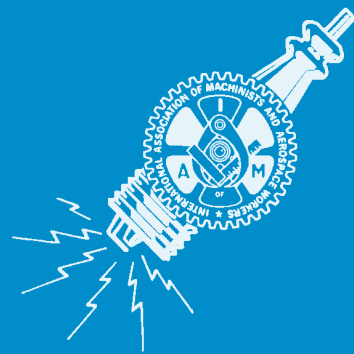


The IAM District 190 Sparkplug



VOL. 4, NO. 2

February/March 2002

Serving the Active and Retired Members of IAM District Lodge 190

District 190 "hit squad" leads way

IAM organizers blitz Las Vegas auto dealers

The auto dealerships in Las Vegas didn't see it coming, but on January 7-9, each one of the 59 auto, truck and body shops in the Las Vegas area was visited by teams from the IAM with information for the techs about joining the union.

District 190 sent its five-person organizing team to join the blitz. All told, more than 120 union reps from across the United States participated.

"The international decided to go after techs and mechanics in the automotive industry," explains International Rep Steve Cooper. "The main reason is that they're unorganized, so they could gain a lot in terms of pensions, health care and working conditions. Also, tech jobs cannot be shipped overseas. These jobs will remain in the U.S. and there will always be a need to service automobiles."

The IAM kicked off its national campaign in Las Vegas, because it's a big



A billboard, leaflet and web site with this logo urge Las Vegas mechanics to consider union representation.

union town. Cooper said the the union will target other cities throughout the country over the next year.

"We believe this first blitz was a success," Cooper said. "About 75 people came to our meeting, and 41 of them from 17 shops signed cards saying they were interested in having a union election."

"Our goal was not to go in and organize immediately, but to make the IAM's name known and let the guys know we'd be there to help them organize a union election if they wanted."

We've been waiting

"When we came in with leaflets promoting the IAM organizing meeting, many of the guys said that they had been waiting for us," said Organizer Jesse Juarez. "Las Vegas is a big union town—it's ripe. These guys are ready and once we get our first contract there, I'm sure it'll be like dominoes."

The blitz plan

Staff from IAM had been in Las Vegas since May, identifying shops and setting a strategy. When the organ-

izers arrived, they were divided into teams to cold call the shops and distribute a leaflet for an informational meeting on January 13.

"The dealerships had plenty of security," explained Juarez, "so of course they caught us talking to the techs. But usually after we had already given out the leaflets."

After two days, the teams had been able to penetrate all but six shops. District 190 organizers Jesse Juarez, and George Tomassi, along with Mark Volkmann from Seattle, were assigned to be the

"hit squad."

"There's no shop I can't get into," boasted Juarez, and he was right.

Juarez went undercover in his mechanic's uniform. The others acted as customers. They'd go in the front while Juarez walked right into the shop.

Some of the shops were built like fortresses, with iron gates and security guards driving around on golf carts. "Our guys walked in like they owned the place," said Organizer Kevin Kucera. "They walked past the General Manager, talked to the workers, and handed them a flyer to discuss their future and control of their destiny."

"We were six for six," Juarez added.

Employers on notice

"Those employers are on notice," Juarez said. "And they've already reacted—showing anti-union videos and holding captive audience meetings."

Meanwhile, back at the Auto Nation dealership in Ontario, California, an attorney representing the company heard about the blitz. He decided that they should quickly meet a few contract demands, including providing water and porta-potties. The International postponed a scheduled action at this shop pending new progress on the contract.

"This effort laid a good base," said Kucera. "We got the seeds planted, now the hard work begins."

Largest single unit in District Lodge 190

400 Swissport workers ratify first contract

Close to 400 people who work at Swissport—a baggage handling and maintenance company at the San Francisco airport—ratified their first contract and are now officially members of Local 1414. This is the largest single unit organized by District Lodge 190.

Negotiations took almost a year, and there were two near walk-outs during the airport's busy holiday season. Finally, a 73% majority voted in three shifts on January 15 to accept their new contract.

"The company tried to deny us union security and health care," says Organizer Pedro Mendez. "But these were issues our members were ready to strike over, if it came to that."

This year, employees will get a 4.5% increase; in future years, their increases will be tied to the Bay Area's Consumer Price Index.



Area Director Chuck Netherby and Organizer Pedro Mendez answer questions from Swissport negotiating committee members.

In the end, employees will have small co-pays the first two years of the contract, but the company will fully cover health care for those working 30 hours per week by the third year. For workers who opt out of health care coverage, the company will pay \$75 per month.

"We got union security, grievance procedures, arbitration, and seniority," reports Mendez. The contract includes two additional paid holidays, vacation

time and credit for months worked, and no more split shifts.

"We were worried about ratifying this because of the high turnover at the airport," Mendez said. "Already 100 out of the original 465 people had left and we weren't sure what the new people would do."

"But I kept doing my job, trying to keep the people together and taking care of grievances," Mendez added.

"The key was having a strong team on the ground at Swissport and a group willing to walk out. Management knew they were serious."

Mendez gives special thanks to the organizing group: Remedio Bartolos, Laura Freeland, Kevin Haas, Ed New, Ed Oliveria and Rita Pin.

Mendez also thanks the District 190 team who handled the negotiations: Glenn Gandolfo and Chuck Netherby.

UNION EMPLOYERS

New shop for San Jose's Courtesy Chevrolet



(L to R) New apprentice Chad Piscatelli, 23 year veteran and shop foreman Gene Hall, and Shop Steward Richard Brennan at the new shop

One of San Jose's oldest dealerships now has one of the newest and most high-tech shops. Courtesy Chevrolet, founded in 1959, built a brand new, state-of-the-art dealership near San Tomas and Stevens Creek, which opened in May 2001.

"The shop was designed by the previous Service Manager, Jim Courter," says service manager Joe Cassisi. "He really thought a lot about the design of the store and what each tech needed in his stall."

The new store went up in 140 days. "We love the new place," says General Manager Dan Haniger. "It's been a good smooth transition, and our customers love it."

In addition to state-of-the-art hoists and other equipment at the ready, there's a building in the back that will be devoted to the techs, with show-



Every tech has a large name sign above their stall.

ers, lockers, a library, opportunities for distance learning, and a basketball court (to be built).

Courtesy had to find a new space, when the land under the old shop was sold out from under them. "We wanted to start fresh," says Cassisi. "So we had a lot of leftover equipment from the old shop, most of which we donated to DeAnza college, Santa Cruz High School and to the Central County Occupational Center."

Cassisi explained that the economy has slowed down business a bit, "but we provide a good service at a good price. That's why we're as busy as we are." The dealership averages 100-plus cars a day.

Cassisi had worked at Courtesy from 1985-89 as a technician and service writer, but then left to go into management at other shops. "When I came back last year, about a quarter of the guys I knew were still here. That says a lot about how well the place is run."

Tech longevity is key to success

Shop steward Richard Brennan agrees. "Now we have a lot of new guys, but five years ago, most of the techs had been here for over 20 years."

Brennan has marked 17 years at Courtesy. "When I came here in 1985, I said I wanted to retire here. I still have some years to go, but I'm sure I'll do it."

Twenty-three year veteran Gene Hall says the new place is a step up from the old shop, which was "antiquated." Hall explains that as shop foreman, he serves as a go-between between the guys and the management. "Management is fairly new, but I believe they want what's right—they have good intentions."

And Chad Piscatelli, the shop's newest apprentice—who passed his Apprenticeship Placement Test on January 14—agrees. "They're very supportive. It's more comfortable than other places I've seen."

The union contract at Courtesy, and at the 22 dealers who are part of the Silicon Valley Motor Car Dealers Association, expires on October 31. Brennan reports that more than half of the guys have already turned in their negotiation priority



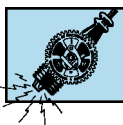
49ers quarterback Jeff Garcia signed autographs at the Courtesy Cafe while getting his Escalade serviced. At right is Courtesy Service Manager Joe Cassisi.

forms. "We'll all be involved in that effort," Brennan says. "It'll be fun."

Cassisi explains that since this dealership is privately owned, he expects to participate in the negotiations, with the general manager and the parts manager. While this will be his first time sitting in as management in formal contract talks, he says he's prepared. "Every day's a negotiation here," he adds.



They couldn't re-create the old shop's real 50's diner, but the Cafe includes some original pieces.



YOUR VOTE COUNTS

Sacramento Voters: Say yes on F for retiree health and welfare benefits

On March 5, voters in Sacramento have the opportunity to improve pension and retiree health and welfare benefits for city workers.

After more than six months of negotiations with the city of Sacramento, Local 2182 worked with unions across the city to get Proposition F on the ballot.

The initiative affects all city workers, including members of the machinists, police, fire, plumbers, and stationery engineers unions.

"All of the unions are backing it," says Business Representative Mark Martin. "If we win this, it will settle out what we've been trying to negotiate for a very long time."

Retiree health and welfare benefits from the city had been \$150 per

month. Passage of the initiative would increase these benefits to \$275 per month plus another \$75 for dependent coverage. "This dramatic improvement is based on the surplus in the pension plan. But even if there is no surplus, the city still pays the improvement," Martin explained.

"Passing an initiative takes time, energy and money," Martin added. "We're passing the hat everywhere. We haven't defined the action plan yet, but Local 2182 members should expect to hear from us about helping on phone banks and walking precincts."

Vote Yes to accept the change in the city charter to improve pension and retiree health and welfare.



Voter Registration Deadline: Feb. 18
Primary Election: Tuesday, March 5



The voter registration deadline for the March Primary is **Monday, February 18th**. If you're not registered, have moved in the last 12 months, or have any doubt as to your voter eligibility status, register now. Voter registration forms are available at every post office and at your union hall.

The IAM District 190

Sparkplug

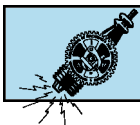


The Sparkplug (USPS 007966) is published bi-monthly for \$3 per year by District Lodge 190, International Association of Machinists, Oakland, Calif., a non-profit organization. Periodicals postage paid at Oakland.

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

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

Beagle & Bleiweiss Communications • Debra Chaplan, Managing Editor



AROUND THE LOCALS

IP digs deep

After more than 18 months, Gary Cooper has returned to work at International Paper in Modesto. An arbitrator ruled that Cooper was wrongfully terminated in February 2000, and awarded him full back pay and benefits to the tune of about \$61,425.

"Unfortunately, we're still in a battle with the company over his medical benefits," says Local 1528 Business Rep Gilbert Gonzalez.

"While Gary was off, he had some major medical problems. PacifiCare will only pay three months back. We told the company they have to cover his full bill—and we'll make sure it gets covered."

Royal Motors finally pays

Everybody currently working at Royal Motors in San Francisco will get a new year's bonus of approximately \$500 with a letter saying "This bonus is courtesy of the Machinists Union." And they'll get a second payment in June, reports Area Director Chuck Netherby.

After legal battles raged in 1989, Local 1414 lost it's right to represent the workers at Royal Motors and German Motors. But the union filed numerous charges of unfair labor practices and pursued appeals through 2001. Finally, Royal Motors was ordered to make back payments.

"The union gets the satisfaction that we'll try to right some of the wrong that was done to the former employees," explains Netherby. "It's the next best thing to justice."

Former employees including some who were never union members will receive 10 years worth of pension contributions. "The contributions are small," Netherby says, "but they do add to the vesting."

The union is still pursuing a settlement at German Motors.

Victory at Microphor

First they faced a de-cert election, then contract negotiation. Local 1596 won the election at Microphor, in Willits, by a vote of 23-10. But the members voted down the company's final offer by 21-1.

"I believe that through all the meetings, we brought the people in the shop together to get a fair contract for all of the workers," said Business Rep Tom Brandon. "I don't think the employer was taking us seriously at the table and actually thought they would win both votes." Stay tuned.

The nut hardens

The Local 1173 members at Walnut Creek Honda have been without a contract for 18 months, but they're holding firm on some key issues.

"The major issues are flat rate and

the IAM pension," says Area Director Vern Dutton. "The company gutted our contract and had us start from scratch. We won back a lot of important rights and benefits—from union security and seniority to basic holidays. And we got some pretty high wages. The company's trying to buy these guys, and they aren't selling."

The union didn't recommend this contract and the members rejected it on January 3. The company implemented the contract as their last, best and final offer and the union has filed charges of Unfair Labor Practices.

Fueling bad faith

Local 801 has filed charges against LB&B, the new operators of the Fallon Naval Air Station fuel farm, for bargaining in bad faith.

The 22 workers voted for IAM rep-

resentation and got their first contract with SeAir Transport in May, 2000. When LB&B won the Navy contract from SeAir, they originally agreed to recognize the union. "But now they're trying to jam a substandard agreement down our throat," says Business Rep Mark Martin.

"They've changed position on tentative agreements, they've implemented unilateral changes and they're bargaining regressively," Martin says.

The union contends that the company is in violation of the Service Contract Act and will be filing charges with the Department of Labor and the National Labor Relations Board.

No more cans at Crown

In January, Crown Cork and Seal in Modesto sent out it's 60-day closure notice. For 30 IAM members, March 8 will mark the end of an era.

"It's sad, because good jobs are hard to come by. But we're not too surprised," says Business Rep Gilbert Gonzalez. "They just didn't have the business. Fortunately, we already have good retiree coverage from when they closed their Fremont plant, and we had decent severance language as well."

Third union's the charm

The Teamsters and Longshore Workers tried to get the employees at TRW Automotive in Los Angeles to vote for union representation, and both were unsuccessful. Local 1484 is making the push and Organizer Kevin Kucera is hopeful that this time the employees will vote "union—yes."

When an end-of-year bonus or pay raise didn't materialize, some employees decided to do something about it. "More than 55% of the workers signed petitions and 22 employees showed up to a holiday-time organizing meeting. I'm hopeful that if the NLRB certifies the unit we defined, we'll win this time," Kucera said.



Serramonte Mitsubishi techs vote Union Yes

The company launched a hard-ball campaign to stay "union free" but the 8 techs at Serramonte Mitsubishi didn't buy it. They voted unanimously on December 14, 2001 for Local 1414 to represent them. They celebrated over a Round Table pizza in January, and plan to begin bargaining in February.

"My goals for the union are to get better working conditions, better pay, and for them to stop changing the rules every time we turn around. Right now, they don't listen to us. Maybe they will if we have a union," says Gene Torrea.

Organizer Pedro Mendez gives special thanks to the organizing team including District 190's Jesse Juarez and techs Gardner Navarro, Gene Torrea and George Pineda. "Getting a unanimous vote means we should have some leverage in negotiating the contract," Mendez said.

Workers walked the line at Applied Aerospace for better wages

"The thing that's truly sad is that some people are making as much on strike pay as they make working here," says fabricator Angela Guido. She, along with 175 members of Local 1528, were on strike against Stockton-based Applied Aerospace from December 4, 2001 through January 14.

"The main issue is wages," explains Business Rep Gilbert Gonzalez. The contract was roundly rejected at two different meetings, by a vote of 113-40. "The company only met with us a few times since then and they kept giving us low-ball offers. Then they started advertising for replacement workers."

On January 13, the company made another offer that the members rejected. But without enough votes to keep the strike going, the contract was effectively settled. The members are being called back to work, based on seniority.

"First they offered 2.5, 2.5, and 4% increases for each year of the contract. We said that wasn't enough," says Robert Klingman, a leadman who's been at Applied for 25 years. "So they came back and offered 3, 3 and 3. But it's still 9% in three



years, no matter how you cut it."

What they got in the end was 3, 3 and 2% in wages, with another 3% in bonuses if the plant continues to show a profit.

The national economy was not really at issue here. "Applied boasts that they made \$35 million in profit last year and all the managers got \$10,000 bonuses," says Marlin Smith, who's been at the company since 1969. "But they tell us that we don't deserve any more."

"We're skilled people who build parts for aerospace and satellites. We work hard, we work overtime, we work in good faith. Now it's their turn," adds Dan Cassilas, a seven year employee.

16 teams of pickets maintained a presence at the Stockton facility from 5 a.m. to 9 p.m. every day—in the rain and the cold.

"I'm proud of everybody for sticking together," says Jerris Austin, a five-year veteran, "but I hope to get back to work."

Shop stewards: a voice

To many IAM members, the shop steward is the union. He or she is the person the member will look to for guidance on interpretation of their collective bargaining agreement, for honest representation when there is a dispute with the company over an issue in the workplace, and to help keep the member informed of union issues.

Shop stewards attend monthly or bi-monthly meetings sponsored by the local union that teach them how to fulfill their duties and about the workings of the union. But all members should know what to expect from their steward. If you're not getting it, maybe your steward needs some help. Talk to him or her, or to your business representative to make sure that this important function is being met.

The IAM shop steward fulfills four core roles in the workplace:

Shop steward as communicator

IAM shop stewards are supposed to keep members in the shop informed of union issues and policies; maintain lines of communication between the members and the Local or District Lodge; maintain lines of communication between the members and the company; and act as a spokesperson in the shop.

In addition, they fill a crucial role as the eyes and ears of the union, keeping the business reps and other union officials informed of what is going on inside the shop. For this reason, it is important that the shop steward has good listening skills, and is prepared to keep documentation on important issues.

Shop steward as organizer

The shop steward is in a unique position within his or her own community to provide the union with organizing leads. Often, the union's contacts with new groups of workers begin with a reference that was provided by a shop steward. By being well-informed on workplace issues and the benefits of union membership, shop stewards provide an example that their friends and acquaintances will wish to follow.

If you hear of anyone who may be interested in joining the union, refer them to your

shop steward, who will pass their name along to the business representative. Be sure to note that the IAM assures confidentiality and that district organizers will not contact people referred by members at their place of employment.

Shop Steward as Representative

The IAM Shop Steward is the member's

first line of defense in any grievances or complaints you may have with the company. Typically, the grievance procedure provides an opportunity or requirement for the member to try to resolve differences with the supervisor or manager involved.

Following this first step, the shop steward would meet with the company official and try to resolve the problem as the member's rep-

resentative. This step may involve reducing the grievance. Failing resolution a business rep is usually required to conduct a thorough investigation. This step is crucial to the success of the grievance.

Shop steward as Educator

Educating the mem-

Local 1546 'Stewards of the Year'

Larry Ingram does it for the headaches—and the guys

Even though the sign on the front of the Oakland shop has changed three times, Larry Ingram has worked in the same building since 1979 as an auto technician. For the last six years, he's served as shop steward, and right now the paychecks are coming from Val Strough Chevrolet.

When asked what he gets out of being steward, Ingram answers quickly: "The headaches." But then, not missing a beat he says, "Actually, I just try to keep everybody happy, keep the bossman off their backs, and keep the guys out of the office."

"I was shocked to be named steward of the year. When they started describing the person they were honoring, I realized it was me. It knocked my socks off." But

Ingram doesn't do it for the glory. In fact the guys at his shop didn't know he won the honor. As he says, "I do it for the guys."

"Larry sat through long and drawn out negotiations, and he ultimately was not happy with the final product," explains Business Representative Mike Cook. "But I nominated him to be shop steward of the year because he made an even-handed presentation to the guys. He's very straightforward and doesn't run any hidden agendas. He voted his personal belief, and as a result, the contract was ratified by 80%."



Some of the 200 members of Local 1546's steward's committee at the Willow Park Country Club.



Val Strough steward Larry Ingram receives his plaque from Business Representative Mike Cook.

Sharing steward

With one steward and 14 shifts, the members at Wesgo... "This is a newly organized Business Representative Man... Chuck Russell has been doing... could—but it's almost impossible... an assistant shop steward, to help... and provide the kind of service...

So Francis and Russell came... ard's committee. Still in development... tee is to have a member from... eyes and support for the shop s...

Committee members won't be... a steward, but they can help in... Chuck each time management... member, committee members... committee will also pass info... the floor. This potentially expands... the communication lines.

"This group was non-union... explains. "They're still figuring...

What makes a good shop steward? What do you expect him or her to do for you?



Mike Stroud
Val Strough Chevrolet
Local 1546

"A go-between. Somebody to represent the men and women of the shop, who's involved in the negotiations but works for the good of the whole shop, not just his own interest."



Robert Lee
Mother's Cookies
Local 1546

"I want him to get us higher pay for less work! But mostly, I want him to stand behind me."



Carlos Toledo
Val Strough Chevrolet
Local 1546

"Someone who represents all his workers and keeps the shop straight and organized."



Dave Martinez
Val Strough Chevrolet
Local 1546

"Someone who keeps us up to date on all the things with the union and makes sure the shop is running smoothly—keeping the workplace good for the techs."



Don Dahl
Val Strough Chevrolet
Local 1546

"Representing the workers and be on your side, so you have semi-legal representation in case of a discipline action. Sometimes he has to tell you that you were in the wrong."



Fernando
Val Strough Chevrolet
Local 1546

"Make sure he knows the rules and about what's going on. I want to be able to talk to him. I haven't talked to him yet, but if I can be the first to..."

for union and members

may or may not include to writing. at this step, the union called in. This is where on by the shop steward s of a grievance. l as educator bers in the shop about

the union is another important role of the shop steward. Often, new members have very little knowledge about the Machinists union; the union steward is well-positioned to educate them about the organization they have recently joined. In addition, all members need to learn about their rights and responsibilities under the collective bargaining agreement, about

health and safety issues, and about other workplace issues. This does not mean that the shop steward must have all the answers – but they they need to know how to find them. Shop steward's main duties 1. Meeting all new employees: It is the shop steward's job to keep the shop or department 100% union. In some

shops it may be the steward's job to sign up new members. Where the contract has a clause providing that the company must sign up new employees, it is the shop steward's job to introduce him or herself to the new member and ensure that their application has been properly processed. 2. Handling grievances and enforcing the contract: The shop steward must handle grievances that are brought forward. In addition, they should continually enforce the collective bargaining agreement by watching for violations and taking them up with management. 3. Educating the membership: The steward often explains IAM programs, the collective bargaining agreement, and the importance of the labor movement. 4. Providing leadership: A shop steward should be a leader in the shop or department. Members expect the steward to take the initiative on shop problems. However, the steward must be a democratic leader, not a dictator, seeking to build a spirit of cooperation and teamwork among the members. 5. Assisting Local Lodge Officers: The steward should encourage members to go to the meetings, make reports to the local lodge on labor and health & safety issues in the workplace, support the Machinists union's position on community issues, and attend rallies or events sponsored by the lodge or labor as a whole. 6. Advising the members on other issues: When a member has a problem or issue that is not a grievance, the steward can provide a vehicle for the member to get assistance. The steward should listen carefully and sympathetically. Often, the steward can refer the member to an outside organization where they can get counseling. Stewards will not always have all the answers, and when they don't they should say so. Their job is not to have all the answers, but to help find them. Calling the local union or the district lodge are two resources that can be helpful in track-

— From the IAM Northwest District 250 website

honored for hard work, principles

Steve Nobriga works hard to protect the contract



ers, staff and guests at banquet, December 4 at y Club in Castro Valley.

“I’m a union man, through and through, says Steve Nobriga, who’s been shop steward at Mother’s Cookies for 10 years. Nobriga’s grandfather was a longshoreman, and his dad was an electrician. Nobriga has been a member of the IAM since 1979.

“I’m shop steward because I think I can do the best job, protecting the contract and seeing that it’s enforced in a fair manner for the employees and for the company,” Nobriga adds.

“What got him named as Shop Steward of the Year was how hard he worked on the recent contract,” explains Business Representative Pat Woodard. “He was really on top of it—very conscientious. I’m proud to have Steve as a steward.”

Nobriga explains that nego-

tiations were particularly rough this time because a new company, Parmalat, had just bought the bakery as bargaining began. “We had to start from scratch,” Nobriga says. “They looked at the numbers and saw we were making more than any of the company’s other North American bakeries. So we brought in contracts from other Bay Area bakeries to show them how the high cost of living here impacts our members.”

Nobriga has helped negotiate three prior contracts, but this one raised new challenges. “Don Crosatto and Pat taught me a lot—especially about the moneyball concept, which they use more in automotive bargaining. In the end, we got a decent deal.”

Nobriga says that it’s a good shop and he files only one or two grievances a year. “So when we do file, everyone takes notice. And we usually win.”



Business Representative Pat Woodard congratulates Mothers' Cookies steward Steve Nobriga

l duties at Wesgo

0 members working on three were feeling the pinch. d shop,” explained Local 1414 ny Francis, “and it’s a big one. ing the best job he possibly ible for one steward, even with e everywhere at the same time e the members need.”

he up with a novel idea: a stew- pment, the goal of the commit- each department serve as ears, steward and for the members.

have the full responsibilities of n a pinch. Instead of waiting for t wants to talk to or discipline a can sit in and take notes. The rmation back to the people on ands the education process and

on for 20-plus years,” Francis g out how things can work best.”

you and for the union?



Belanger Chevrolet Local 1546

e knows all informs us going on. I ble to count ven't needed I do, he'll know."



Chris Farquhar Val Strough Chevrolet Local 1546

"He's here all the time, doing his job. If he were doing a bad job, I guess I could tell. He is the first one to pick up a picket sign when called upon."



Fred Shipman Val Strough Chevrolet Local 1546

"You have to know what's going on in the shop—all areas—and be able to take care of employees' concerns Also, be a friendly guy who can make tough decisions."



Richard Ray Mother's Cookies Local 1546

"Keeping us up to date on union business and providing support when there is a problem between management and the union."



Rich Alkema Mother's Cookies Local 1546

"The ability to play dominoes! And someone who fights for our rights."



Tony Sandoval Mother's Cookies Local 1546

"Leadership. Somebody to cover your back and stick up for you when the company tries to abuse you. I have no complaints—this company is pretty good."

FIDUCIARY LIABILITY INSURANCE

Insist on Union. Demand Ulico.



When it comes time to choose your fiduciary liability insurance, insist on union by demanding Ulico.

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

In the mid-1980's, when the insurance market hardened and no insurance company would write fiduciary liability insurance at any price,

Ulico
Ulico Insurance Group
Ulico Casualty • UGA Casualty • Ulico Indemnity

we stepped up, and provided the enormous capital necessary to ensure that trustees had this critical coverage.

We were there for you then. We're here for you now. Call us toll free for referral to a broker near you.

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

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

IAM Scholarship Competition 2002 Applications are due 2/22/02

You need to submit a 2002 application form. To do so, request an application packet from your Local Union or from:

IAM Scholarship Program
9000 Machinists Place, Room 117
Upper Marlboro, MD 20772-2687

Last year, 745 union members and children of union members applied—and 14 scholarships were awarded. One of those went to the daughter of a member of Local 1584. You or your child have an opportunity to win—but only if you apply.

Local 1546 Members and Spouses **PRE-RETIREMENT SEMINAR**

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

Saturday, April 6, 2002
Local 1546 Union Hall

10260 MacArthur Blvd., Oakland

9:30 a.m.

Spouses welcome

Includes continental breakfast

Space is limited • First come—first served

Please RSVP to Tanya at 510-638-3705 by April 4

(**Note:** if you feel you have an unusual or complicated question, please get it to your Business Representative ahead of time so our advisors have time to research the answer.)

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.

What do you expect your shop steward to do?



Danny Shauf
Mother's Cookies
Local 1546

"When you have a problem with a supervisor, you can go through the shop steward to help you. Our union is really good—I have no problem."



Arthur Hernandez
Val Strough Chevrolet
Local 1546

"Honesty—that's the only policy I have."



Diane Bebb
Mother's Cookies
Local 1546

"Open communication, keeping members informed, and willingness to listen and discuss confidential concerns—and keep the matters private. Putting the interest of the group first."



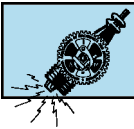
Ed McNulty
Val Strough Chevrolet
Local 1546

"Every time we have a problem, he'll get on the phone and take care of it."



Dale Akagaki
Val Strough Chevrolet
Local 1546

"Someone who goes to all the meetings."



BENEFITS NEWS

After-holiday credit blues? Member assistance program can help

"Charge it." For some of us, just saying this has become more of a problem than a convenience. In fact, though most of us have utilized the convenience and opportunities offered by the buy-now, pay-later cycle, for some of us, this has become dangerously like an addiction.

For some, plastic money becomes fantasy money. Unhappily, financial fantasies tend to become financial nightmares at month's end.

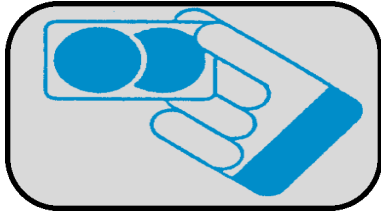
The Credit Quiz

- ◆ Do you limit yourself to no more than three credit cards?
- ◆ Do you pay more than the minimum credit card payment each month?
- ◆ Do you know, somewhat precisely, how much of your monthly income is required to meet your monthly home, food, transportation and health bills?

A negative answer to any of these questions may warn you of a need to awaken from financial fantasies. If your credit cards' revolving credit seems to take you round and round and never stops; if your credit cards drive your purchases, leading you to buy simply by providing the opportunity; then it is time to seek help. You can learn to deal realistically with your finances.

Relieving Financial Stress

You, like many other gainfully employed individuals, may have gotten in over your head using credit cards. But you needn't drown in despair. A few simple steps will help you to stay afloat. Confidential assis-



tance programs are available to direct you along these steps to competent budgeting, money management and responsible use of credit.

Using a credit card is a convenient way to pay for purchases—as long as you can repay the credit card company on a monthly basis.

Credit counseling services are national non-profit organizations providing free or low cost credit counseling. These professionals are also skilled in budgeting and can help set up a debt repayment plan for you. Many companies provide support, information, and outside referrals through employee assistance programs.

Legal Rights

If you're ready to re-establish yourself as a responsible user of credit, you should know that you have rights and resources available to you for your protection:

- ◆ Credit harassment is illegal. Bill collectors are not permitted to call late at night, nor are they permitted to discuss your financial situation with your employer.
- ◆ Your credit history is available to you through a local credit-reporting agency.
- ◆ Bankruptcy is a legal option for those facing serious financial difficulties. Chapter 7 erases most debts except child support. Chapter 13 is a debt repayment plan. Filing for either of these forms of bankruptcy is a serious undertaking. All available options should first be considered in consultation with a qualified professional.

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

Celebrating long-time union members



Local 1584 held its annual Veteran Awards luncheon on December 4 at Francesco's. Seventeen 50-year and thirteen 45-year members received awards from DBR Jim Beno.



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.

What do you expect your shop steward to do?



Willie Beck
Val Strough Chevrolet
Local 1546

"Somebody who's there to represent you when you're in the hot seat, and who's knowledgeable of union and labor laws. And has a strong back bone!"



Jerry Morris
Mother's Cookies
Local 1546

"Somebody who stands behind you but looks at both sides. You have to pick your battles and see both sides—and be fair but firm."



Mark Jacques
Mother's Cookies
Local 1546

"Someone who communicates between the union and the company. Fairness. Fighting hard for our contract."



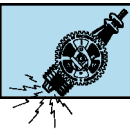
Rick Jarratt
Mother's Cookies
Local 1546

"Vigilance. Dedication to his co-workers. Willingness to fight for our rights and concerns. And the ability to play dominoes."



Jim Cunningham
Mother's Cookies
Local 1546

"Willingness to listen to our problems and get a quick response. Don't let it lay—get right in it, right now."



UNION PEOPLE



District leadership sworn into office

On December 18, the district delegates met and elected the district officers. They were all sworn into office on January 22 by IAM Western Territories Vice President Lee Pearson.

2002 Officers of District Lodge 190

President.....	Joe Coy
Vice-President.....	William Costa
Secretary-Treasurer.....	Robert Miller
Trustee.....	Bill Schechter
Trustee.....	Pinky McNeely
Trustee	Richard Harden
Directing Business Representative.....	James H. Beno

2002 District Lodge Delegates

Local Lodge 1101

Jerry Morgan
Larry Rondeau
Art Sanchez
Jerome Trask

Local Lodge 1173

Jose Caceres
John Hamilton
Steve Older

Local Lodge 1414

David Baumann
Paul Jones, Jr.
Raymond Ceballos
Richard Harden
George Litvinoff
Chandar Singh
Spiro Zografos

Local Lodge 1484

George Bioletto
Frank Jay
Dan McEntire

Local Lodge 1528

George Tomassi
Martha Bautista
Gary Cooper

Local Lodge 1546

Joe Coy
R.V. Miller
Bill Schechter
Ken Stoner
Pam Borges
Tom Myers

Local Lodge 1584

Michael Mellow
Justin Sindicich
Jimmie Duran
Louiz Elvira, Jr.
Daniel Borrero
Vernon Herro

Local Lodge 1596

Joyce Trumbly
Randy Watson

Local Lodge 2182

Pinky McNeely
William Costa
Mark Brasher
Robert Campbell

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.
February 26 • March 26 • April 23

General Delegates Meeting

Fourth Tuesday of each month at 7:30 p.m.
February 26 • March 26 • April 23

Local 801

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

Membership Meeting

Third Thursday of the month at 4:00 p.m.
February 21 • March 21 • April 18
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.
February 7 • March 7 • April 4

Stewards Meeting

First Thursday of each month at 8:00 p.m.
February 7 • March 7 • April 4

General Membership Meeting

Second Thursday of each month at 6:30 p.m.
February 14 • March 14 • April 11

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.
February 21 • March 21 • April 18

Membership/Shop Stewards Mtg.

Third Thursday of each month at 6:30 p.m.
February 21 • March 21 • April 18

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.
February 7 • March 7 • April 4

Executive Board Meeting

Second Thursday of each month at 6:00 p.m.
February 14 • March 14 • April 11

General Membership Meeting

Third Thursday of each month at 6:30 p.m.
February 21 • March 21 • April 18

Local 1484

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

Executive Board Meeting

Third Thursday of each month at 6:00 p.m.
February 21 • March 21 • April 18

General Membership Meeting

First Tuesday of each month at 6:00 p.m.
February 5 • March 5 • April 2

Local 1528

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

Executive Board Meeting

First Wednesday of each month at 5:30 p.m.

February 6 • March 6 • April 3

General Membership Meeting

First Wednesday of each month at 7:00 p.m.

February 6 • March 6 • April 3

Local 1546

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

General Membership Meeting

First Tuesday of each month at 7:00 p.m.

February 5 • March 5 • April 2

Shop Stewards Meeting

First Tuesday of each month at 5:30 p.m.

February 5 • March 5 • April 2

Executive Board Meeting

Thursday preceding membership meeting at 6:30 p.m.

January 31 • February 28 • March 28

Senior's Luncheon

First Wednesday of each month at 12 noon

February 6 • March 6 • April 3

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.

February 21 • March 21 • April 18

Executive Board Meeting

Preceding Monday at 7:00 p.m.

February 18 • March 18 • April 15

Retirees Club

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

February 5 • March 5 • April 2

Local 1596

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

Membership Meeting

Third Tuesday of each month at 8:00 p.m.

February 19 • March 19 • April 16

Executive Board Meeting

Third Tuesday of each month at 7:30 p.m.

February 19 • March 19 • April 16

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.

February 12 • March 12 • April 9

General Membership Meeting

Second Tuesday of each month at 7:00 p.m.

February 12 • March 12 • April 9

Retirees Club - VISTA CLUB

Third Wednesday of each month at 11:00 a.m.

February 20 • March 20 • April 17