimidating employees. Nowhere is this more important than in closed-door meetings when supervisor attempt to coerce employees into confessing to wrongdoing.

What stewards can do

During the meeting, stewards should take notes on what was said and who said it. Not only will this help keep the facts straight, but it could make the boss nervous if he or she doesn't have much of a case. A steward's power includes:

- Stopping the boss from harassing or abusing the worker;
- Asking the supervisor to clarify any questions the member may not understand;
- Advising the worker how to answer questions;
- Providing the boss with additional information when the questions have ended.
- Requesting a recess during the meeting to talk privately with the member.
- Requesting that the meeting continue another time if information is presented that requires additional investigation or preparation.

What stewards cannot do

Stewards cannot negotiate over the subject of the meeting. And stewards do not have the right to tell workers not to answer a question or to give untrue answers. Refusal to answer questions can be a reason for discipline.

How stewards can be helpful

- The steward can help a fearful or inarticulate employee explain what happened.
- The steward can raise extenuating factors.
- The steward can advise an employee against blindly denying everything, thereby giving the appearance of dishonesty or guilt.
- The steward can help prevent an employee from making fatal admissions.
- The steward can stop an employee from losing his or her temper, and perhaps getting fired for insubordination.
- The steward can serve as a witness to prevent supervisors from giving a false account of the conversation.

What to expect from your boss

Once union representation has been requested the employer has three options:

1. Grant the request and delay questioning until the union representative arrives.
2. Deny the request and end the interview immediately.
3. Give the employee a choice of: (a) having the interview without representation, or (b) ending the interview.

What are you looking for from merging your Local Union with District Lodge 19



Arnold Alvarado
SeaLand Maersk
Local 1484

"More energetic presence from our district, especially here on the waterfront. It's time for a new contract. We need to see some action."



Emic Carr-Perez
SSA Terminal
Local 1484

"More support—having the Business Rep at the waterfront when we need him. And also taking care of grievances in a timely way."



Gene Wachi
SSA Terminal
Local 1484

"More representation. Limit the Business Rep to the waterfront area so there's quicker response time. It's a morale builder to see that we're well-represented."



Manuel Luquin
Dicarlo Bakery
Local 1484

"Better representation. We've been crying for that for a long time. Somebody that's willing to listen to us—the members—not ignore us."



Jim Thompson
Marine Terminal
Local 1484

"Better representation on the waterfront. We need backing to go against the ILWU. We've been losing folks over recent years, but I'm optimistic."



Roger St. Denis
ITS
Local 1484

"Strong organization and trustworthy people who have the best interest in mind for us workers—and the money we entrust to them."



How you can help

The following are places that the AFL-CIO is encouraging people to send donations to help out our brothers, sisters, and their families who have been impacted by the terrorist attacks:

- New York City Central Labor Council Disaster Fund**
386 Park Avenue South
New York, NY 10016

Union Community Fund
815 16th Street, N.W.
Washington, D.C. 20006
To give online:
www.unioncommunityfund.org

Washington DC and Northern Virginia Disaster Fund
1925 K Street, NW, Suite 410
Washington, DC 20006

IAM 911 Disaster Relief Fund
c/o IAM Community Services Dept.
9000 Machinist Place
Upper Marlboro, MD 20772-2687

Blood Banks are currently full, but anticipate needing donations in the next few weeks and months. To find out how to donate blood in your community, please call the Red Cross at 1-800-GIVE-LIFE.

September 11 tragedy impacts union members

Every day, approximately 50,000 people worked or visited at the World Trade Center’s 107 story twin towers and ancillary buildings. If you ever imagined who those people were, you’d probably think of the executives who worked in financial firms—and you’d be right.

But in addition, scores of unions have members who worked in the World Trade Center and the Pentagon, which were attacked on September 11 by terrorist airline hijackers. Hundreds are missing and feared dead.

- Here are some of the people you might not have thought about who were at the World Trade Center that fateful morning.
- ◆ Some 70 restaurant workers at the Windows on the World Restaurant, and 30 more who worked at the Building 7 cafeteria are reported missing.
 - ◆ Five telephone company workers are missing.
 - ◆ 350 building maintenance workers including porters, cleaners and elevator operators were on duty at the time of the attack.
 - ◆ About 235 members of three Government Employee locals worked in the World Trade Center

- complex for the Commodity Futures Trading Commission, the Equal Employment Opportunity Commission and the Federal Trade Commission.
- ◆ Building trades workers, including Electrical Workers, Painters and Allied Trades members, Laborers, Carpenters and Steam fitters worked on several construction projects in both World Trade Center towers. Many are unaccounted for.
 - ◆ The four hijacked airliners used

- in Tuesday’s terrorist attacks carried a total of 233 passengers, 26 flight attendants and eight pilots.
- ◆ And of course, hundreds of fire fighters, emergency services workers and police officers came to the scene as soon as the first plane crashed to help evacuate people in the upper floors. Hundreds lost their lives trying to save others from the disaster.

Offering Helping Hands

“We mourn those who perished as

they performed their work, whether in rescue efforts, in offices or on airplanes,” said AFL-CIO President John Sweeney. “Union members immediately went into action to assist the rescue operations and provide medical care for the injured.”

In addition to the teams of union emergency services and medical workers conducting rescue and aid missions, union volunteers are contributing their skills, funds and blood.

Working with cranes, bulldozers, end loaders and by hand, union construction workers are removing the massive debris from the streets in lower Manhattan. Iron Workers have come from across the eastern seaboard; Laborers are helping with asbestos removal; and Operating Engineers are operating heavy equipment in the rescue operations.

Thousands of health care workers responded in the hours and days following the attack providing around-the-clock emergency medical service.

Union psychologists are working near the site, at the morgues and at other locations to help victims, workers and their families deal with the emotional reaction to events.

Canadian/U.S. solidarity after attacks

On Tuesday, September 11, the entire District 190 staff was in Vancouver, British Columbia for the joint Canadian/Western Territories staff conference. At the first general session held after the tragedy, they were greeted with a gift of red roses from the Canadian delegation.

“This rose symbolizes for us as Canadian brothers and sisters our shock...our anguish...our grief. This rose symbolizes our friendship, our love and our solidarity with you,” said Angela Schira, the IAM’s delegate to the Canadian Labour Congress and secretary-treasurer of the British Columbia Federation of Labour. Delegates later placed the roses at the door of the U.S. consulate in Vancouver, in memory of the victims of the brutal terrorist attack.

Most district staff were due to fly back to the U.S. on Thursday, September 14, but airport closures made that impossible. So, with typical Machinist ingenuity, District 190 rented a bus, and treated the staff to a 22-hour bus ride. They returned tired, but glad to be home.

90?



Floyd Lahep
SSAT/Matson
Local 1484

“I’m hoping it makes us stronger and brings more unity. Maybe more participation with the members down here. It’s good. We’ve waited so long for this to happen.”



Daniel McEntire
SSA Terminal
Local 1484

“Better representation. When we call our Business Rep, we hope they’ll show up like the Longshore agents do. And to keep all our waterfront jobs IAM.”



Richard Duke
SSA Terminal
Local 1484

“I’m hoping District 190 has the international’s ear so we don’t lose all the jurisdictional battles. We need to get our jobs back.”



Hank Stolk
Container Care
Local 1484

“Stability; new ideas; more unity and backing. Mostly, I want more information about what the district’s doing with the different locals and the ILWU and our jurisdiction.”



Ronald Iverson
ITS
Local 1484

“I hope they do better on the insurance. Our current plan has terrible coverage for women.”



we're working on a cure for health care.

There's a lot of talk about the problems in health care. But we'd like to talk about solutions. Our 20 years in health care have taught us that there is absolutely no substitute for the relationship between a doctor and a patient. So we've made it our mission to support that relationship. Working closely with doctors, we've made real improvements. We've streamlined procedures. And we're making it easy for doctors to get the tools and information they need to do what they do best: practice quality medicine. So talk to your friends about PacifiCare. Because we don't just have a plan for you – we have a plan for health care. **you, your doctor and PacifiCareSM**



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UNION PEOPLE

A commitment to representation and communication

Jesse Figueroa will serve as Local 1484's Business Representative. Figueroa worked in the trade for 25 years as a forklift mechanic at Alpha Beta, Food 4 Less and Ralphs before coming on the IAM staff in 1998. He first got active in his Local Lodge 1186 in 1988 and held just about every position available.



Jesse Figueroa, Business Rep

"My goal and commitment is to ensure the ongoing representation and communications to the membership. I will also assist with the growth of our union through organizing."

If you look at a map, Figueroa's area spanned from Lancaster to Rancho Cucamonga and Hollywood to

Huntington Beach, plus 26 waterfront locations. "It was a lot of ground to cover," he says. Now, by just working for Local 1484, the shops he represents are much more at arm's reach.

"Every day is a new situation—always something different," Figueroa says. "I was amazed at the warm reception I got from the district staff and delegates," he adds. "I'm just a little nervous that I can live up to everyone's expectations."

Figueroa has been married for 25 years; he has two kids, one grandson and a large baseball card collection.

The labor movement is his hobby

Kevin Kucera is Local 1484's President but he's also on the District 190 staff as an Organizer.

After being fired for trying to organize a non-union shop, Kucera came to work for Weber Aircraft in 1980.

He has since held every position on the Local and District level. Between merging locals and changing from an aerospace to an automotive district, he has been part of five Local

Lodges and now three District Lodges. "I'm known as the merger king," he says with a laugh.



Kevin Kucera, Organizer

Kucera's goal is to organize the automotive sector of Southern California as well as the waterfront, working in collaboration with the Los Angeles Federation of Labor and other community groups.

"The labor movement has been my hobby," Kucera says. "I live and breathe it."

Celebrating two careers in the IAM



On August 24, District 190 formally thanked Andy Mattos (L) and Jesse Baptista (R), upon their retirement, for their years of service to the IAM in Northern California. Both were praised and roasted by fellow staff, employers and members at a lunchtime celebration at Francesco's.

What do you want from District Lodge 190?



Rick Olivera
SSA Terminal
Local 1484

"I want better dental. Right now I have to spend about \$20,000. Other than that, it's a good gig. I can't complain."



Jim Massouris
ITS
Local 1484

"Better representation on the waterfront and possibly take better care of our insurance and medical needs. Hopefully, also, we'll hold our own against the ILWU encroachment on us."



Jack Irving
SSA Terminal
Local 1484

"I want representation, coordinated bargaining and coast-wide contracts. That's all!"



Dennis Johnson
ITS
Local 1484

"Representation. Right now, nothing happens when you call a business rep. We have grievances outstanding for years. And we're losing people to the ILWU. We need to turn that around."



John Luntz
SSA Terminal
Local 1484

"I want the District to give us strength, so we keep our jobs here. With NAFTA, they've been talking about opening a terminal in Mexico, and that's a threat. But the pension and retirement is great."

Iron men & women of labor honored at Labor Day A's game

A working member of Local 1546 since 1954, Marty Costello and six other long-time union members were honored by the Oakland A's and the Alameda County Central Labor Council at the Labor Day ballgame. The day was dedicated to "Iron Man" Cal Ripken, who never missed a game, and to the iron men and women of labor, who have worked union for decades and are still working.

A machinist, blacksmith,



Labor's iron men & women; AFL-CIO President John Sweeney is at right, Marty Costello is third from left.

fabricator and welder, Costello began his career at Trailmobile in 1954. He bought Mor-Drop Axles in Oakland in 1969 and has paid union dues as an

owner-operator ever since. "We modify the front end of cars and trucks from the 1940's through the 1979 Ford Twin I-Beam Axle," explained Costello.

At one point, he employed 18 machinists, but now he's a one-man business. "I'll retire as soon as someone buys me out."

IAM events support Guide Dogs



This 1933 Ford Limousine was named Best of Show and took home a new set of ARE wheels. "This car was really awesome in person," reports event coordinator Kevin Cummings.

Labor Day Car Show

More than 120 cars were entered in this Car owners showed up early on September 3 to Consumnes River College in Sacramento, to participate in the IAM Western Territories-sponsored car show benefitting the Guide Dogs of America (GDA). They stayed all day under the hot sun, showing off their prized possessions, eating barbecue and mingling.

"The IAM's second Labor Day car show was another success," reports show coordinator Kevin Cummings. "We raised over \$6,000 on the day of the show, not counting pre-registration and sponsors.

In all, we are happy to report that we raised well over \$20,000 for the Guide Dogs."

Golf Tournament

August 17, District Lodge 190 held it's annual Golf Tournament to benefit the Guide Dogs of America at Alameda. About 220 people registered to golf, and several others participated—measuring long drives and balls closest to the hole, joining in the festivities. "The total figures are not in yet, reports DBR Jim Beno. "Last year we gave more than \$60,000 from the Tournament to GDA. This year, we're hoping to at least equal if not exceed that figure."



Guide Dogs of America was started by a Machinist in Sylmar, California fifty years ago. GDA trains and matches seeing eye dogs with the people who need them.

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.

Official notice of nomination and election of District Lodge 190 officers and Directing Business Representative

In accordance with Article III, Sections 1,2,3,4 and 5 and Article VIII, Sections 1,2 and 3 of the District Lodge 190 Bylaws, you are hereby notified that nominations for the following positions shall take place at the District Lodge 190 Meeting to be held on November 27, 2001 at the District Lodge 190 offices located at 7717 Oakport Street, Oakland, CA94621 at the hour of 7:30 p.m.

President • Vice President • Secretary-Treasurer • Trustees (3) Directing Business Representative

Election for these positions shall take place at the District Lodge 190 meeting scheduled for December 18, 2001 at the same time and place as the nominations above.

The term of office for all positions is four (4) years.

The District Lodge Officers shall be nominated from and elected by vote of the duly accredited delegates to the district Lodge and the election shall be conducted by secret ballot.

The Directing Business Representative shall be elected by secret ballot vote of the delegate body in the same manner as employed in the election of District Lodge officers.

Any member who has served no less than three (3) years as an elected or appointed business representative of the District Lodge or a Local Lodge or lodges affiliated with the District Lodge is eligible to serve as the Directing Business Representative provided he or she is otherwise qualified in accordance with the District Lodge 190 Bylaws and the Constitution of the IAM.

Official notice of nomination and election of District Lodge 190 delegates

To: The affiliated lodges of District 190 and their members

In accordance with Article II, Sections 1,2,3,4 and 5 of the District Lodge 190 Bylaws, you are hereby notified that at its first meeting in November each Local Lodge shall nominate candidates for District Lodge Delegates. At its first meeting in December, each Local Lodge shall elect the number of delegates that they are entitled to by secret ballot vote of its members in good standing.

Subject to qualifications and eligibility requirements required by applicable civil law or as specified in the IAM Constitution, every member in "good standing" in a Local Lodge affiliated with this District shall be eligible for nomination and election as a District Lodge delegate from his or her Local Lodge provided that the nominee has been a "good standing" member of his or her Local Lodge for at least one (1) year prior to the date of nominations and is working at the trade as defined in the IAM Constitution. The candidates who receive the highest vote at a secret ballot election for delegate within their respective Local Lodges shall be declared elected. Those candidates with the next highest number of votes may be alternate delegates. Members are required to attend 50% or more of their regular Local Lodge meetings held during the 12-month period ending the date of close of nominations in order to qualify as delegates.

The term of office shall be a period of four (4) years.

Robert V. Miller
Secretary-Treasurer

What do you want from District Lodge 190?



Steve Clark
SSA Terminal
Local 1484

"Right now, the union is just a deduction on my pay-check. We need to have more representation and see union reps here at the waterfront."



Frank Molle
ITS
Local 1484

"Better representation, and get everyone pulling in the same direction. We've seen how they do things up north and want the same down here. I see a great future for the IAM here."



Joe Frescas
SSA Terminal
Local 1484

"I've just been in the union for three years and am still learning the ins and outs of this stuff. And I'm watching those who have been here to figure out what's best."



Al Portillo
ITS
Local 1484

"Representation. When we have a problem, you can get ahold of the union rep, and he'll come down and take care of it. Before, you didn't see anyone except for at election time. I hope for the best."



George Bioletto
SSA Terminal
Local 1484

"Number one is a workable plan that benefits the waterfront shops. And to expand our jurisdiction into the automotive sector. We need some new young blood in the union."

A UNION COMPANY

Founded in 1901, family-owned Petaluma steel fabricator celebrates 100th anniversary

Van Bebber Brothers marks first century



Company president Rick Van Bebber is the fourth generation to run this 100-year old steel fabrication business.

From a small blacksmithing shop that repaired buggies and wagons and forged parts for those newfangled automobiles, to a growing steel fabrication business, Van Bebber Bros. has seen much change in its 100 year histo-

ry. The company celebrated its first centennial with tours and an all-day party on September 7 at their Petaluma facility.

Van Bebber Bros. is one of the oldest businesses in the North Bay still under the control of the founding fam-

ily. The Van Bebbers attribute their ability to reach the 100-year milestone to how each generation was able to respond to the challenges.

The Machinists union has represented Van Bebber's contract employees for more than 50 years. Most of these members of Local 1596 have been with the firm for over 25 years. The company credits some of its success to its exceptional employer-employee relations; management said they were pleased to provide excellent health and welfare and pension benefits to its employees.

Company president Rick Van Bebber was sorry that his grandfather died just two years ago and couldn't be part of the ceremonies. But with his father and son still part of the business, he feels confident about the future. "I just want to keep it simple," Van Bebber says. "So that I know the employees and they know me, and we all keep working."



"My father always said 'stick to a job you like,'" and Paul Moore (L) listened. He's been a Van Bebber for 28 years as a Warehouseman. "They treat you like a family here." After many years as a truck driver, Gary Pederson (R) is now warehouse foreman. "I've gone through four generations of Van Bebbers. They've been good to me."



Gordon Martinelli (L) has been at Van Bebber for less than two years, while Dennis Munson has been a punch operator there for over 11. Munson provided a tour of the facility.

Van Bebber Bros. — the first 100 years

Their first months gross receipts were \$26, but George and Fred Van Bebber were confident they had a blacksmith business worth growing in Petaluma, back in 1901.

In 1919, George bought out his brother and brought his sons, Alvin and George into the business during the 1920's. The company survived the depression years by doing repair work and fabrication for the farm trade, and other local businesses.

During World War II, the company took on government contracts as well as conducting an arc welding school to train welders to work in the area's shipyards.

After the war, Van Bebber Bros. continued to grow. Many of the local feed mills were converting from sack to bulk delivery systems and needed new machine systems to handle the change.

Tragedy struck the family when now co-owner Alvin was killed by a hit and run driver in 1951. His son Royce, who had worked summers at the shop, took over business side of the operations, while his uncle Ellie continued to manage the shop. Royce credits the cooperation and understanding from the company's hard-working employees and vendors that enabled them to survive the crisis.

In 1956, the company was in a growth mode and moved to its present location. The new shop allowed the company to undertake much larger projects, including making concrete forms for Candlestick Park, and railroad tie forms for BART.

In 1958, Van Bebber Bros. started operations as a steel products distributor. By 1969, they sold off the machine shop and fabrication part of the business to employee Donald Bergstedt who formed Donal Machine and later sold another chunk of the business to another employee, Jane Gianini.

In the 1960s and since, Van Bebber focused on being a steel supplier with value-added services, such as saw cutting, shearing, flame cutting, plate and angle rolling and more, serving many of the smaller shops in the North Bay.

Royce's son Rick joined the firm in 1973 and now serves as President of the company. His son, Royce, the fifth generation to join the business, currently works in the shop.



Richard Bohn (L) hit the 25 year mark in April. "I do a little bit of everything, mostly the rolling and custom railing systems. You have it, we roll it. I love my job—the Van Bebbers are great people to work for." When Ken Howe started 31 years ago, everything was done in one little room. I've run the Brake and the shear; now I do yard work, loading and unloading trucks."



Donald Bergstedt started his career at Van Bebber in 1954 as an apprentice; he took over the Machine Shop in 1969 and set up Donal, also a union company in Petaluma. He had fabricated several parts for this alligator shear built in 1900.