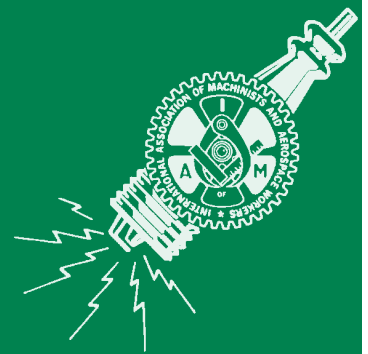


The IAM District 190 Sparkplug



VOL. 4, NO. 2

April/May 2002

Serving the Active and Retired Members of IAM District Lodge 190

District 190 doesn't walk away from tough battles

After all these years, the script is familiar. **Phase 1:** Employees seek union representation. Employer goes into sweet talking, bribing and bullying mode. Employees vote for the union anyway. Employer appeals the vote. National Labor Relations Board sustains the union at the local level. Employer appeals to the regional level. Union sustained. Employer appeals to the federal level. Union sustained. Employer then goes to court and starts the same process all over again.

Phase 2: Union tries to negotiate a first contract.. Employer refuses to bargain in good faith. Union goes to NLRB. Union sustained. Employer appeals, and etc. etc. etc.

The point, as everyone knows, is to deny employees their rights by wearing them down. They get disgusted and lose interest, or move on to another shop, to be replaced by more docile types, or by brothers-in-law of the owner. Or the union runs out of money, or time, or desire.

It won't happen here. In two recent cases, District 190 is demonstrating to employers that they will not walk away from the tough ones, and that when the last judge has made his or her last decision, the IAM will still be at the table.

And the stakes will be a lot higher.

The never-ending saga of Lexus of Concord

Five years after employees at Lexus of Concord voted for representation by Local 1173 the union has filed dozens of unfair labor practice charges, and won two separate trials. The company—now on its second law firm—has spent enough money on lawyers and consultants to have raised wages to \$30 per hour, contributed \$500 a month to the pension plan, and maintained health and welfare benefits.

Most recently, after a December



trial, the regional NLRB office ordered the company to go back to the bargaining table. And once again, Lexus is appealing.

"When we last bargained, the only outstanding issues were the length of the agreement and \$25 in 401K contribution. Clearly, these are not deal-breakers. Therefore, this is about principle," says Area Director Vern Dutton.

There have been several attempts to decertify. "Normally, we'd walk away. But because this employer has broken the law, we're not going to let them get away with it. They can continue to appeal, but when they come back to the table, it will cost them!" Dutton adds.

Five of the original techs are still technically on strike, although they're all working elsewhere. There's some support within the shop, but most of the employees are new, and no doubt the company looks to hire people who aren't supportive of the union.

"This may be the campaign that won't die...but we're still in the ring," Dutton says.

An unsigned settlement at Jatco

"We had a settlement with the NLRB on Jatco and it really slammed them," says Organizer Pedro

Mendez. "I signed it for Local 1584, but the company won't sign it."

The settlement shows that Jatco, a Union City plastics fabricator, violated numerous labor laws in order to claim victory during the union election last October. The company threatened people with layoffs, and in fact, fired several union supporters on the day of the election. "That's a clear violation of labor law," he says.

And the NLRB agreed. The settlement included back wages for those people who got fired and they are supposed to get their jobs back.

In addition, the NLRB said that the company has to devote 60 minutes of company time for each shift for the union to address the workers. The Board also wants the supervisor to read a list of the company's violations to the workers and to prominently post the list—and it has to be translated into Spanish.

As soon as the union decides to set a new election, any time in the next two years, the company has to provide the names and addresses of all of the workers, so that the union may contact them.

"It's a good settlement," Mendez adds, "but it won't have much meaning if the company doesn't sign it."

Some complicating issues

Many of the workers at Jatco are undocumented. With wages of more than \$8.50 an hour, this was the best job these workers ever had.

But when the union's organizing campaign got under way, Mendez learned that more than 65% of the workers were officially employed by a temp agency. Upon further investigation, Mendez discovered that this agency was run by a former Jatco employee.

He believes the agency served as a cover—to protect Jatco from accusations of knowingly hiring undocumented workers.

Jatco claimed that the temp workers were not part of the company and therefore should not participate in the union election. The union went to an NLRB hearing and proved that the temp workers were part of the company. In the end, all of this merely served to delay the election.

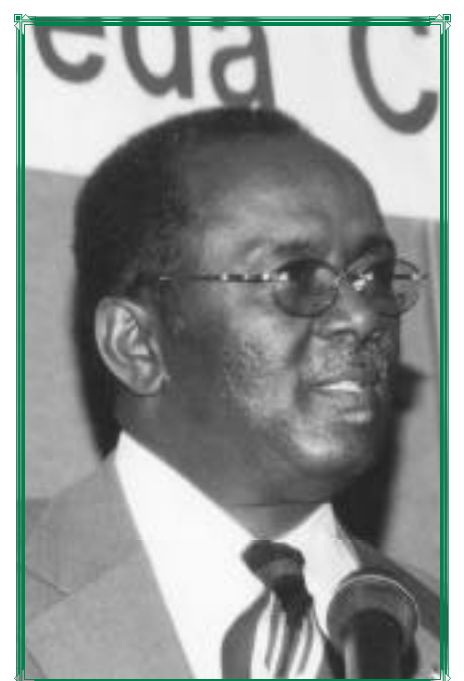
Before the election, the temp agency reportedly called workers and threatened them. "She told them 'if you vote for the union, you won't work here any more. If you vote against the union, I guarantee you your 40 hours back,'" Mendez says.

Union election results

While more than 130 of the 180 employees joined the organizing committee, in the end, the union lost the election. "Most of the people were really scared," Mendez said.

The union has filed an objection to the election results. The count immediately following the election had the union losing by seven votes, but there were 23 challenged ballots. "Right now, we're tied, with one vote pending," Mendez says.

The NLRB's investigation found many violations which led to the proposed settlement. "This might turn into a win after all."



Joe Dean Bobo, 1942-2002

(Please see story, page 3)

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UNION EMPLOYERS

Drilling holes to the future

Drill Tech Drilling and Shoring, Inc. is a specialty drilling subcontractor. The company, founded in 1990 by David Shupe and Shannon Creson, provides drilling and shoring design and construction for earth retention systems, foundations, landslide mitigation and architectural sculpting.

With about 100 people on staff, in Northern and Southern California and Seattle, this is a union company, wall-to-wall. Two Local 1173 machinists in the Antioch facility, Scott Silberman and John Rossi, design and repair the huge, specialty equipment, with laborers and operating engineers carrying out the work.

While Drill Tech is all about mas-

sive equipment tackling unusual projects, it's also a family affair.

The day we visited, several kids were playing outside the office, where the rain had created fantastic mud puddles. A tour of the facility included a visit to the on-site child care for Shupe's four kids and Creson's three kids.

"The whole thing started when we were working for other people," Shupe explains. "My wife and I were expecting triplets, and Shannon and his wife were expecting their second child, and we knew we needed to be in business for ourselves. We jumped in with both feet."

The business was started on 12 credit cards pushed to the limit. It



Co-owner and equipment designer David Shupe

now grosses \$35 million. "For the first four years, we worked out of Shannon's garage," Shupe says.

With 15 major jobs in the works, Drill Tech has come a long way since then.

"I was in the Operating Engineers union as a heavy equipment operator and I've been a mechanic all my life," Shupe says. "So we started out by building most of our own equipment. Our drill rigs revolutionized the soil mill market and put us on the map," he adds.

A major part of their work is creating earth retention systems to hold back slides. Some of their big jobs include the walls on Highway 92 at Half Moon Bay, and the wall at Solana Beach.

They've also done foundation

work on the Carquinez Bridge, and earthquake retrofitting on the Golden Gate Bridge.

"Our machines give us better reach," Shupe says. Drill Tech has excavator-mounted drills capable of reaching 25 feet above or below the working pad.

Shupe described the process of shoring up a wall behind a home in Blackhawk. "First, we installed a steel beam and grouted it. Then we shot in concrete. That's the structure that holds the earth back. Then we stained it to make it look like the original rock."

To date, the company has installed more than one million square feet of sculpted and stained soil nail walls. And there's plenty more to come.



Closing a Modesto factory—and maybe an era

Crown Cork and Seal in Modesto closed its doors on Friday March 8.

At the end, 109 members of IAM Local 1528 were on the seniority list, but the plant ceased production on March 1. During its last week, only 15 people still clocked in, cleaning up and putting the plant to sleep.

The Modesto facility originally opened in 1963. At its peak, 300 people were employed there.

Dennis Vamosh worked at Crown since 1969. He says that he did every job there but storekeeper and electrical machinist. He was in quality control for 10 years and worked as a mechanic for the last 15 years.

"When I first got there in 1969, they were running five lines. At peak, we were up to 11 lines, with 300 people on staff, but in the last few years, we didn't run more than four lines, with only 75 people."

Vamosh had planned to retire out of Crown Cork and Seal. "After 33 years, they laid me off just before Christmas." Vamosh currently has a grievance against the company for not following seniority rules.



Dennis Vamosh at the 2000 Grand Lodge Convention in San Francisco

"The problem was absolutely poor management," Vamosh contends. "You can't satellite manage a can plant. All decisions were made in Philadelphia. They never got out a full order on time, and that wasn't our fault." Vamosh says that customers complained and the company lost many contracts over that issue. "They'd take orders and promise delivery dates that were physically impossible to meet."

Looking back, Vamosh says "We made great cans. We worked hard and enjoyed our jobs. It shouldn't have ended like this."

What's ahead

Vamosh admits that he's bitter, but thinks he's really more in shock. "At 55 years old, it's hard to get another job—especially if you have health problems."

His biggest concern is health insurance. Between himself and his wife, they'll have about a year's worth of wages in severance. But the health insurance bill is about \$500 a month.

"It's a crying shame," Vamosh

adds. "And I'm in better shape than most. I have a lot of friends who worked there and they're too young to retire and too old to find another job."

Vamosh suggests that the International should establish health insurance for retirees. "That's important and something I'd help with," he says.

"I've always been a unionist. My father was a machinist before me. I'd like to get more active in the union, but who knows. I'm in survival mode right now."

The IAM District 190

Sparkplug

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UNION PEOPLE



Joe's family came out in force as he was honored as Alameda County Trade Unionist of the Year



Local 1546 Secretary-Treasurer Bob Miller and District 190 Directing Business Representative Mike Day honor Joe Bobo upon his retirement in 2000.

Joe Bobo—a family man, a union man, a man of God

Joe Dean Bobo, a longtime and deeply respected leader of Machinists in Northern California, died Saturday, February 2. He was 60 years old.

Bobo joined Local 1546 in 1969, as a mechanic for SeaLand Services on the Oakland waterfront. In 1979, Business Representative with District Lodge 190. He subsequently led local affiliates in Alameda and San Mateo County. In 1993 Joe was named Administrative Assistant for the District, directing 27 union representatives and servicing over 21,000 members. Joe retired in 2000, telling friends it was time to

play some golf and serve his church.

"Joe's greatest legacy for our membership is the work he did to make the retirement plan better and stronger," said Area Director Don Crosatto.

"Joe was an evangelist when it came to the pension plan. That will pay off big down the road for everybody, but it particularly pays off for the youngest members."

"We called him the Preacher," said Jim Beno, District 190's Directing Business Representative. "He comes from a family of ministers, and carried a preacher's fervor when fighting for a contract or defending a member from wrongful treatment by the employer...as a minister would fight for his flock."

Even after he retired, Bobo remained a Trustee on the Health and Welfare and Pension Funds, "so he

could continue to improve benefits for our members in that capacity," Beno added.

Joe Dean Bobo was born January 27, 1942 in rural Wabbaseka, Arkansas to a family of 15.

Joe moved to California in 1956 and graduated from McClymonds High School. He joined the United States Army in October of 1960 and after three years of service, he came home to be a part of his family business, Bobo's Scrap and Metal, located in Oakland.

Over the years, Bobo served as Secretary/Treasurer of Automotive Machinists Coordinating Committee of Northern California; Vice President and President of the California Conference of Machinists; Trustee of Automotive Industries Health, Welfare and Pension Fund; and Alameda County Central Labor Council's Executive Committee.

He served Queen Memorial Church of God in Christ as Deacon Board President, Sunday School teacher and Superintendent, and as President of the Board of Trustees.

On his retirement, Mayor Jerry

Brown declared November 17, 2001 "Joe Bobo Day" in the City of Oakland.

Whether working for the Union or his church the constant in his life was a love for people. His position over the years allowed him to be an advocate for his members and his faith allowed him to weather the difficulties of the job and play an important role in the community.

Survivors include his wife, Joyce Bobo, one daughter Cynthia Cooper of Oakland, three sons, Joseph Darren Bobo and Clinton Bailey of Oakland, and Lionel Dyer of Stockton, and 12 grandchildren.



Oakland City Council members Jane Brunner and Ignacio De La Fuente present Joe with a proclamation



Joe and his wife Joyce on vacation

Meet Al Lopez and the members of Local S-9

Al Lopez may be District Lodge 190's newest organizer, but he's not new to the IAM. Lopez comes out of IAM Local S-9 based in San Pedro, which was just merged into Local 1484.

Local S-9 was a ship-building local, and for years was part of District 4, the ship-building District in the Eastern Territory. "At one time, we were 5,000 members strong," Lopez explains. "But as the shipping industry moved out of the U.S., the big companies closed. Our members no longer build ships, but they do repair them."

The Local currently has about 225

members at Dockside Marine, Long Beach Fabrication, ELC Electric, Ocean Wide Repair, DeMaria Electric, Benson Industrial, DCI Electric and West Coast Ship Repair. These shops are located in Catalina, Huntington Beach and around the L.A. harbor.

Lopez explains that it no longer made sense for Local S-9 to be serviced by a District based on the

east coast. Since District Lodge 190 is moving into the ship repair business, it made more sense to consolidate efforts. "The Grand Lodge initiated it. Our members ratified it and we all welcome the merger."

Lopez got into shipbuilding out of high school. He started working at Todd Shipyard in San Pedro when he was 18 and helped build Navy ships. He soon got active

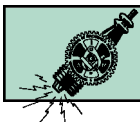


Al Lopez looks forward to working with District 190.

in the union—at that time it was the Industrial Union of Shipbuilding workers of America and stayed active as a steward and union officer as that union merged with the Machinists in 1988.

Lopez was born in Mexico and raised in San Pedro. He currently lives in Long Beach with his wife of 23 years and two daughters.

Lopez looks forward to the new affiliation. "Of course it's a challenge, but it's also an opportunity to grow the Local. I've known and respected Local 1484 for years. My members will be their members. It made sense."



New strategy for organizing

For more than a decade, union membership has hovered at about 13.5 million across the country. But as the population has increased, the percentage of union members has shrunk.

For unions that look to the future, there's only one way to go: **"Organize or Die."**

District Lodge 190 has run an aggressive organizing operation for more than four years now. Vern Dutton was recently named Area Director for Organizing.

"We have to try different things," Dutton explains. "The employers have more money than we do and the law is on their side. So we have to be more aggressive, learn from our mistakes and keep going."

One thing the union has learned is that whenever they launch an organizing drive, employers will generally improve working conditions at that shop—at least for a while. "We spend lots of time meeting with the guys and explaining the benefits of union membership. And then, the employees take the buy-out and vote the union down."

They have to really want us

Dutton says that's going to change. "We're too busy. We can no longer try to represent people who don't want to fight for it."

"We're looking for people who want to be represented and are not afraid to make changes," says Organizer Jesse Juarez. "From now on, we won't hold the election at shops where we think we'll only get a slim

margin, because then we don't have enough leverage to bargain for a good first contract."

Organizer Pedro Mendez agrees. "When I get a call from someone at a new shop, I tell them that if they want us, they have to be committed. They have to wear union buttons and 100% must sign the petition. If not, I'll pull the plug."

Changing the game plan

"It took two and a half years to get the contract at Magnusson Dodge," Dutton explains. "This was the first time we hired pickets. Then we went to Concord Nissan and hired pickets again. After holding rallies every Wednesday night for six months we finally got a contract. We tried the same gameplan at Lexus and at Napa, but suddenly it didn't work. So we have to change our tactics."

Another change is that Jesse Juarez, who's the senior organizer on staff, will negotiate all first contracts, in concert with whoever organized the shop. "They have the trust of the employees so they should see the process through," Dutton explained.

"We have a top-notch, experienced crew of organizers," Dutton said. "With Jesse Juarez and Pedro Mendez in the Bay Area, Joe Coy and George Tomassi in the valley and Kevin Kucera and Al Lopez in Southern California, we're set. These are all journey-men organizers."

Staying solid at Cal Waste

Five truck and maintenance mechanics at California Waste Solutions voted in March to join Local 1546. The rest of the drivers and recycling workers at this Oakland company are members of the Teamsters and ILWU.

"The company played hard ball when those unions had their campaigns," explained Organizer Pedro Mendez. "There was a strike and the city had to get involved. With us, they hired a union buster but they put on a weak campaign. They knew we were going to get it, because our people were really solid."

Now the company is 100% union.

Not all happy endings

Kevin Kucera couldn't have been more disappointed. He was sure the employees at TRW would vote "Union-yes" after 48 out of 75 had signed the union petition. But at voting time, 11 people changed their mind and the union went down for defeat.

The company offered a range of inducements including new shoes and catered meals.

"We were the third union to go in there and the third union to lose," Kucera said. "I was sure that this time, they'd remember all the broken promises and stand up for their rights."

But, as Kucera says with a wince, "you pick up, dust off and move on."



Most of the service techs at Bill Brandt Ford—the newest potential member.

AROUND

A win is a win except...

The NLRB ruled that S.L. Machine Shop in Richmond owes Gary Carr more than \$30,000 for severance, vacation and overtime pay that they illegally withheld.

"The story is that the employer's mother allegedly terminated Carr for misconduct and then closed down the shop in an effort to avoid paying severance pay. The arbitrator clearly saw through this ruse and ruled accordingly," explained Administrative Assistant Herman Howell, who saw the case through arbitration.

Unfortunately, as of this date, the company has refused to comply with the award and other legal action may be necessary.

Long road to contract

By a vote of 24-3, members of Local 1596 who work at Microphor, in Willits, ratified their new three-year agreement. The contract includes increases of 4%, 3% and 3% in wages and other improvements.

"This was a tough contract," explained Business Representative Tom Brandon. "We had a de-cert election to win before getting to negotiations." Brandon is hopeful that the shop will stabilize now.

It's almost there

The union is in the final stage of negotiations with Saturn of

"We've held out for a long time and finally have a contract. Organizer Jesse Juarez is dragging it out and we're out there."

They can't just

Local 1173 Antioch Rock

If you work 'flat' to receive back

David Rosenfeld, Director of Van Bourg, Weinberg & Associates, speak to service advisors who worked under an hourly wage. Some of them have been shorted.

Mr. Rosenfeld also worked flat rate have been shorted.

If you know of any violations, and believe that they are due to them, they should be reported and leave their name, phone number.

Who knows, maybe they'll get that you didn't know they were.

They say the recession is over and the economy is on the upswing. In your experience...



Gene Cardoza
Walnut Creek Honda
Local 1173

"They may say the economy is headed up, but we're not seeing it yet. It hasn't trickled down. It's a little slower than normal here. We just went on flat rate, so we really feel it when it's slow."



Dinesh Dutt
San Leandro Nissan
Local 1546

"I think it's headed down. Look at how many people are unemployed; how many businesses are closing; how many high tech companies are gone. You can't tell with the stock market."



Pon Soungpanya
Walnut Creek Honda
Local 1173

"A lot of people are out of jobs. We're still recovering, but it's not over yet. Business has been slow. People go home early...but then it's tax time, it's always slow."



Marc Robinson
Winter Chevrolet-Honda
Local 1173

"I think it's headed up. We're selling a lot of vehicles and a lot of cars are being repaired. We haven't had any layoffs, and they just hired three techs."



Hugo Orellana
Walnut Creek Honda
Local 1173

"I don't know that we're coming back. I just did my tax return—I made as much as I made last year, but I spent twice as much."



Tom
Winter Chevrolet-Honda
Local 1173

"I think it's considering that's going slowed thing we're trying and hope get better."

NG WINS



ocal 1173

Second shop in Brentwood votes for the union

By a vote of 10-0, the techs at Bill Brandt Ford decided to have Local 1173 represent them. “We never had a union shop in Brentwood, and now we have two,” said Organizer Jesse Juarez.

Juarez is particularly proud of this victory, because this was the first shop he ever worked in, before joining the union.

Once the Ford techs got their hands on the newly-inked Brentwood Dodge agreement

and saw how much more they could get in pension contributions, they called the union in.

“This was a refreshing campaign,” Juarez explained. “The employer did not line up an anti-union consultant. He just let the guys vote.”

Juarez thanks Bill Benson and William Tanner. “They are very strong leaders who kept everything together in the shop. Now we get into the business of negotiating our first agreement.”



San Leandro Nissan techs are concerned about their future. (L-R) Joel Tolentino (13 years), Steve Malizia (24 years), Leo Frost (8 months) and Kamlesh Panchal (1 year)

Bumpy road leads to union contract

When a dealership gets sold, there’s no guarantee of a smooth transition, or that the new owner will honor the existing union contract. The purchase of Marina Square Nissan by San Leandro Nissan in September, 2001 has been a particularly rough ride.

In the end the new owner recognized Local 1546, took care of its long-time mechanics, and retained the union’s benefit plans. But the deal did not come without some wrangling with the employer and some unhappiness in the shop.

out a contract. explained Vice President Al Keller. “The East Bay Motor Car Dealers Association’s contract is stuck in arbitration so we decided to go independent—this seemed like the best way to get a contract more quickly.”

“The bottom line is that the company realized that experienced techs are a valuable asset—not easily replaced,” said long-time tech Steve Malizia. “I recognize that they didn’t have to sign a contract at all. But I am disappointed in how things were done, or not done, both by the union and the employer.”

THE LOCALS

eful that they’ve reached gaining for a first contract anisco.

eral negotiating sessions of the language,” reports ez. “They’re still trying to 1 1414 still has picketers

side not to bargain

to trial in April against ready in the D.C. Circuit

Court. For three years, this employer refused to bargain.

“They made no improvements for the workers and blamed it on the union,” Jesse Juarez explained. “They hired some new guys with less skills than our guys had, at higher wages. Our two supporters finally got fed up and quit.”

The IAM had filed a joint petition with the Operating Engineers and had hoped to bargain together for the two groups of workers. “But when OE dropped out, we had a hard time getting the company’s attention on our own,” said Area Director Vern Dutton. “Now we’ll see them in trial at the labor board.”

e, you may be eligible

ocal 190’s attorney from the firm ger and Rosenfeld, is anxious to service salespersons who have mmission basis. He believes a lot ed for overtime.

ves that many techs who have ortchanged on overtime.

o has worked in these classifica-y be entitled to some of the money David Rosenfeld at 510-839-6600, umber, and why they’re calling. ave some money coming to you had earned.

Voters turn down pension bill

With an overall voter turnout of just over 35%, voters turned down Sacramento’s Proposition F, which would have increased benefits for City retirees. The final vote was 26,122 in favor of Prop F and 26,509 against the measure.

“We’re disappointed,” said Local 2182 Business Representative Mark Martin. “This was a tough election to have a money bill considered, because the Governor’s race brought more conservatives out to the polls.”

The union pledges to keep up the fight to improve pension benefits.

“Because it’s a new company, they initially wanted to treat everybody as new hires,” explained Area Director Don Crosatto. “This would have meant reducing all the techs to the base pension contribution rate. We told them this was unacceptable and they reconsidered. All the techs who were getting \$465 in pension contributions will stay at \$465.”

“The techs were pretty insecure about having a new employer and being with-



The parts guys at San Leandro Nissan

Bill Murray, in the parts department, agrees. “The process was very long and difficult. We were really on our own. But since we had been together for such a long time, we stuck together.”

Amor Ajiuno says that if he and another tech hadn’t quit for a short time, neither the owners nor the union would have moved. “It shouldn’t have been like this.”

This is Leo Frost’s first union job, even though he’s a veteran in the industry. “At first I was worried about how I’d be treated since I never worked union. But I know how important it is to have a union—for the pension and the back-up. And the guys here have been fine.”

“This is a new union employer,” Crosatto said. “We know there will be wrinkles, but things could’ve turned out much worse than they did. Over time, our relationship with this dealer will get much better.”

erience, is that true?



er et-Honda 73

okay, thing 2/11 vn. But e strong gs will



Antonio Gonzalez Walnut Creek Honda Local 1173

“I think the economy is doing fine, but I don’t feel I’m doing as well as I should be. I spend too much for what I make. After Sept. 11, it started going downhill, but it’s making its way back.”



Amor Aquino San Leandro Nissan Local 1546

“It depends on how the war is going. If they keep the interest rates down, maybe the economy will continue to improve.”



Lynn Oberg Walnut Creek Honda Local 1173

“The downturn didn’t affect me. In fact, service picked up because people weren’t buying cars, they were fixing their old ones. So it was good for us.”



Bill Perreira Winter Chevrolet-Honda Local 1173

“I think it’s bottomed out and will definitely go up. We’ve been busy at this shop, so it hasn’t effected me. My investments have gone down, but I’m in for the long term.”



Joe Semas Walnut Creek Honda Local 1173

“The stock market keeps dropping, our 401K plan lost money. People aren’t buying cars, so they’re fixing them. The cost of living keeps going up, but wages don’t. It’ll take a lot to turn it around.”



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Machinists Local Lodge 1546 Official Bylaw Changes Notice

Per Article V Section 1c:

This will serve as the official notice of proposed by-law changes to the bylaws of Local 1546. The second reading and recommendations of the By-law Committee will be May 7, 2002 at the regular meeting of Local 1546.

The meeting will be at the Union Hall:

10260 MacArthur Blvd.

Oakland, CA 94605

The time of the second reading will be 7:30 p.m.

A vote will be taken on each by-law proposal after the recommendation of the By-law Committee is read. Each proposal will be voted upon separately. A majority affirmative vote by those present and voting is needed for adoption.

Machinists Local Lodge 1596 Official Bylaw Changes Notice

The first reading of the proposed changes to Local Lodge's 1596 By-Laws will be at the April 16, 2002 Regular Union Meeting. There will be no debate.

There will be a second reading of proposed changes to Local Lodge's 1596 By-Laws at the May 21, 2002 regular meeting.

Following the reading the proposed changes, the By-Laws Committee recommendations will be reported and a secret ballot vote will be conducted on the proposed changes.

The May 21, 2002 meeting will be held at 8:00 p.m. at the Petaluma Community Center, located at 320 North McDowell Blvd. Petaluma, CA.

Proposals have been submitted to modify the following By-Laws sections:

Article A: Name-Time of Meeting—Section 2: Intent to change the time and place of Local Lodge meetings.

Article H: Initiation and Reinstatement Fees—Sections 1 & 2: Intent of change is to standardize fees and conform with Grand Lodge policy.

Article J: Funds: Section 4 & 5: Intent of diverting contribution of 1.50 to the general fund until the fund has reach a maximum of \$200,000.00 for a Strike, Lockout or Victimization Fund at which time the \$1.50 contribution per month will automatically be reinstated to the strike fund.

Section 5: Intent to pay \$1.00 per member per year to the MNPL Education fund by Feb 15th of each year. Intent is to conform with Grand Lodge Policy.

Francis Mc Fadden, Recording Secretary, Local Lodge 1596

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 page 8 for your local union's address.

Moving?

Do you think the economy is really headed back up?



Ed Lagasca
Walnut Creek Honda
Local 1173

"Prices keep going up...but I'm sure it could be worse. I think the economy is on its way back."



Bob Gonsalves
Winter Chevrolet-Honda
Local 1173

"The economy will stay on an even keel for a while, and then gradually pick back up. It hasn't affected our dealership, but then East County has been very busy and going strong."



Dave Burman
Winter Chevrolet-Honda
Local 1173

"Everyone's still spending money and cars are selling like crazy. So from here, it looks okay."



Dave Perkey
Winter Chevrolet-Honda
Local 1173

"I think it's on an up-swing—recovering fine. The shop's been really busy. We're swamped. That says something."



John Rossi
Drill Tech
Local 1173

"The economy seems like it's stagnant, but luckily it hasn't affected me. I did get laid off, but the Machinists got me a job here."



BENEFITS NEWS

From Enabling To Recovery

Healing for the alcoholic family

When one person in a family has a problem with drugs or alcohol, the entire family is affected. Well-meaning efforts to "protect" the addict make the problem worse in the long run. Understanding how families "enable" the alcoholic to continue drinking and how to correct that behavior is the first step toward family recovery. Families who face their difficulties can achieve recovery and create a happy home life.



course, is never the case. The emotional damage of alcoholism can be horrible for all concerned, but it can be healed, by confronting the problem and seeking help for the family and the alcoholic.

Recovering families recognize and accept each person's feelings and needs.

Family Recovery

The first step in family recovery is getting help for the family and for the alcoholic.

Receiving assistance through a support group or professional counselor is the best means of helping the entire family get well. Family treatment includes:

- Recognizing and accepting each person's feelings and needs.
- Learning communication skills: listening, talking, using "I feel..." statements instead of "you" statements.
- Reassuring children that family problems are not their fault; facing situations adults have been avoiding and denying.

Get Started On The Path

There are many ways to get started on the path to family recovery. Speak to an alcohol and drug rehabilitation center, or Al-Anon (a self-help group for families of alcoholics). Your Member Assistance Program, local hospital, or community health service may have further suggestions.

The Enabling Process

Family members often enable alcoholics to continue drinking by covering up for the alcoholic's behavior. Their love and concern for the alcoholic as well as their desire to appear "normal" may cause family members to deny that a problem exists. For example, a wife may call her husband in sick when he is too hung-over to go to work; an older child may take over the responsibility for younger siblings when one or both parents are drunk; parents may deny a child's alcoholic behavior by excusing it as "typical" adolescent rebellion; the list is endless.

Effects On The Family

Family members in an alcoholic household often feel isolated and ashamed, unable to confront the problem affecting them all. They may also suffer from feelings of extreme guilt, wondering if the alcoholic's behavior is in some way their fault—which, of

**For professional, confidential assistance — call:
Member Assistance Program 800-491-3334**

From the "It could be worse" department...

Wal-mart suggests paying for benefit increases out of 401(k) funds

After raising employee payments for health insurance 30% this year from 2001, to \$100 bi-weekly for family coverage, Wal-Mart Stores is offering workers the "opportunity" to dip into their 401(k) accounts to offset the increase. Wal-Mart unilaterally contributes the equivalent of 2% of workers' pay to their 401(k) plans.

A recent company announcement hails the new policy, but doesn't mention that using such assets carries tax liabilities. Wal-Mart spokesman Tom Williams says other company literature makes that point. "We want to give our associates as much flexibility as we can."

Workers are grumbling, but some say they have no choice but to rob their nest eggs. Patricia Robinson, a 56-year old gas station worker in Las Vegas for Sam's Club, a Wal-Mart subsidiary, dropped her company health and dental plans after the cost of covering her daughter and herself jumped to \$120 a month after the rate increase. "I've never heard anything like it," Ms. Robinson scoffs.

"They're so big, they lead the way in diluting worker benefits," says Bill Meyer of the United Food and Commercial Workers International Union. "It's a downward spiral."

—Wall Street Journal



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.**

Do you think the economy is really headed back up?



Scott Silberman
Drill Tech
Local 1173

"I think it's pretty stagnant, but I'm not affected. I'm making more than I ever have before."



Danny Hurley
Winter Chevrolet-Honda
Local 1173

"It's stayed about the same—the ups and downs really haven't effected me. My previous shop was slow, not nearly as busy as this place."



Ed Linscheid
Winter Chevrolet-Honda
Local 1173

"You'd never know there was a downturn here. It's great here—on the upswing. My friends and I have all been lucky. We haven't been affected."



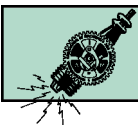
Craig Hagen
Winter Chevrolet-Honda
Local 1173

"I think it's going up. All the economic indicators are going in that direction, but it's fluctuating. I was worried and still am, but I ran out and bought a house."



Bob O'Boyle
Winter Chevrolet-Honda
Local 1173

"I think the economy is headed in a good direction. I've been able to refinance my house and get lower interest rates, so I made the best of it."



AUTO NEWS

GM reassesses flat rate system

General Motors may overhaul the system it uses to pay dealers for warranty work. The pilot, which begins with the 2003 Cadillac CTS, could lead to major changes in GM's warranty labor time guide.

In a test on selected new vehicles, GM will measure the time it takes dealer techs to complete a job. That information will be used to create a more accurate flat-rate system of reimbursement to be used later in the vehicle's life.

Calculating payments by the time it takes technicians to complete a job is called the straight-time system. Generally, shops look up the time allotted for a job in a manufacturer's labor time guide to calculate the labor price.

Under the flat-rate system, repair charges are based on the amount of time a service manual says the repair should take.

"There were concerns from deal-

ers regarding the labor times we publish in our labor time guide," said Joyce Nolan director of warranty operations for GM Service Parts Operations. "Technicians did not feel we adequately compensated them."

In the past, GM developed flat-rate times in a controlled setting at a GM service facility. "We would have technicians turn a wrench and we would clock it," Nolan said.

Here's how the pilot will work:

- Straight time will be performed for all labor operations for several months after a new-vehicle launch. The only exceptions will be for pre-delivery inspection and paint repairs.
 - GM will study actual labor time for three to six months to set flat-rate times for its labor time guide.
- The pilot is expected to last about 18 months.

—Automotive News

TOOL BOX CONTEST



The *Sparkplug* has visited scores of shops and seen hundreds of toolboxes, but so far Earl Newman's is the most impressive. Newman, a member of Local 1101, recently left his position at Courtesy Chevrolet in San Jose for a job closer to home. He's been collecting tools for nearly 30 years.

If you can beat Newman's 5'10" high, 13-foot wide **purple** toolbox, send in a photo of you and your box, and tell us what's special about the box. Be sure to include your name, Local number, place where you work, and the best phone number to reach you at.

The prize is that you'll get your picture printed in the paper and the knowledge that your unique box will be viewed by thousands.

All entries can be sent to *The Sparkplug*, 740 Walker Avenue, Oakland, CA 94610.

UNION MEETINGS



District Lodge 190

7717 Oakport Street
Oakland, CA 94621
510-632-3661

Executive Board Meeting
Fourth Tuesday of each month at 6:30 p.m.
April 23 • May 28 • June 25
General Delegates Meeting
Fourth Tuesday of each month at 7:30 p.m.
April 23 • May 28 • June 25

Local 801

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

Membership Meeting
Third Thursday of the month at 4:00 p.m.
April 18 • May 16 • June 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.
April 4 • May 2 • June 6
Stewards Meeting
First Thursday of each month at 8:00 p.m.
April 4 • May 2 • June 6
General Membership Meeting
Second Thursday of each month at 6:30 p.m.
April 11 • May 9 • June 13

Local 1173

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

Executive Board Meeting
Third Thursday of each month at 6:00 p.m.
April 18 • May 16 • June 20
Membership/Shop Stewards Mtg.
Third Thursday of each month at 6:30 p.m.
April 18 • May 16 • June 20
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.
April 4 • May 2 • June 6
Executive Board Meeting
Second Thursday of each month at 6:00 p.m.
April 11 • May 9 • June 13
General Membership Meeting
Third Thursday of each month at 6:30 p.m.
April 18 • May 16 • June 20

Local 1484

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

Executive Board Meeting
Third Thursday of each month at 6:00 p.m.
April 18 • May 16 • June 20
General Membership Meeting
First Tuesday of each month at 6:00 p.m.
April 2 • May 7 • June 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.
April 3 • May 1 • June 5
General Membership Meeting
First Wednesday of each month at 7:00 p.m.
April 3 • May 1 • June 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.
April 2 • May 7 • June 4
Shop Stewards Meeting
First Tuesday of each month at 5:30 p.m.
April 2 • May 7 • June 4
Executive Board Meeting
Thursday preceding membership meeting at 6:30 p.m.
March 28 • May 2 • May 30
Senior's Luncheon
First Wednesday of each month at 12 noon
April 3 • May 1 • June 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.
April 18 • May 16 • June 20
Executive Board Meeting
Preceding Monday at 7:00 p.m.
April 15 • May 13 • June 17
Retirees Club
First Tuesday of each month at 12:30 p.m.
April 2 • May 7 • June 4

Local 1596

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

Membership Meeting
Third Tuesday of each month at 8:00 p.m.
April 16 • May 21 • June 18
Executive Board Meeting
Third Tuesday of each month at 7:30 p.m.
April 16 • May 21 • June 18
All meetings: Lucchesi Community Center: 320 N. McDowell Blvd., Petaluma

Local 2182

967 Venture Court,
Sacramento, CA95825
800-458-9200

Executive Board Meeting
Second Tuesday of each month at 6:00 p.m.
April 9 • May 14 • June 11
General Membership Meeting
Second Tuesday of each month at 7:00 p.m.
April 9 • May 14 • June 11
Retirees Club - VISTA CLUB
Third Wednesday of each month at 11:00 a.m.
April 17 • May 15 • June 19