

The IAM District 190 Sparkplug



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Serving the Active and Retired Members of IAM District Lodge 190

Best contract ever, if you have a job

On the waterfront, one Local's rose is another's thorn

The three year contract by District Lodge 190 with Pacific Marine Maintenance Corporation (PMMC) is one of the best waterfront contracts ever negotiated.

IAM members who work at the ports in Oakland and Tacoma voted overwhelmingly to ratify the agreement. But the members in Long Beach voted it down due to their concern that the company will give their jobs to ILWU members. "It's the most beautiful contract I've ever seen—if you've got a job," said one Local 1484 member at the vote.

These members maintain the containers, trucks and most everything mechanical at the facility. The final tally, a combination of the three facilities, was 147-42 to accept the contract.

What's the deal?

"The employer wanted to eliminate any past reference to when the employees worked for SeaLand," says Area Director Don Crosatto. "We insisted on maintaining their seniority and bargaining history."

The contract includes a variety of contract improvements, including a July 5 holiday—known by the Longshoremen's Union as Bloody Thursday, as well as an additional floating holiday, doubling the shift premium, expedited hearings for terminations and vacation improvements—four



Local 1546 members who work at PMMC in Oakland review the new contract before voting to ratify it.

weeks for 10 years, five weeks for 15 years, and a day a year after 20 years, up to six weeks.

In addition, for the first time in a waterfront contract, they got a severance package.

And the money is good

They also did well on the financials: \$1.50 more in wages each year with another dollar a year available for benefits.

"We fought off the employers' attempts not to recognize employees' seniority at the time when the company was owned by SeaLand,"

explained Crosatto. "The principle problem was fighting to maintain our work jurisdiction. Because they are a third party vendor, the shipping line ultimately determines who gets the subcontracts."

In this case, Maersk calls the shots. "They plan to give the Long Beach work to the ILWU. We're looking at pursuing a litigation to keep our people working in Long Beach when the new terminal opens," Crosatto added.

Contract didn't come easy

"This company really played a

game. They set themselves up to get away from the Machinists Union," says Kevin Kucera, Business Representative/Organizer for Local 1484. "Our members are pretty angry about it."

According to Crosatto, what finally got the company to deal with the union was their fear of a strike. The employees overwhelmingly passed a strike vote on March 22 and were ready to walk at a moment's notice. "The company can't afford disruption at this time," Crosatto said.

Members in Long Beach voted down the new contract because their future is in jeopardy. In the next several months, they're slated to move operations to Maersk's new terminal. Because Maersk has a wall-to-wall contract with the ILWU, this move may leave the Machinists in the dust.

"We'll be monitoring what happens carefully," says Crosatto. "We had a similar situation with Hanjin in Oakland—the IAM had the maintenance work but the company also signed a contract with the ILWU."

"We took Hanjin to the NLRB for collusion and double-breasting and charges are pending in Washington D.C.," Crosatto adds. "We'll do the same with PMMC and Maersk if it comes to that."

MSC/Pinole Point Steel may be victim of steel tariff

As of May 29, everything changed for the 144 members of Local 1584 who work MSC Pinole Point Steel and MSC Pre-Finish Metal's Richmond facilities. That's the day that a Mexican company, Grupo IMSA, took over.

"They didn't even give us 60 days notice, as required by law," said District Lodge 190 Administrative Assistant Herman Howell.

The company's notification to the union did not provide the 60-day notice required by the Worker Adjustment and Retraining Notification ("WARN") Act. The company claims this is due to the 30% tariff on imported steel and the inadequate supply of domestic steel.

Pinole Point Steel galvanizes full hard coiled rolled steel, while Pre-Finished Metals coats the same material with paint. The raw materi-

al is purchased primarily from international sources.

"So far the Mexican company won't give us any information," Howell added. "And they refused to let MSC share the letter of agreement concerning the sale with us."

Howell did meet with MSC management and arranged for an additional three weeks severance pay. The company will also cover the employee co-pay on the severance portion of their health insurance.

Free trade twist

MSC, based in Illinois, announced that the plant was for sale last September.

In March, in an effort to bolster domestic steel manufacturers, President Bush imposed a tariff on imported steel. NAFTA countries, were exempted from paying the tariff, but not Pinole Point Steel.

"We did not receive the same exclusions as our competitors," said Pinole Point President Dave Catterlan. "That

put us at a significant disadvantage.

The union contends that Grupo IMAS has a competitive advantage over MSC due to NAFTA. "It's outrageous that Grupo IMSA can have such a competitive advantage while treating the long-term employees of this facility with such contempt," said Howell.

Many plant "closures" over the last decade are, more accurately, the relocation of U.S. companies to free trade zones just over the Mexican border. This time, a Mexican company is buying into America.

"I suspect they will end up hiring our members back selectively—but they'll be non-union," said Howell.

The IAM lobbyists in Washington met with the Bay Area congressional delegation and requested their intervention. Congressman Tom Lantos is setting up a meeting with the Mexican ambassador.

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SACRAMENTO BEAT

Davis signs increases for workers comp and unemployment insurance benefits



Labor leaders look on as Governor Davis signs the bill increasing unemployment benefits retroactive to September 11, 2001. The signing took place at the annual dinner of the California Labor Federation and Building Trades Council's Joint Legislative Conference, held in May.

Since October, California Governor Gray Davis has signed three bills of great importance to working families. These include increasing benefits for injured workers and the unemployed, and making those unemployment benefit increases retroactive to September 11, 2001.

"The increases in unemployment insurance and workers' compensation signed by Governor Davis will make a huge difference for California workers hard hit by the recession or injured on the job," said California Labor Federation Secretary-Treasurer Art Pulasaki. These bills mark "real progress for workers and victories for our unions."

Moving from 46th to 16th in unemployment benefits

SB40, proposed by Senator Richard Alarcon (D-San Fernando Valley), increased unemployment benefits by a maximum of \$100 per week for claims filed after the first of the year. The Governor signed this bill last October.

SB3X2, also proposed by Alarcon, provides for Retroactive UI benefits for those who became unemployed after September 11, 2001. The Governor signed this bill before 600 labor leaders at the Joint Legislative Conference annual dinner.

These bills represent the first unemployment increase in California since 1992 and are considered by many to be long overdue. Subsequent increases will push the maximum benefit amount to \$450 in 2005.

With the new law, California now ranks 16th in maximum weekly benefits. Previously, the state ranked 46th in the nation, with only South Dakota, Nebraska, Arizona, Alabama and Mississippi paying less.

Maurice Emsellem, a spokesman for the National Employment Law Project, said the increase will have a

tremendous impact on workers and the economy, particularly in a state with a sky-high cost of living.

"The increases in unemployment insurance and workers' compensation signed by Governor Davis will make a huge difference for California workers hard hit by the recession, or injured on the job."

"During hard economic times, the more you invest in unemployment benefits in the state's economy, the better it is to help stabilize the economy and bring it out of recession," Emsellem said.

Increasing Workers' comp, too

In February, after vetoing three similar bills, the Governor signed AB749 and increased Workers' Compensation benefits. Proposed by Assemblymember Thomas Calderon (D-Montebello), the bill provides \$2.4 billion in benefit increases for injured workers.

"I'm pleased to sign into law the first increase in workers' compensation benefits since 1996—and the first increase for permanently disabled workers since 1984," Davis said.

Some key provisions include:

- ◆ The maximum weekly temporary disability and permanent and total disability is increased from \$490 per week up to \$602 per week for injuries occurring after January 2003, going up to \$728 in 2004 and \$840 in 2005. Starting in 2006 and each January thereafter, the maximum will be averaged to the percentage increase in the state average weekly wage.
- ◆ Permanent partial disability benefits are increased.
- ◆ Death benefits payable to dependents of workers killed on the job are doubled.

"If past years are any guide, there will probably be follow-up legislation to clarify certain provisions," explained Julius Young from the law firm of Boxer and Gerson.

"Overall, AB749 has very little 'down side' for injured workers," Young added.

10 workers comp tips if you get injured on the job

None of us like to think we will ever be disabled by an on-the-job injury. Workers' safety should always be a primary concern. Unfortunately, though, some of us will sustain work injuries. Based on many years of experience representing injured workers, here are some tips to remember:

- 1 Remember that work injuries can include not just specific accidents but also cumulative injuries based on long-term overuse trauma of the back, knees, arms, etc., as well as stress-related heart attacks and occupational diseases.
- 2 Educate yourself about workers' compensation and what your benefits would be if you are injured. For injuries before January 1, 2003, the maximum state workers' compensation temporary disability rate is \$490 per week. The rate increases to \$602 for injuries on or after January 1, 2003, \$728 after January 1, 2004, and \$840 after January 1, 2005. Permanent partial disability amounts are set by law according to what body part is involved and the severity of the injury. For more info, check www.boxerlaw.com
- 3 Pre-designate a doctor to treat you for industrial injuries before you get hurt or else you'll have to see the company doctor within the first 30 days from an injury. Your pre-designated doctor's opinion is "presumed correct" if there is a dispute, which could be a big advantage.
- 4 Check on other sources for benefits. If you are disabled, you may have disability insurance through your mortgage lender or auto loan package. If you're unable to work for more than a year, you may qualify for Social Security disability benefits.
- 5 Check on your group health insurance benefits. If you are unable to work for an extended period, you will be offered the option of paying for coverage under COBRA. Workers' compensation has to cover only medical for the part of the body injured in the accident.
- 6 Keep track of your disability payments. If your insurance company causes delays in paying you or your doctor or delays authorizing medical treatment, the insurance carrier can be monetarily penalized.
- 7 Stay within your doctor's limitations. Insurance carriers will try to get videos to discredit injured workers. It is illegal to work for cash under the table while receiving workers' compensation. Doing so may subject you to fraud prosecution.
- 8 Don't be misled into thinking you have to choose a doctor from a so-called panel of three QMEs offered by your insurance company or the state.
- 9 Get an attorney's advice. Workers' compensation law is highly technical and an attorney can assist you in getting maximum benefits.
- 10 Become involved politically. The bill signed by Governor Davis in 2002 is a good start, but workers' compensation benefits are still too low. Check www.boxerlaw.com for updates on developments in workers' compensation law.

— By Julius Young
at the law firm of Boxer & Gerson

The IAM District 190

Sparkplug



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Blue Ribbon Commission set to hear members' views on June 8

IAM Commission comes to Bay Area for member feedback

If you ever want to tell your union what's on your mind—and know that they're listening—now is your chance.

The IAM's Blue Ribbon Commission is gearing up for the start of 40 Town Hall-type meetings where members will get to shape the policies and direct the union's agenda.

"These meetings are designed to put IAM members in the driver's seat," said IP Tom Buffenbarger. "At similar meetings in 1995 and 1998, thousands of members showed up and made dozens of recommendations that resulted in better programs, better communication and better representation for every member of this union."

Who are the Commissioners?

Eight five-member teams will fan out across North America throughout the spring to host 40 separate meetings.

Pam Borges, an executive board member from Local 1546, has been named to the commission. She'll be traveling to attend meetings in other parts of the country.

"We have designed a process to effectively gather the data from our members," Winpisinger Center Director, Jim Leslie said.

The premise of the meeting is simple: to discuss what's right with the IAM, what's wrong with the IAM, and how the IAM can be made better.

Blue Ribbon Commission — California Meeting
Saturday, June 8
10 a.m.
IAM Local Lodge 1781 Hall
1511 Rollins Rd.
Burlingame, CA

After the Town Hall meetings are conducted, the commissioners will prepare a report that "accurately reflects what they heard, honestly and completely," Leslie added.

Members make the IAM stronger

"The IAM is a better, stronger union today because members had the opportunity to speak out," said Buffenbarger. "These meetings are

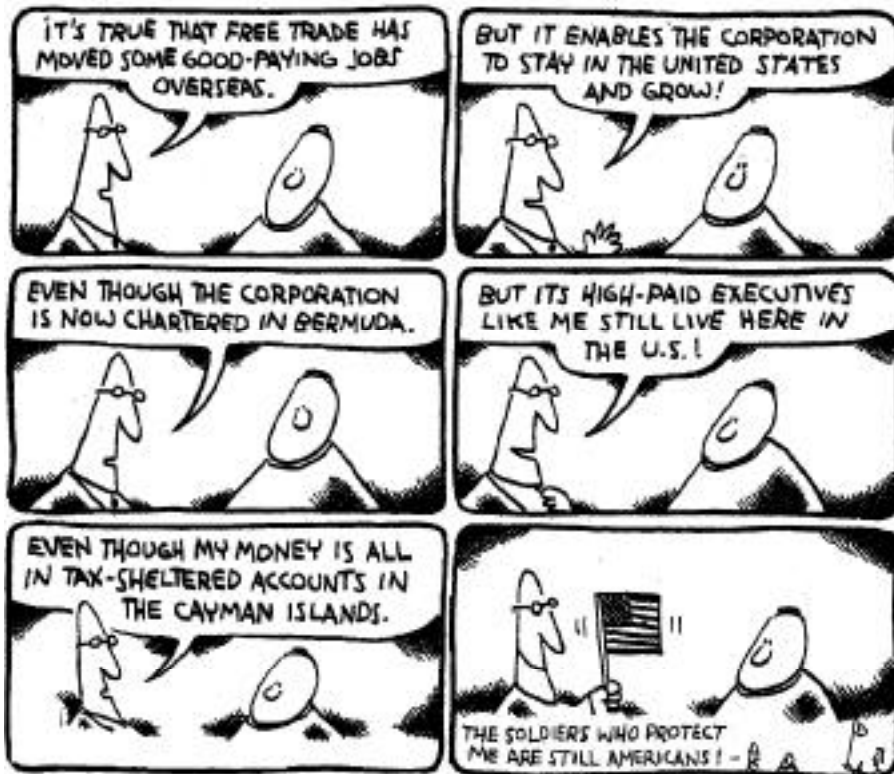
our way of making sure this organization continues to be inspired by the men and women who are willing to stand up, speak out and make a difference."

"Our members' comments, both positive and negative, have guided most of the major changes in the IAM since the first Blue Ribbon Commission convened seven years ago," said Buffenbarger.

The California meeting will be held at Local 1781's Union Hall in Burlingame. District Lodge 190 is serving as the host district.

"We want a big turnout and plenty of feedback at every meeting," Buffenbarger said.

For more information about the Commission, check out the website: www.iamaw.org/publications/brc/index.htm



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.

UNION PEOPLE

When Cleveland calls, Steve Pape answers

Area Director Steve Pape is going home. On July 10, he'll be leaving Local 1101 and San Jose and moving back to Cleveland.

Pape has been a Machinist for 14-plus years. After working for some union shops in Cleveland, he came out to California and got a job at a tow company. "I wanted to be involved in the union out here, so in February of 1988, I started at the bottom of the barrel, as a picketer at Celebrity Dodge."

Soon he was put in charge of the picket program, then the local hired him as a full-time organizer, which is what he did for the next five years.

In 1995, Pape was named to be a Business Representative with District 93 and continued on in that position when the Local changed affiliation to be with District 190. In June 2001, he was made Area Director.



With his San Jose office filled with Cleveland Browns memorabilia, Steve Pape was never far from his hometown.

"I'd been thinking of going back home for a while, but then I was out on leave for knee surgery, and realized the time was now," Pape says.

His plan is to take it easy for a few months, and then start a lawn care business. "I'll cut lawn in spring through fall, and then snow plow in winter." Ultimately, he wants to open his own sports bar.

"I enjoyed the work and was proud to represent the members. But I realized that I just didn't want to do this any more," Pape admits. "I knew it was time to go when I felt I couldn't give 100% to the membership."

"Steve has worked hard for Local 1101 and its members over the past decade," said Directing Business Representative Jim Beno. "We wish him luck back in Cleveland, and will think of him whenever the Steelers beat the Browns."



Organizer Pedro Mendez (third from left) explains IAM organizing strategies to university professors.

Organizing is academic

Organizer Pedro Mendez was invited to UCLA in May to speak on a panel before about 50 professors from across the nation. They wanted to learn about organizing, integrating politics and legislation with organizing efforts, and how the Machinists approach organizing immigrant workers.

"These professors are very knowledgeable about the issues that working people face—especially when they're working non-union," Mendez said. "But they have no experience on the street."

The panelists addressed ways in which unions have worked with academics to advance organizing efforts—from providing research to developing legislation. "These professors can help us a lot," Mendez said. "We just have to show them how."

Negotiations Round-up

The nine local unions that make up District Lodge 190 have members at more than 900 companies. It's no wonder that your Business Representatives always seem to be in negotiations. Here are a few of the contracts in the works:

Local 1173

- Local 1173 and 1546 have gotten a tentative agreement with Albertsons, and the members will vote on it on June 2. "They didn't want to give us much, because our contract comes up just before the Teamsters...and whatever they give us they have to give the Teamsters," says Area Director Vern Dutton. "But we ended up with some impressive numbers. We'll see if the members agree."
- The Local has problems at Walnut Creek Honda: The company took a vote of the employees and seven people chose the 401K over the pension. This nullifies the 100% rule, which means we have to send back the pension. The owner, Parker Robb, just opened that contract for negotiations. "This one will be tough," says Dutton.
- The eight technicians at Meier's Garage in Napa stopped work one day to take a strike vote. "The owner's proposals include making the place an open shop," Dutton says. "Our members turned it down flat."
- Local 1173 also has open contracts at Central Concrete and Macy's Automotive and is still working on getting a first contract at Brentwood Ford.

Local 1414

- Local 1414 is in negotiations with Ryder Truck in San Francisco, and according to Area Director Chuck Netherby, "it doesn't look good."

- The Peninsula Automobile Dealers agreements expire on July 15. "Thanks to the hard work of Don Barbee, who negotiated three contracts early, we have a nice precedent to follow," Netherby says.
- Local 1414 is also in negotiations with its car rental employers: Avis, National and Hertz Car Corp., as well as with the independent repair garages in San Mateo county.
- Local 1414 reports that the ongoing saga with Saturn of San Francisco continues. "The employer promises to bring things to a close," says Netherby. "But we've heard it for six months with little action on the employers part. We're trying to negotiate a settlement without a labor dispute."
- The 23 Local 1414 members at San Francisco Toyota not only got an \$800 ratification bonus, but their three-year agreement calls for an additional 3.7% wage increase each year. "The contract had expired on December 31, but we persevered until we ratified it," said Netherby.
- Local 1414's members at Loomis Fargo in Richmond and San Jose rejected the employers 'last, best & final offer' and took a strike vote. "The proposal would place the guys \$5 behind anybody else doing the same kind of work," said Netherby. "The next step is federal mediation."
- Local 1414 is negotiating first agreements at Globe Ground Transportation at the San Francisco Airport and European Motors of San Francisco.
- The contract with the City and County of San Francisco don't expire until July, 2003, but John Moran is already preparing the 400 Local 1414 members for the negotiations. This diverse group of members work at the Muni bus and railway divisions, on the Hetch Hetchy

reservoir, and they're city automobile and fire engine mechanics.

- Coach USA/Grosvenor Bus Lines in San Francisco merged Francisco/VecTours. Local 1414 had two union contracts improved as a result. Coach USA will move to a better location and facility in San Francisco. "This is a win for all of those involved," says Netherby. "Thanks again to John Moran. He was instrumental in getting the necessary permits enabling the companies to make the move."

Local 1546

- Local 1546 finished the arbitrating hearing with the East Bay Motor Car Dealers Association in May. "We had agreed to a total wage settlement from which the employer supposed to deduct the Health and Welfare payment," explains Area Director Don Crosatto. The issue that non-journeymen get a pro-rata percentage of the wage increase but they still have to pay out the full Health and Welfare nut. "So it's mathematically impossible for the employer to maintain the histor-

Replacing wages with 'flat rate'



Local 1101 members from several South Bay shops join the picket line at Friendly Ford

When Sonic Automotive bought out San Jose's Capitol Ford in May, 2001, the technicians weren't sure what to expect. The North Carolina-based company grandfathered in the old contract and kept about 12 of the original techs on staff. But as the months wore on, things started to go downhill. "They've been hiring new people," said Local 1101 shop steward Rod Stamp, who's been at the dealership for most of the last 15 years. "In the meantime, they eliminated five holi-

days, took away three days sick leave and tried to eliminate the Health and Welfare and the Pension, putting all on a 401K. They also want to cut out the apprenticeship program."

The flat rate threat

But the biggest, and most serious change is that Sonic wants to eliminate hourly wages altogether, and have everybody go to flat rate. "This means no salary and no guarantees," Stamp says. "This will get the union out."

"They have total disregard for

SHOP TALK: What issue concerns you most right now?



Manuel Villegas
Joe Kerley L-M, San Jose
Local 1101

"I'm most concerned about the economy. It's hard to keep up in this industry—the technology changes every 4-5 years but we get paid less."



Craig Sherman
Toyota of Palo Alto
Local 1414

"Getting a Democrat in the White House. We need a labor-friendly administration to get the economy back where it belongs and help the regular people, not just their rich friends."



Gus Devos
Sunnyvale VW
Local 1101

"I believe in the American dream. We need to be able to work, support our family and give a decent education to our kids, so they and our grandkids can enjoy life better."



Steve Giglio
Toyota of Palo Alto
Local 1414

"Safety, especially since 9/11. I'm from Long Island so it hit close to home. We'll need to be more informed and beef up security everywhere."



Tony Morales
Billings Chevrolet, Milpitas
Local 1101

"My concern is the homeless people here in Santa Clara County. It's everywhere, even next to the Capitol. There's got to be a solution."

THE LOCALS

percentages between job classifications that they agreed to,” says Crosatto “and it clearly penalizes the non-journeymen who don’t get as much of a raise.” The arbitrator’s decision is due by mid-June

After almost two years of bargaining, the members at Mission Lincoln-Mercury in Hayward just ratified a five year contract. “They wanted a higher wage, but we got maintenance of benefits. In these days of skyrocketing health care costs, that may be worth a lot more,” said Crosatto.

- Members at Hayward Auto and Pleasanton Auto Mall have taken strike votes. In Hayward, the issue is a multi-tiered wage system and in Pleasanton it’s wages. Bargaining continues.

- California Waste, a recycling company in Oakland, opened negotiations on its first contract on April 29.

Local 1596

- The 50 Local 1596 members who make door casing machines at KVAL in Petaluma ratified their new contract in May. This family-owned company

wanted to take away coverage for disability and workers comp. “They claimed they had some cases of abusing it,” said Business Representative Tom Brandon. “After 83% of the members voted to strike on a Wednesday evening, the company brought me in on Thursday and changed it’s tune. We increased the wage increase from 4%, 3% and 3% each year of the contract to 5%, 3% and 3%, and didn’t have any takeaways. 83% voted to ratify.”

- Local 1596’s independent garage contracts are up in June, and the two shops in Eureka are up now.

Blitzing Palm Springs

When the IAM Western Territories staff all got together in Palm Springs in April, they couldn’t just have a staff meeting...they had to see if they could organize the dealerships in yet another community.

“We targeted 18 dealerships in the Palm Springs area,” explained Local 1484 Business Representative Kevin Kucera. “With eight blitz teams, which included 32 organizers, business reps and Directing Business Reps, we got into every shop we targeted. In fact, we didn’t get kicked out anywhere.”

The union produced “Squeezed in Palm Springs...” flyers that compares benefits for working union and non-union and includes an 800 number.

“Our blitz teams handed out 101 flyers personally, and left another 100 into tool boxes,” Kucera said.

The back of the flyer included an open invitation to attend a meeting the following Sunday at the Laborers Union Hall. “More guys promised to come then eventually showed up,” Kucera said. “But we had seven guys at the meeting and we’re already working those contacts.”

The mechanics who attended the meeting had the same major issues as most non-union workers: health care, wages and pension.

“These employers see our larger automotive agenda, so they’re trying to fight us,” Kucera says. “They are already putting out anti-union propaganda. I’ve gotten calls about wages and benefits, but I also hear the canned anti-union messages, like what about strikes and how much are the dues.”

Kucera expects it to take some time before the blitz bears fruit. “We talk to the guys, try to engage them, and then one day, out of the blue, we’ll get a faxed list of employees. It’s a work in progress.”

Makes Friendly Ford not so friendly

bor law,” says Area Director Steve Pape. “Their policy is for the mechanics to take all the risks while they get the rewards.”

The union had only two negotiating meetings and didn’t reach agreement. “In March, we finally had the first meeting of the year,” says Stamp. Another meeting was slated for early May. “The lawyers are having a tough time with each other so things are moving extra slow.”

Stamp says that Sonic is trying to run this California dealership the way they run them in South Carolina and Texas. “But it’s much more expensive to live here. And business has been slow. I can’t see why anyone would volunteer to drop their guaranteed wages for flat rate commissions.”

Pape agrees. “They’re trying to break new ground in

our area. We have some contracts with the option to work hourly or flat rate, but they are looking for an exclusive flat rate deal. That’s the biggest sticking point.”

“As long as the company sticks to flat rate, there’s no reason to proceed with anything else,” Pape adds.

Local 1101 has sponsored a picket line at Friendly Ford on the last Saturday of each month since the beginning of the year. Everyone is welcome.

What is FLAT RATE?
 Flat Rate = Commission
 Commission = Short cuts
 Short cuts = Bad repairs
 Bad repairs = Unhappy customers
 Unhappy customers = NO BUSINESS

Moving toward a vote

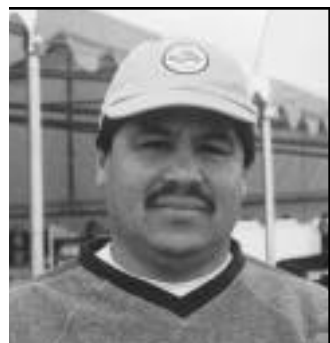
Local 1484 just won a favorable decision from the NLRB that opens the doors to a union election on June 7 at Pride Auto Body and Collision Repair Services in Valencia.

“We had several concerns before going ahead with the election,” says Organizer Al Lopez. “First, this company has four facilities, but we only wanted to deal with one. Also, the company wanted to include company service reps and estimators but we felt the unit should be limited to the body and painting techs, the buffers and detailers, and the lot men and tool room attendant.”

The NLRB agreed with the union on all counts, and now they can move forward with the election.

According to Lopez, the company’s attorney was “rude, obnoxious and unprofessional. He tried to intimidate our witnesses and bully his way around the NLRB hearing office. Obviously, he was unsuccessful.”

“I’m hopeful that we’ll win and move ahead with the contract,” Lopez added. “We’ve mostly had members at the docks—very few inland. Hopefully this will open the door to that type of business in our area—including Pride’s other three units.”



Victor Lopez
Sunnyvale VW
Local 1101

“I’m concerned about how technicians are taken advantage of and how this affects our families. Managers need to think about their own families and make things equal. All families are important.”



Jim Patterson
Toyota of Palo Alto
Local 1414

“Growing accessibility to nuclear arms on the black market. There’s just too much weapons grade uranium and plutonium missing every year, and they try to sweep the issue under the rug.”



Jerome Trask
Anderson Cadillac, Menlo Pk
Local 1414

“My concern is medical insurance—and how we can make it available to everybody at a reasonable cost.”



Bobby Reddy
Toyota of Palo Alto
Local 1414

“Family values. Children are the future and they need their parents home at night. But the way management sets things up, everyone works late and the kids are alone.”



Rob Bell
Hartzheim Dodge, San Jose
Local 1101

“My concern is education. The best part of our future is being lost due to so many issues in the schools. The focus on testing and accountability doesn’t even address the problems.”



BENEFITS NEWS

Do you work for one of the 117 employers listed below?

- A & B Die Casting • A & H Trucking Repair • Albany Ford Subaru • Albertson's • Allison BMW • Amaral Trucking • Amports • Anderson Chevrolet-Cupertino/Los Gatos/Menlo Park • Antioch Auto Center • Antioch Ford • Aramark Uniform Services, Inc. • Atlas Pacific Engineering Co. • Automotive Aces • Babbitt Bearing • Bayshore Intl Trucks • Bianco Saab • Bob Galli's Auto Repair • Bob Motter Body Shop • Broadway Motors • Cadillac of Menlo Park • Cal Body Steel Forming • Capital Machine Corp. • Caral, Inc. • Carando Machine Co. • Cavanaugh Motors • Central Chevrolet, Inc. • Chuck's Brake & Wheel • Coast Counties Truck & Equipment • Codioli Motor Co • Concord Nissan • Concord Toyota • Connell Auto Center • Courtesy Chevrolet • Crown Chevrolet Cadillac/Olds/Isuzu, Inc. • Crystal Cream & Butter Co. • Cummins West, Inc. • Daland Body Shop • Daly City Auto Repair • Diego Truck Repair • Donal Machine, Inc. • Dublin Buick/Pontiac/GMC • Earthgrains Company • East Bay Auto. Machinist Local 1546 • East Bay Ford Truck Sales, Inc. • Edward R. Bacon Co. • FH Daily Motor Company • Ford Store San Leandro • Fred's Body Shop • Fremont Pontiac-Olds-GMC Trucks • Geiger Manufacturing Co. • Golden Gate Truck Center • Grace Honda • Great Valley Chrysler/Plymouth/Mazda Center • Groth Chevrolet Inc. • Hansel Ford, Lincoln/Mercury • Harbor Reefer Service • Hardcastle Autothon • Hayward Auto Chrysler/Plym/Jeep • Hayward Ford • Henry Curtis Ford/Mercury • Honda of Hayward • Honda of Stevens Creek • Inside Garage • Jim Doten Honda • Joe Kerley Lincoln-Mercury • Lawrence Volvo • Lithia Dodge of Concord • Los Gatos Honda • Machinist Auto Local 1101 • Machinist's District. Lodge 190 • Magnussen's Toyota of Palo Alto • Maier's Garage, Inc. • Marine Maintenance, Inc. • Marine Terminals Corp. • McKeivitt Volkswagen • McNeven Cadillac • Menlo Park Buick-Pontiac-GMC • MGM Brakes, Inc. • Miracle Auto Painting • Mother's Cake & Cookie Co. • Negherbon Auto Center • Noel Miller, Inc. • OPEIU Local 29 • Pacific Pipe Co. • Parker Hannifin Corporation • Pearson Automobile Co. • Peninsula Ford of Palo Alto • Petaluma Poultry Processor, Inc. • Pittsburg Ford • Pump Repair • Reinegger Frame & Wheel • Rix Industries • Rollin J. Lobaugh Company • Ron Goode Toyota • Ron Price Motors • S & C Motors • S.S.A. Matson Terminals • Shamrock Ford • Smith Bros. dba Smith Dodge/Suzuki • South Bay AFL-CIO Labor Council • Specialty Truck Parts, Inc. • St. Claire Cadillac • St. Francis Electric • Stevens Creek BMW • Stevens Creek Buick/Pont/GMC • Sunnyvale Volkswagen • T.J. Brothers, Inc. • Tiegel Manufacturing Co. • Toyota Material Handling of No. California • Toyota of Sunnyvale • Tractor Equipment Co • Transbay Container Terminal • Waste Management of Alameda County • Wonder Bread/Hostess Baking Co. •

If so, you are eligible to participate in the California Machinists 401k plan

Why participate?

◆ Save for Retirement

Financial experts say that for every year you're in retirement, you'll need 70% to 85% of your final annual pay to maintain your standard of living. Take advantage of the California Machinists 401(k) Plan to help supplement the Union's terrific Pension Plan and get to that 70-85% goal.

◆ Procrastination will hurt you

The chart below (left) shows how waiting only three years to start saving may make a big difference in how much you can accumulate down the road.

◆ Decrease your taxes and increase take-home pay

When you save through the California Machinists 401(k) Plan, the amount is deducted from your paycheck before taxes, which reduces how

much you're taxed on and the income taxes you have to pay now. In 2002, you can save, pre-tax, up to \$11,000 (\$12,000 if you are 50 or older!)

◆ Watch your money grow on a tax-deferred basis.

Let compounding do the work for you. (Chart—bottom right.) You do not have to pay taxes on the money you defer or what it earns until you withdraw it at retirement. As your account balance grows, you make money on what you've invested and on your earnings. This is the opportunity to make money on your money.

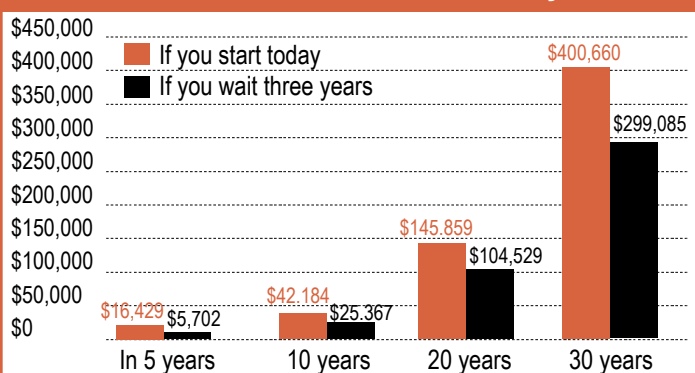
If you work for one of the employers listed above and are interested in beginning to save for your retirement, contact your company's payroll administrator and enroll today! If your company is not currently participating, contact your business representative for further information.

The Before-Tax Advantage

	After tax savings	Before tax savings
Investing 6% of pay before taxes are withheld	0	2,100
Taxable pay	35,000	32,900
Federal income tax, single filer*	9,800	9,212
Investing 6% of pay after taxes are withheld	2,100	0
Take-home pay	\$23,100	\$23,688
You could have had \$588 more to spend by saving in the plan.		

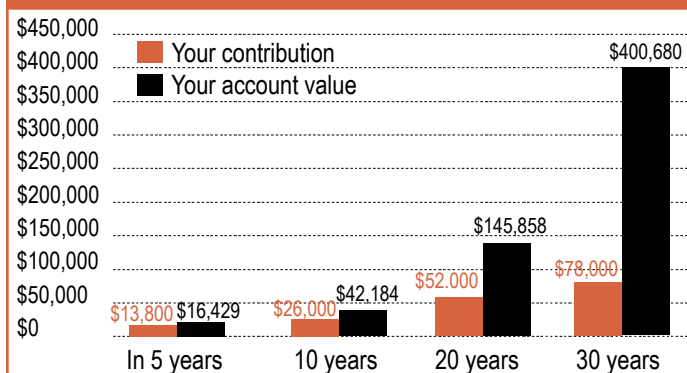
(Note: The result depends on your tax bracket and how much you save in the plan. In this example, the federal taxes shown reflect 28% for an investor making \$35,000 a year in 2000. Exemptions, itemized deductions, Social Security and state taxes are not reflected in this example. Distributions are subject to tax and, if applicable, to a 10% IRS early withdrawal penalty.)

Save \$50 a week now or wait three years?



The hypothetical example used in these charts does not illustrate the actual results of a particular investment. It is based on a \$50 contribution every week to the plan and a 9% annual return, compounded weekly. Of course, your actual results may differ, and regular investing does not ensure a profit or protect against a loss in a declining market. Distributions are subject to tax and, if applicable, to a 10% IRS early withdrawal penalty.

The power of tax-deferred compounding



SHOP TALK: What issue is of greatest concern to you?



Richard Ho
Toyota of Palo Alto
Local 1414

"Everything is good, especially in the Bay Area. I come from Laos, and I've stayed in other countries, but the U.S. is best."



John Eldridge
Toyota of Palo Alto
Local 1414

"Terrorism—and the unknown-ness of it. We have to keep going and carry on...we can't jump in a hole."



Victor Kuruc
Sunnyvale VW
Local 1101

"I want to see the economy keep going and peace in the world. Right now the situation is not looking very good."



Walt Heym
Toyota of Palo Alto
Local 1414

"My concern is that the government supplies so much money to non-profits to buy up private land. They need to stay out of it and let property owners manage their own land."



Raun Ortez
Toyota of Palo Alto
Local 1414

"I'm concerned about terrorism. It hurts—and makes me mad. Why'd they hit civilians rather than attacking a military base? I think the response was the right one."

HEALTH & SAFETY

Health alert issued for N-Hexane

If you encounter n-Hexane on the job—a solvent contained in many cleaners, degreasers, glues and spray paints—you should avoid over-exposure and try to identify alternative products.

For the past three years, District Lodge 190 has worked closely with the Occupational Health Branch of the California Department of Health Services to find out how much of a hazard n-Hexane is to auto mechanics. They have just issued a *Health Hazard Advisory* that explains how this solvent can affect your health.

Effects of n-hexane

Long-term overexposure to n-hexane can damage the nerves in the feet, legs, hands and arms. The damage can last a long time and may become permanent.

Symptoms include numbness, tingling, weakness and reduced ability to feel touch, pain, vibration and temperature.

Short-term overexposure can cause headache, dizziness, loss of

appetite, giddiness and drowsiness.

How to identify n-hexane

Hexane is found in cleaners, degreasers, glues and spray paints. Commercial hexane contains 20-80% n-Hexane, so you should treat all hexane as if it's n-hexane.

You'll want to see the Material Safety Data Sheet (MSDS) for each brake and parts cleaning product in your work area.

A list of the products containing n-hexane can be found on the Department of Health web site: www.dhs.ca.gov/ohb

The *Health Hazard Advisory* contains resources about how to test for and control exposure, and it provides useful information about regulations that help to protect workers.

If you have questions, don't hesitate to call Mike Wilson from the Occupational Health Branch: 510-622-4304 or e-mail him at: mpwilson@uclink4.berkeley.edu

Special Notice for all participants in the Retired Machinists Health Plan and the Automotive Industries Retiree Health Plan New Enrollment Change Process for Retirees

The period in which you may change your medical plan will be gradually restricted to certain months during the next few years, due to new Medicare rules.

Current Enrollment Process

You can currently change your medical plan anytime during the year. However you must generally be eligible for health plan coverage and remain in the plan selected for a minimum of 12 consecutive months.

This Year and Next Year

In 2002, you will be able to change your medical plan only one time from January 1 through June 30, 2002. In November of 2002, you will have another chance to switch plans. A switch made in November 2002 will be effective January 1, 2003.

In 2003, you will be able to change your medical plan only one time, from January 1 through March 31, 2003. In November of 2002, you will have another chance to switch plans. A switch made in November 2003 will be effective January 1, 2004.

2004 and Thereafter

During the years 2004 and thereafter, you will be able to change your medical plan only during the month of November. Coverage under the new plan will commence January 1 of the following year.

You will be allowed to change plans outside of the above-listed time periods if (1) you no longer live in your prepaid plan's service area, (2) under certain circumstances, a change is approved by the Board of Trustees, or (3) you are entitled to Medicare and are in a situation that Medicare has decided is an exception.

If you have any questions, please call the Fund Office at 800-662-0738.



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.

Member assistance program (MAP) launches new web site

In an effort to improve service to IAM members and improve ease of access, your MAP — PacifiCare Behavioral Services—is proud to announce its new web site:

www.pbhi.com/labor

The site contains a description of your benefits, self-help information resources on depression, drug and alcohol abuse, and provider directories.

A professional counselor is still available to help you and your covered dependents 24 hours a day. If you feel you need help or advice, don't hesitate to call 1-800-491-3334.

Lots of self-help information is available on the site. Topics include:

- Child Care & Parenting
- Domestic Violence
- Education
- Caring for Elders
- Family Matters
- Grief & Loss
- Legal & Financial Concerns
- Stress

For professional, confidential assistance — call 800-491-3334

SHOP TALK: What issue is of greatest concern to you?



John Rothschild
Toyota of Palo Alto
Local 1414

"Energy—everything from where we get it 50 to 100 years from now, to focusing on fuel efficiency and fuel cells. We're mechanics. How will we stay in business without energy?"



Thomas Akeo
Toyota of Palo Alto
Local 1414

"The threat of terrorism. They're trying to do the right thing in response to it, but there's too much political bickering. They just have to resolve it."



George Morgan
Sunnyvale VW
Local 1101

"The issue that affects us is abortion and stem cell research. I think George Bush needs to keep his fingers out of science. He's setting science back decades."



Vergel Panlilio
Toyota of Palo Alto
Local 1414

"People are getting worse, they don't seem to care about other human beings. There's more violence everywhere—murders and war in the Philippines. It's bad."



Virgil Chargeonhim
Toyota of Palo Alto
Local 1414

"I want there to be less violence, and less hatred among people. We should all get along."

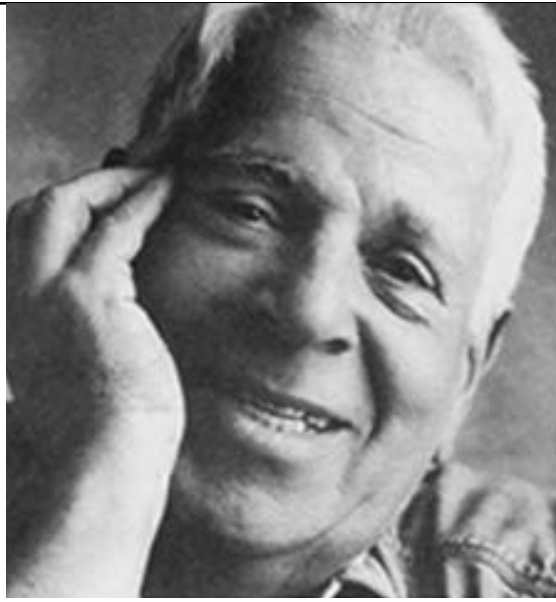
Welcome New Members of PacifiCare/Secure Horizons

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

PacifiCare® 1 - 8 8 8 - 2 6 9 - 0 9 2 0

SecureHorizons™ (Telephonic Device for the Hearing Impaired: 1-800-387-1074)

Like you, they had become eligible for Medicare. They were inundated with letters and brochures. And they had questions. Some were confused about health care benefits and coverage. Others were unsure how to get the savings they wanted. Many wondered if they'd find people experienced enough to understand them. Today, those million Medicare recipients feel Secure Horizons is the answer. and, we think you'll feel the same way once you learn about the advantages of membership in one of the nation's largest Medicare + Choice Plans. We also think you'll feel good knowing Secure Horizons, offered by PacifiCare of California, has earned three-year, Full Accreditation from the National Committee for Quality Assurance (NCQA). Feel like you want to learn more? Then call at **1-888-269-0920** for more information. After we talk, we think you'll feel like a million.



**Secure Horizons is a Medicare + Choice Plan offered by PacifiCare®, a Medicare + Choice Organization contracting with the Health Care Financing Administration. Anyone entitled to Medicare Part A and enrolled in Medicare Part B may apply, including those under the age of 65 entitled to Medicare on the basis of Social Security Disability Benefits or those who have elected Hospice coverage under original Medicare. Plan premiums and benefits vary by county. All members must continue to pay Medicare premiums and use contracting providers. Minimal copayments will apply.*

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.
June 25 • July 23 • August 27
General Delegates Meeting
Fourth Tuesday of each month at 7:30 p.m.
June 25 • July 23 • August 27

Local 1528

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

Executive Board Meeting
First Wednesday of each month at 5:30 p.m.
June 5 • July 3 • August 7
General Membership Meeting
First Wednesday of each month at 7:00 p.m.
June 5 • July 3 • August 7

Local 801

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

Membership Meeting
Third Thursday of the month at 4:00 p.m.
June 20 • July 18 • August 15
Meetings are held at the Carpenters' Hall, in Reno.

Local 1546

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

General Membership Meeting
First Tuesday of each month at 7:00 p.m.
June 4 • July 2 • August 6
Shop Stewards Meeting
First Tuesday of each month at 5:30 p.m.
June 4 • July 2 • August 6
Executive Board Meeting
Thursday preceding membership meeting at 6:30 p.m.
May 30 • June 27 • August 1
Senior's Luncheon
First Wednesday of each month at 12 noon
June 5 • July 3 • August 7
Alcoholics Anonymous: Every Saturday, 9 a.m.

Local 1101

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

Special Notice

Due to the July 4 holiday, we will combine all of the meetings on July 11:
Exec. Board: 6:00 p.m.

Combined General Membership/Stewards: 8:00 p.m.

Executive Board Meeting
First Thursday of each month at 6:00 p.m.
June 6 • July 11** • August 1
Stewards Meeting
First Thursday of each month at 8:00 p.m.
June 6 • July 11** • August 1
General Membership Meeting
Second Thursday of each month at 6:30 p.m.
June 13 • July 11** • August 8

All meetings are held at Lion's Blind Center: 101 North Bascom Ave. San Jose

Local 1584

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

Membership Meeting
Third Thursday of each month at 7:00 p.m.
June 20 • July 18 • August 15
Executive Board Meeting
Preceding Monday at 7:00 p.m.
June 17 • July 15 • August 12
Retirees Club
First Tuesday of each month at 12:30 p.m.
June 4 • July 2 • August 6

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.
June 20 • July 18 • August 15
Membership/Shop Stewards Mtg.
Third Thursday of each month at 6:30 p.m.
June 20 • July 18 • August 15
Retirees Club Meeting
Call Local for current meeting times

Local 1596

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

Membership Meeting
Third Tuesday of each month at 8:00 p.m.
June 18 • July 16 • August 20
Executive Board Meeting
Third Tuesday of each month at 7:30 p.m.
June 18 • July 16 • August 20

*June meeting: Lucchesi Community Center: 320 N. McDowell Blvd., Petaluma
Future meetings will be held at the Local Union Office*

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.
June 6 • July 4 meeting cancelled for holiday • August 1
Executive Board Meeting
Second Thursday of each month at 6:00 p.m.
June 13 • July 11 • August 8
General Membership Meeting
Third Thursday of each month at 6:30 p.m.
June 20 • July 18 • August 15

Local 1484

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

Executive Board Meeting
Third Thursday of each month at 6:00 p.m.
June 20 • July 18 • August 15
General Membership Meeting
First Tuesday of each month at 6:00 p.m.
June 4 • July 2 • August 6
Retiree Club
Third Wednesday of each month at 1:00 p.m.
June 19 • July 17 • August 21

Local 2182

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

Executive Board Meeting
Second Tuesday of each month at 6:00 p.m.
June 11 • July 19 • August 13
General Membership Meeting
Second Tuesday of each month at 7:00 p.m.
June 11 • July 19 • August 13
Retirees Club - VISTA CLUB
Third Wednesday of each month at 11:00 a.m.
June 19 • August 17 • August 21