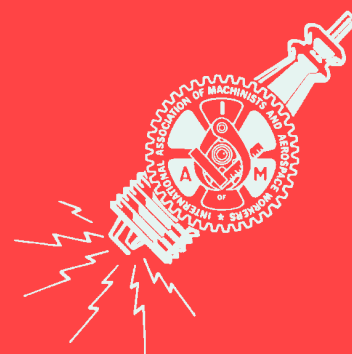


# The IAM District 190 *Sparkplug*



VOL. 4, NO. 1

December 2001/January 2002

**Serving the Active and Retired Members of IAM District Lodge 190**

*Apprenticeship, Benefits and Pension are top reasons for being a union member*

## **IAM District Lodge 190 sends holiday greetings— along with good wages, benefits and a future**

The officers and staff of District Lodge 190, are pleased to wish you and your family health, happiness and prosperity this holiday season.

As the holidays roll around, IAM members are probably thankful for many things. They're thankful for having jobs, for getting decent wages and benefits, for the knowledge that they're building a sizeable pension, and for the apprenticeship program that provided free training and a solid education.

If these members think a bit deeper, they might be thankful that they have a union contract that sets management-labor standards and provides for a grievance and arbitration process.

Over the years, *The Sparkplug* has interviewed hundreds of members and asked what the most important benefit of union membership is to them. No doubt, older members unanimously respond 'the pension.' In this issue, we asked the same question of graduating apprentices, mostly young men in their 20s and 30s. Their responses vary, but many proudly answer 'the pension.' And think of how big the pension will be when they retire in 30 years!

So as we think about the holidays and about giving thanks, here are a few things the union does for you.

*"Having the union keeps the wages up so you can live and it keeps the employers honest."*

Brian Beckham, Local 2182  
Lasher Auto Group



**WISHING ALL CURRENT, RETIRED AND FUTURE MEMBERS  
OF THE IAM A VERY HAPPY HOLIDAY SEASON AND  
A PROSPEROUS NEW YEAR.**

*From the officers and staff of District Lodge 190*

### **Setting the bar for wages**

Often mechanics ask "why should I join the union—I get the same wages working in a non-union shop." And they may be right.

But everyone knows that finding good mechanics is a dealership's greatest challenge, and the good mechanics will go where the pay is better. When union shops set wage rates, non-union shops rush to meet those rates. It happens every time.

And employers are *not* always fair—sometimes they give raises to some employees and not others who also deserve them. When the IAM negotiates a first contract with an employer, the union never lets any employee's wages be decreased. Rather, the negotiating team fights to ensure that wage classifications are set fairly and that lower-paid workers are brought up to a higher level.

### **Health care costs skyrocket**

Every union contract is different

*"The number one benefit is health and welfare for families... and also job security and being treated fairly."*

Lionel Dyer, Local 1546  
Albertson's

in the details, but one thing is the same: the union strives to ensure that members and their families have good health and welfare coverage. Most contracts include medical, dental and vision care.

And when a contract has a "maintenance of benefits clause," that means that the employer has to pay the health care increases for the duration of the contract.

### **A good retirement**

One of the biggest benefits a union offers is a pension plan. Many

*"I have a beautiful pension. The union's been nothing but good to me."*

Ray Enos, Local 1584  
Retired

retired members collect 60-90% of their salary for the rest of their lives—which is much more than Social Security alone can offer. And that's entirely paid for by the employer. District 190 also has a 401(k) plan that many members participate in on their own.

*"There are great benefits to being a union member—pension, health and welfare, wages, holidays."*

Joe Rocha, Local 1528  
Silgan-Modesto

### **Days off, too**

Many non-union shops pay workers only for the hours they are on the job. Don't get sick or take a vacation, because that's just money out of pocket.

Not so in a union shop. While first contracts often limit the paid days off, as the contract matures, the union seeks to get the employer to

**continued on page 2**

### **Graduating apprentices celebrate on San Francisco Bay**



On September 30, the IAM's newest journeymen took to the seas to celebrate completing the Apprenticeship Program. Forty of the 79 graduates, along with their guests and members of the Joint Apprenticeship Committee got aboard a Commodore Cruise ship for a delightful lunch, the presentation of certificates, and a gorgeous day on the Bay.



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## Holiday greetings and more continued from page 1

increase vacation, holiday bereavement, jury duty, and other days off. A few shops even offer to pay for opening day for the sport of your choice!

*"Apprenticeship classes are helpful because we can relate what we learn in the program to real life in the shop."*

Fidel Reyes, Local 1101  
Normandin Chrysler-Jeep

### A learning experience

The IAM apprenticeship program can train the mechanically-inclined from start to finish or provide the upgrade training more seasoned mechanics need to keep pace with changing technology. The union and employers work together to ensure that the apprenticeship program meets everyone's needs.

*"You've got people behind you that stand with you and give support."*

Debbi Garber, Local 1528  
Silgan-Riverbank

*"Any time you get in trouble, you need the union. My company tried to dock me and my Business Rep helped me get my day's pay."*

Jim Cleary, Local 2182  
A. Teichert & Sons

*"They can't show favoritism. The company has to listen better because you're part of a group, not just an individual."*

Louie Marroquin, Local 1414  
Toyota Materials Handling

### A contract is gold

Having a union contract means that you're not alone. You have a shop steward to back you up immediately and a Business Representative to handle the bigger problems.

And your employer has rules to

live by—they cannot govern by whim. IAM contracts contain protections from unfair layoffs or discharges.

### Thanks to the members

The IAM is only as strong as its

members—and District Lodge 190 is one of the strongest in the nation. On this holiday season, the District Officers thank all of our members for their commitment, feistiness and solidarity.

Happy holidays!

The IAM District 190

**Sparkplug**

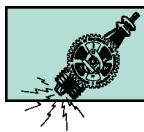


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## BENEFITS NEWS

# With stocks plunging and recession looming, how safe is your pension?

A recent issue of *The Sparkplug* included an interview with the chief decision-makers at McMorgan and Company—Tom Morton, Brian Morton and Terry O'Toole. These are the people, with a large staff below them and a Board of Trustees above, who are charged with keeping your Pension Plan well-invested. Their goal is to ensure that when you retire, your pension plan will offer you the lifetime benefit you expect.

When the economy is growing, their job is fairly straightforward—make as much money as possible. But as economists start talking recession, and the September 11 tragedy causes a sharp downfall in the stock market, the folks at McMorgan are aware that members read the papers and worry.

### The pension is safe

*The Sparkplug* went back to McMorgan and asked how strong the pension is looking today. The quick answer: everybody's pension is safe, but there are no guarantees.

"The strength of our plan is based on the fact that we're so well diversified," says Tom Morton. As of August 31, the Automotive Industries Pension had 45.5% in equities, 50% in bonds and 4.5% in real estate."

"The key," says Brian Morton, "is not to have all of your eggs in one basket. While the stock market has gone down, more than half of the monies are in bonds and the bond market has gone up."

For the first ten months of this year, the AI Pension Fund has seen its stock investments go down 16%, but bonds were up 11.2% and real estate was up 10%.

"As always, we just have to take a long haul view of the world. My mantra is 'don't expect to be right

every time, just be right over time,'" says Brian Morton.

Terry O'Toole reinforces that theme. "In these uncertain times, we need to focus on long-term returns, not the fragility of the moment.

## Retiree insurance cost hikes—when will it all end?

The union has been deluged with phone calls from upset retirees wondering why the cost of their health insurance has escalated so drastically.

To clarify the picture, it's helpful to review the current benefit structure.

In order to qualify for retiree health insurance through Automotive Industries, members must work at least 24 out

of the last 48 months for an employer who contributes to the Retiree Health & Welfare fund. The current contribution rate is \$28 per month.

The money in this fund provides a subsidy of \$60 per month for the retiree and an additional \$50 for their spouse toward the cost of medical and prescription drug coverage. (All other health benefits cease upon retirement.) The rest of the plan cost is passed on to the retiree.

### Why costs increased

While medical costs have been going up for years, they really went into orbit this summer. Here's a few reasons why.

Prescription drug costs for non-Kaiser members were up 29% despite the increased co-pay and the creation of the formulary; the increase would have been much higher without these changes. New and expensive drug therapies

Years after the events of this September have faded into memory, our funds will still need to be around for the members."

"We live in a fragile world," adds Tom Morton. "If something happens

and billions in advertising for "name brand" pharmaceuticals are taking drug costs to the moon.

The most dramatic price increases have occurred with Kaiser's Senior Advantage and Pacificare's Secure Horizons, which are known as **Medicare Risk** plans. About ten years ago, Congress encouraged Medicare recipients to join HMOs as a way to rein in costs. Congress promised the HMOs that if they actively recruited senior citizens, Medicare would increase their rates every year. Millions signed up for the new plans.

Unfortunately, the Medicare reimbursement has not kept up with the rate of medical inflation and the plans became huge money losers for their parent HMOs. Secure Horizons has pulled out of several areas and have increased prices 200-300% where they remain. Senior Advantage has not pulled out of any areas, but their costs have gone up even higher on a percentage basis.

Members who have seen Pacificare pull out of their area still have the Direct Pay Plan available to them at roughly the same monthly cost.

The IAM is lobbying the government to step in before these costs lead to people dropping their insurance.



again, we'll see another drop and another recovery. Actually, a market correction can be a good thing as it allows you to buy at lower prices. You don't want to keep buying at increasing prices."

### A quick lesson

"Earnings are what drive stock prices," says O'Toole. "When we start to get positive earnings announcements, that'll drive stock prices up again."

Bond prices are based on the movement of interest rates, which is the reflection of the outlook for inflation. As long as we aren't headed into an inflationary period, and as long interest rates stay low, the bond market will stay strong.

As the economy was slowing prior to September 11, the stock market tumbled almost 20% in the weeks after the disaster. But a review of the Dow Jones, S&P 500 and NASDAQ shows that, as of November 20, each of these indexes were already at higher levels than they'd been on September 10.

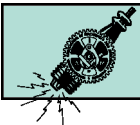
"While it felt like the sky was falling, time is usually your friend," says Brian Morton. "There's no question that it's a tough environment out there today."

### No easy answers

You shouldn't look to the experts at McMorgan for any quick advice as to your personal investments. "Everybody's situation is different," says O'Toole. "One size does not fit all, so we shouldn't give advice."

But here's a tip: The Dow Jones Industrial Average Index has never had three down years in a row in its history. Last year was a down year and this year looks like it will be too. If history is any gauge, next year should be okay.





## NEW UNION EMPLOYERS



MV Transportation's John Murphy (L) and Joe Brown (R) with union organizer Pedro Mendez



MV mechanics (L-R) Francisco Garcia, Tim Smith, Roger Repetto, and Mahendra Prasad



Ricardo Gutierrez (L) & Margarito Calero (R) at MV one week.

# MV Transportation has a win-win relationship with IAM

**I**'ve known Pedro Mendez since he organized our workers at Laidlaw," says MV Transportation's General Manager John Murphy. "After the finger pointing and nastiness calmed down, he came in, set up a training and helped us get going. It turned into a good relationship."

When Murphy moved on to MV Transportation, he knew that the shop had to be union to get some of the contracts the company wanted. "I called Pedro, he brought in the union negotiators and we worked out a great agreement. It's really a win-win situation," Murphy says.

Newly located in an industrial section of San Francisco, the 16 mechanics at MV Transportation work three shifts, 24/7, to keep 72 SamTrans busses on the road. Their workspace is a tent, but with portable heaters and sandbags to keep the rain out, these mechanics have no complaints.

### Apprenticeship is key

For Murphy, the biggest benefit of the union is its apprenticeship program. "Trying to get good mechanics is like pulling teeth—especially bus mechanics," Murphy says. "We've got two apprentices now, and are trying to get more folks into the apprenticeship program. That's what binds us together."

Murphy is proud of the benefits that he's able to offer the mechanics. The five year contract started at \$27.50 per hour in wages, with a \$1 increase each year; complete health care package, life insurance, long-term disability, retiree health and welfare, and \$350/month contributions to the pension plan, with a \$50 increase each year.

"Clearly we could do this because SamTrans has agreed to cover the cost," Murphy admits. "But if we

didn't offer a good contract, we couldn't attract the top-notch mechanics that we need. You need quality to get quality."

"It's got to be a partnership," says Organizer Pedro Mendez. "The relationship has to be mutual. Neither the company or the union is the bad guy."

MV Transportation has been in business since 1976. Primarily a paratransit company, MV has 42 locations across the U.S., although

many are in the greater Bay Area, as the founder lives in San Francisco. Murphy reports that the company is growing by leaps and



Shop steward George Lange

bounds. "Two years ago we made \$20 million dollars; this year we'll bring in \$140 million and hope to grow even more."

In 33 years as a mechanic and manager, Maintenance Manager Joe Brown has worked on both sides of the fence—union and non-union. "These are very professional employees. They're not just mechanics, they're technicians. I have an excellent relationship with them and with the union."

Grayline had the contract with Samtrans for years, but that all ended this spring when MV won the bid. Without the work, Grayline had to lay off most of its mechanics, and MV picked them up.

### Good deal for techs

Roger Repetto worked at Grayline for 14 years. "The pay is better, and they're really trying to keep the working conditions good here," he says.

Mahendra Prasad came from Fiji to the Bay area five years ago and got a job at Grayline. "This is a good job," Prasad says. Having been a union mechanic in Fiji, Prasad says that the conditions are more or less the same here as there.

Shop Steward George Lange had also been at Grayline. "There are no problems to speak of. It's a good group of guys and the management—Joe and John—are doing what they can to be considerate. They have an open door policy"

Lange hadn't been laid off from Grayline but decided to take the leap anyway. "I came here for the reputation of this management team. If I didn't hear good things, I wouldn't have come," he says.

Margarito Calero and Ricardo Gutierrez came from different places but both started at MV in November. Calero had been laid off from Francisco Lines for a year. He went to Local 1414 to see if there were any openings and Pedro told him about MV. Gutierrez was glad to get back to work and collect a good paycheck.

Ricardo Gutierrez had been laid off from Northwest Airlines after the September 11 disaster caused major cut-backs in the airline industry. "The size of bus and airline parts are different, but the workings are very similar. I hope it works out here."

## Employer tells his story

### Union comes to Brentwood Dodge

Joe Rogers started Brentwood Dodge-Chrysler-Jeep twelve years ago. His office is still filled with snakeskins, buckhorns and other Western relics that represent the community that Brentwood used to be. But as Brentwood has grown by leaps and bounds, so has the business. Rogers now employs 54 people, and as of October, the 12 mechanics are members of IAM Local Lodge 1173.

Brentwood Dodge is the first union shop in the city of Brentwood.

"I couldn't afford to be union when I first came out here," says Rogers. "Even the union guys weren't trying to organize."

But when the mechanics did vote to join the IAM, Rogers recognized that they were seeking the same benefits he otherwise wanted to offer. "If my mechanics and my customers are happy, it's worth it," Rogers says.

In fact, Rogers admits, the cost difference of having a union workforce is not that different from before. "The union insurance is a better deal. And I no longer had to give a tool allowance, so that money could go into the pension."

Frankly, Rogers was disappointed when he learned that the techs had approached the union. And his first step was to contact an anti-union law firm to fight the organizing drive.

"But I didn't like their methods. And this way, I had less trouble. We'd probably still be fighting. And even if I won this round, I'm sure that wouldn't be the end of it."

"We want our shops to be more produc-

tive than the non-union shops," says Area Director Vern Dutton. Rogers agrees with that goal: "That has to be the deal."

"I know a lot of employers who figure that if it's a union shop, you can't fire anyone,"

Rogers said. "But that's not true. If a guy isn't doing the job and you make the case, you can fire him. It's all about doing the job."

Rogers and Local 1173 hammered out a five-year contract in less than eight hours. "In today's market, I think that's a great deal," said Rogers.

"If there's a problem, we can talk sooner."

Now that Brentwood Dodge has a union contract, Rogers plans to take advantage of the Apprenticeship Program. He's already signed all the mechanics up for the pension plan, and now offers the Machinists 401(k) plan as well. Salaries won't change much, because they were already in line with the union scale.

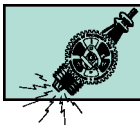
"Rogers is a shrewd negotiator," says Organizer Jesse Juarez, "but he just wanted to take care of the mechanics. We gave him a proposal, worked together and made it work for the company and the members. That's what the union is all about. We our fair share of the pie...not to dictate everything to the owner. It was very refreshing."

Juarez thanks Mark Hollibush, who was the union's chief negotiator and Frank Horak, who was on the bargaining committee for the members. "They did a great job. This is one of the best contracts in the Local for our members," said Juarez.



Organizer Jesse Juarez and dealership owner Joe Rogers seal the deal





## AROUND

### Organizing wins

#### Mercedes Benz techs vote 'union yes'

What do you know. The mechanics at European Motors/Mercedes Benz of SF voted 13-6 to join Local 1414 on October 2. The employer campaigned very aggressively, utilizing the services of the anti-union law firm Littler Mendelson. But attempts to bribe workers with big wage increases just before the election didn't work.

For these mechanics, the big issues were the flat rate system and not having a pension plan.

"They had all the money, says organizer Jesse Juarez. "But we had just the power of the people. They spent a lot to defeat the union, and they lost."

Juarez is hopeful that the union can get an agreement with this company because they have one in Oakland already.

Juarez gives special thanks to the organizing committee including John Sao and Voytek Dziembowski.

#### Talks to start at Durham

Back at the end of June, the eight employees at Durham Transportation in Hayward voted unanimously to join Local 1546. That vote should have led to setting up dates to bargain...but things stalled.

Organizer Jesse Juarez reports that the employer filed a range of frivolous objections and appeals-some went all the way up to the 9th Circuit Court of Appeals. The final ruling came in November and it's time to start bargaining—finally.

### Contract settlements

#### Good deals rise at Earthgrains

Members of Local 2182 and 1546 have a new four year contract with Earthgrains. Local 1546 Business Representative Pat Woodward and Local 2182's Mark Martin each sat at the bargaining table for their own and for their sister Local's negotiations to ensure fairness for all the members. After the deal was presented, each local was charged with ratifying their own contract.

Local 2182, with nine members in Sacramento, Chico and Reno ratified their contract unanimously, reports Martin. They got improvements of \$1.27 the first year, and \$1.00 each of the next three years for wages and health and welfare. They also got improvements in sick leave, disability and vacation. Martin thanks Woodward and Shop steward Mark Brasher for their work on the committee.

Local 1546 got a similar deal for the 5 members in Oakland. They'll be getting \$2.45 in wage improvements over the four years, and pension and health and welfare increases are 40¢ for each of the first three years, and 45¢ the last year. They also got increases in life insurance and accident/sickness disability, and the 401(k) plan. One important new provision is that they can take one-week's vacation in daily increments. These members ratified their contract on November 27.

"Coordinated bargaining works," says Martin. "We all ended up with a good deal."

#### All behind Elm Ford pact

Local 2182 reached agreement with Elm Ford Woodland after a swift 3-hour bargaining session. must have been a good deal, because the 11 mechanics and service writers ratified it unanimously.

"We have an excellent relationship with the employer," says Business Representative Mark Martin. "He actually cares about the employees who work for him. Bargaining was no-nonsense and to the point, and we got solid improvements in wages and pension."

Martin thanks Shop Steward Henry Wright for his work in the shop and on the bargaining committee.



Brian Carbis



James Jose



Peter Sims

## What's fair treatment and a

For the techs and parts pros at Saturn of San Francisco, getting a decent contract is worth a day off the job—and maybe more.

After having voted to be represented by Local 1414 in May, and after many fruitless negotiating sessions, these mechanics, parts pros and service writers weren't seeing any progress.

"We're tired of broken promises," says mechanic **Juan Anguiano**. "They brought in people from Florida to threaten us; that's not the California way."

"Negotiations have gone slow," explains service advisor **Peter Sims**, who also sits on the negotiating committee for the union. "We proposed the same basic contract that this company already signed with the body shop. It's not new to them."

The union won the election by a margin of 26 to 3. "The law says you have to bargain and the company does come to the bargaining table, but they aren't proposing anything that we could accept," says organizer Jesse Juarez. "Their management rights proposals, and grievance and arbitration proposals are completely out of line."

Juarez said that it

was very rare that the job in the course "but these guys are lying and stalling."

"We're just asking **Eileen Mifsud**, who three years. "They" don't follow up with

"I'm looking for will give us all input," says **Brian** will be less chance moment's notice."

**Ricky Padilla** family and kids. "I sially a pension. ment."

**James Jose** is committee and has



Mechanics, service writers and parts pros t

## Apprentice grads explain how the program worked, and what they value ab



**Steve Souza**  
FH Dailey Chevrolet  
Local 1546

"After my first company closed, I went to Dailey, worked three years as a union apprentice and went to school for two years. The union watches out for you."



**Clifford Cox**  
Albertson's  
Local 1173

"It's a long process, but I doubled up on classes to finish early. The most important thing is all the benefits: retirement, health and the pay."



**Seiji Yonemura**  
Los Gatos Honda  
Local 1101

"I was a master tech in Japan but had to start over here as an apprentice, for three years. The economy is slow now—I hope the union can protect our jobs."



**Norlan Macias**  
Capitol Ford  
Local 1101

"I went through the Ford Asset program and five years of apprenticeship. The benefits of union membership are the education I got, as well as the representation and protection."



**Narinderpal Pancar**  
Stevens Creek Buick  
Local 1101

"I went to school full time for two years on my own, and then part time as part of the apprenticeship. Without the union standing behind you the company can just toss you."



**Donal**  
Los Gatos  
Local

"I went through four years of work. I've stuck with the pay and have people



THE LOCALS

Union people

Switching Locals

After working as a business representative for local 1414 for 16 years, Glenn Gandolfo has moved ... to Local 1101. "This was a smart move," says Gandolfo. "They were short-staffed at the San Jose local and they've got a lot of major negotiations coming up. " Area Director Steve Pape, new Business Rep Jim Schwantz and Gandolfo took the pie and divided it up three

ways. "I'll be representing some motor car, independent repair and truck shops and a few machine and manufacturing shops," says Gandolfo. "The Local will benefit from having the extra representation. People should see us in the shops more and we can handle grievances faster." Gandolfo started in the IAM as an apprentice. He worked for Buick and Nissan for years as a mechanic—mostly heavy duty. As a union activist, he held most of the elected offices in the Local before joining the District's staff in 1985.

New President at Local 1596

Congratulations to Randy Watson, who rose to the position of President of the Local when his predecessor left unexpectedly. Watson works at the Stero Company and has been a union member for 15 years. Watson's first task will be to name a Vice-President to fill the position he just left.

Communications

Web site is finally up!

The District Lodge 190 Web site is up and running...though a few sections are still under construction and some of the links are still getting fine-tuned. Check it out: [www.iamdistrict190.org](http://www.iamdistrict190.org)

Local 1484 member survey

The leadership of Local 1484, newly affiliated with District Lodge 190, is looking for some guidance, which is why they've turned to the members. They developed a short survey and are distributing it to the membership through their network of stewards. The survey is "designed to help assist the Machinists Union in developing a stronger more effective servicing, organizing and political program in our local," says the letter from President Kevin Kucera to stewards.

Questions are about effective communications strategies, preferred methods of education, and outreach for organizing. Additionally, the local is seeking members' current address, phone and e-mail to make sure its records are up to date. Local 1484 members are requested to return the survey to their stewards or to the Local Office directly. If you haven't received a survey, call the Local office at 310-835-6688.

Sparkplug wins IAM Newsletter contest

Thank you. Thank you. Thank you. The editor of *The Sparkplug*, Debra Chaplan, is proud to announce that the newspaper won awards in the 2001 IAM Newsletter and Website Contest—in every category we entered. These include General Excellence; Best Layout and Design; and Best Feature ("IAM Apprenticeship is Key to Career.") The awards were presented by International President Thomas Buffenbarger at the IAM Communications Conference in Seattle in October.

Good contract worth to you?

Workers would walk off striking a first contract of the company's "for fairness," says been at Saturn for like snakes. They word." on contract, which more stable employ- "I'm hoping there ngs changing on a 's on strike for his contract, and espe- e want fair treat- on the negotiating oated in 8 meetings

as of the end of September. "They brought in new management whose attitude was 'My way or the highway.' They gave one person a \$3 pay raise and \$1,000 incentive—and everyone else got nothing. That's not the way to run a business." According to Juarez, the employer hasn't budged in the last two months. "We've got 80-plus hours at the table, and haven't even touched the economics." The union finally brought in the big guns, attorney David Rosenfeld from the Van Bourg law firm. "Hopefully he'll move them," says Juarez. "This feels like a concerted effort on Saturn's part to keep their shops union-free, even though all their advertising talks about the great relationship they have with the UAW," adds Juarez. "I think the employer is concerned that if they give us a good contract here at this Saturn-owned store, we'll organize at all their other dealerships." Local 1414 will continue to bargain with Saturn but they'll also keep picketers in front of the dealership until they get a deal that they can recommend to these workers..



Juan Anguiano



Ricky Padilla



Eileen Mifsud



the street for a decent contract

union membership.



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Gary Martin  
Capitol Ford  
Local 1101

"I did the whole four years of school and work—it's worth it. It's way better in a union shop, especially for the pension. I'm 26 now; it'll be worth a lot when I'm 55—and it's free, not out of my pocket."



Dale Bond  
Diablo Lincoln-Mercury  
Local 1173

"With 10 years experience, I came in as a 3rd year apprentice. Coming to a union shop was the best move I ever made—for the health and welfare, security and people who care."



Aaron Shields  
Falore Serramonte  
Local 1414

"I went to school first so I came in as a 2-1/2 year apprentice. The benefits of a union job are job security, competitive wages and the pension plan—all this stuff is guaranteed."



Gary Semmel  
Hayward Dodge  
Local 1546

"Four years of school and work was tough on my family, but I had worked non union and know how the employer takes advantage. The union is a big brother, and offers some job security."



Kevin Ison  
Grace Honda  
Local 1414

"It's more than work and school; they make you work harder than normal. But once you graduate, you feel that fulfilling feeling that it was all worth it—especially for the job security and the steady work."

FIDUCIARY LIABILITY INSURANCE

# Insist on Union. Demand Ulico.



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Our company was created in 1925 by unions specifically to serve unions.

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

49 Stevenson Street, Suite 600 • San Francisco, CA 94105  
888-315-3352

## Special Notice to all members invested in the Automotive Industries Pension Plan

By now, you should have received a letter from ATPA—the folks who administer your A.I. Pension plan—explaining the opportunity you have to rollover your Individual Account Retirement plan to the A.I. Pension plan. This is a long letter filled with all the background you should need to make your decision about your Individual Account Retirement Plan. Here's a brief summary:

### To rollover or not to rollover — that is the question!

Between now and December 21, 2001, you will be given a one-time opportunity to elect to either:

- \* Roll your Individual Account Retirement Plan balance into the Automotive Industries Pension Plan; or
- \* Keep your monies with the Individual Account Retirement Plan *if* your election form is received by December 21, 2001.

If no election is made, your Individual Account Retirement Plan account balance will automatically be rolled into the Automotive Industries Pension Plan and credited.

**No action is necessary unless you wish to decline the automatic rollover into the Automotive Industries Pension Plan.**

The letter you received about this issue from ATPA gives detailed answers to the most likely questions you have in making your decision. These include questions about the benefits you've earned or will earn under the Automotive Industries Pension Plan; what happens to your Individual Account Retirement Plan monies if you elect to roll them into the Automotive Industries Pension Plan; issues of investment income, and much more.

The letter also included a Statement of your Individual Account Retirement Plan balance as of September 2001, detailing your employer contributions. You may also access additional details about your account at the Plan's website at [www.aitrustfunds.org](http://www.aitrustfunds.org).

One thing is clear: the decision is yours, and yours alone. The Plan's Boards of Trustees, administrative office or professional advisors cannot advise you on what decision to make. Each individual's financial situation is different. The future economic conditions that will impact the Individual Account Retirement Plan and Automotive Industries Pension Plans cannot be predicted.

The Board of Trustees and ATPA suggest that you carefully review the Summary Plan Descriptions for each of the Plans to understand their provisions and talk this matter over with a qualified professional financial advisor.

Remember, your decision *will* be made by December 21. If you do nothing by that date, your Individual Account Retirement Plan balance will be automatically transferred to the Automotive Industries Pension Plan.

If you should have any questions concerning your benefits, please contact the Fund Office at the address and telephone number shown below:

### Associated Third Party Administrators (ATPA)

1640 South Loop Road  
Alameda, CA 94502  
(510) 836-2484

## How was the apprenticeship program and what's the union benefit?



**Tony Cheung**  
Ron Goode Toyota  
Local 1546

"I went to classes for three years. The union watches your back—they're behind you. I feel that strength, in the union and in my family."



**Kevin Bullis**  
Codorolli Ford  
Local 1546

"I had worked at Hertz, so I got a 6-month enhancement. Work and school together was tough because we had a baby in the midst of that. With the union, there's security, standards and guidelines that must be met."



**Steve Moore**  
Peninsula Ford  
Local 1414

"I went to school for less than three years, because I worked non-union for 10 years. The difference is the benefits, and it feels good knowing I have representation."



**Jason Pollard**  
Peninsula Ford  
Local 1414

"I went through the whole 5 years of school and work; it was long and hard but worth it in the end. The job security is important, and you have somebody to turn to when something goes wrong."



**Felipe Cuevas**  
Allison BMW  
Local 1101

"I worked at several gas stations, so I only needed one class and apprenticeship hours. You can get some benefits working non-union, but the retirement benefits are a big plus in the union."



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 2 for your local union's address.

Moving?

United States Postal Service  
Statement of Ownership, Management, and Circulation

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Attention Local Lodge 1173 Members

Official Notice of Vote on Proposed Dues Increase for 2002

In accordance with Article I, Section 8 of the International Association of Machinists & Aerospace Workers Constitution, you are hereby notified that a vote will take place on the proposed dues increase for 2002 at the Local Lodge No. 1173 Regular/Shop Stewards meeting on December 20, 2001 at 6:30 pm.

Reminder

Election to be held December 20, 2001 for Local Lodge No. 1173 Officers, Executive Board Members, Auditors & District Lodge 190 Delegates.



ATPA is the administrator for the Automotive Industries Pension and Welfare Trust Funds and Machinist Health Plans (Active and Retiree).

You can contact us at 510-836-2484.

How was the apprenticeship program and what's the union benefit?



Graham Adams  
San Jose British Motors  
Local 1101

"I had a few years of work experience, so I did school for two years. The union offers good security. People are there working for you and helping you out. It's a comfort."



E. Milton Rojas  
Lithia Ford  
Local 1173

"I started at about 70% so I only needed 1-1/2 years training. With a contract, everything is laid out clearly. The pension is really important, as is the apprenticeship program itself."



Kirk Foo  
Pearson Pontiac  
Local 1101

"I got two years of experience credit for all the classes I already took. When I worked non-union, I had to pay for my own classes. The union supplies benefits like education, and wages are insured. It's more secure."



Kim Vuong  
Frontier Ford  
Local 1101

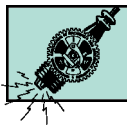
"I came out of the Ford Asset program. so the apprenticeship was shorter. I have no savings, so the pension is a great benefit—they put away a little every month. Also, the union stands behind us."



Theodore Dasalla  
Toyota of Palo Alto  
Local 1414

"I had gone to school in Arizona, so I only needed one class and to do my time. The pension is definitely the most important benefit. Also, I really like the work—it's not even a job for me."





## SACRAMENTO REPORT

*Governor signs first increase in benefits in 9 years*

### Labor wins unemployment benefit increase for Californians

In a ceremony outside the Los Angeles International Airports Administration Building, Governor Davis signed the California Labor Federation-sponsored Senate Bill 40 (Alarcon) into law Monday, Oct. 1.

Surrounded by 20 laid-off LAX workers, California Labor Federation Executive-Secretary-Treasurer, Art Pulaski, IAM Western Region VPLee Pearson and Machinists California Conference President Matt McKinnon, and bill author Senator Richard Alarcon, the Governor acted to aid workers most affected by the mass layoffs caused by the September 11 terrorist attacks.

"We applaud the Governor for taking quick action to help the workers most affected by the tragic events of Sept 11. Unemployed workers have needed this raise for 9 years," said Art Pulaski. "We are proud of

the hard work by California's union members and Senator Richard Alarcon in lifting California, the world's

sixth largest economy, from 48th to 16th nationally in terms of benefits to unemployed workers."

California union members signed 16,000 mock pink-slips, testified at hearings, and rallied and lobbied the Governor to pass the bill.

#### New benefits

Effective January 1, 2002, the maximum weekly benefit will increase to \$330 from \$230. By 2005 the maximum weekly benefit becomes \$450 per week.

In addition, eligibility is expanded to unemployed part-time workers seeking part-time work.

The new law also ends the practice of penalty payment credits. Under current law, workers receiving penalty payments from employers who failed to lawfully notify workers under the WARN Act have these amounts credited against their unemployment benefits.



## 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.  
December 18 • January 22 • February 26

#### General Delegates Meeting

Fourth Tuesday of each month at 7:30 p.m.  
December 18 • January 22 • February 26

### Local 801

7717 Oakport Street,  
Oakland, CA 94621  
800-655-2182

#### Membership Meeting

Third Thursday of the month at 4:00 p.m.  
December 20 • January 17 • February 21

Meetings are held at the Carpenters' Hall, in Reno.  
*Note: January meeting will be held at 7:30 p.m. at the NAS Galley—in Fallon*

### 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.  
December 6 • January 3 • February 7

#### Stewards Meeting

First Thursday of each month at 8:00 p.m.  
December 6 • January 3 • February 7

#### General Membership Meeting

Second Thursday of each month at 6:30 p.m.  
December 13 • January 10 • February 14

### 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.  
December 20 • January 17 • February 21

#### Executive Board Meeting

Second Thursday of each month at 6:30 p.m.  
December 13 • January 10 • February 14

#### 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.  
Next scheduled meeting is February 7

#### Executive Board Meeting

Second Thursday of each month at 6:00 p.m.  
December 13 • January 10 • February 14

#### General Membership Meeting

Third Thursday of each month at 6:30 p.m.  
December 20 • January 17 • February 21

### Local 1484

1261 Avalon Blvd.  
Wilmington, CA 90744  
310-835-6688

#### Executive Board Meeting

Third Thursday of each month at 6:00 p.m.  
December 20 • January 17 • February 21

#### General Membership Meeting

First Tuesday of each month at 6:00 p.m.  
December 4 • January 8 • February 5

### Local 1528

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

#### Executive Board Meeting

First Wednesday of each month at 5:30 p.m.  
December 5 • January 2 • February 6

#### General Membership Meeting

First Wednesday of each month at 7:00 p.m.  
December 5 • January 2 • February 6

### Local 1546

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

#### General Membership Meeting

First Tuesday of each month at 7:00 p.m.  
December 4 • January 8 • February 5

#### Shop Stewards Meeting

First Tuesday of each month at 5:30 p.m.  
December 4 • January 8 • February 5

#### Executive Board Meeting

Thursday preceding membership meeting at 6:30 p.m.  
November 29 • January 3 • January 31

#### Senior's Luncheon

First Wednesday of each month at 12 noon  
December 5 • January 2 • February 6

*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.  
December 20 • January 17 • February 21

#### Executive Board Meeting

Preceding Monday at 7:00 p.m.  
December 16 • January 14 • February 18

#### Retirees Club

First Tuesday of each month at 12:30 p.m.  
December 4 • January 8 • February 5

### Local 1596

4210 Petaluma Blvd. No.  
Petaluma, CA 94952  
707-795-0085

#### Membership Meeting

Third Tuesday of each month at 8:00 p.m.  
December 18 • January 15 • February 19

#### Executive Board Meeting

Third Tuesday of each month at 7:30 p.m.  
December 18 • January 15 • February 19

*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.  
December 11 • January 8 • February 12

#### General Membership Meeting

Second Tuesday of each month at 7:00 p.m.  
December 11 • January 8 • February 12

#### Retirees Club - VISTA CLUB

Third Wednesday of each month at 11:00 a.m.  
December 19 • January 16 • February 20