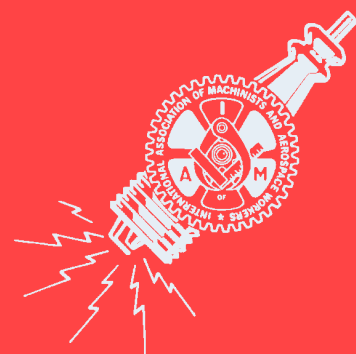


The IAM District 190 Sparkplug



VOL. 4, NO. 6

October/November 2002

Serving the Active and Retired Members of IAM District Lodge 190

Heat's on at the waterfront—workers locked out



Local 1484 members give a Labor Day message to the ILWU

“A good Union member should always honor and support a picket line. But, what happens when one of the goals of the picket line is the elimination of your job?”

That was the question the IAM port committee posed in a September 5 memo to all members who work on the waterfront.

Their answer is not easy to come by for a union dedicated to solidarity. “Until the ILWU agrees to refrain from raiding our work and from proposing the elimination of our work jurisdiction in their current negotiations with the PMA, it is the position of the IAM West Coast Waterfront Committee and its IAM Local Lodges NOT to sanction any ILWU picket lines,” the memo says.

On the waterfront

About 900 Machinists work at six ports from San Diego to Seattle, maintaining equipment, facilities, cranes, reefers and containers. The IAM has held these positions for more than six decades.

angle for “wall-to-wall” contracts with the shipping companies.

“We’ve lost dozens of members already,” says Business Rep Kevin Kucera. “They’ve had to change unions just to keep their jobs.”

On July 1, 2002, the situation at the waterfront grew even more dire. The ILWU’s contract with the Pacific Maritime Association (PMA) expired and a new contract was a distant goal.

With threats from the Bush administration to enforce a back-to-work order, or in the case of a lock-out, to militarize the ports, both sides agreed to continue bargaining, renewing the contract on a day-to-day basis.

In the meantime, the ILWU was attempting to secure support from the AFL-CIO and other unions.

“We want to be able to support them in their contract battle. But if they get what they’ve proposed to PMA, that could mean a loss of 900 Machinist jobs at west coast ports,” explained District 190 Directing Business Rep Jim Beno. “That’s just unacceptable.”

Let’s talk

When the ILWU put a solidarity resolution before the convention of the California Labor Federation in July, everybody expected that it would pass handily. Wrong!

Union after union went to the microphone to describe how the ILWU did not honor jurisdictional lines. In the end, the resolution that did pass called for the California Labor Federation to set up a meeting between ILWU and IAM leadership.

But that meeting never happened. Finally, on Sunday, September 15, AFL-CIO Secretary-Treasurer Richard Trumka brought the two unions together.

Backed by IAM International President Tom Buffenbarger, Beno told ILWU President Jim Spinosa that “solidarity on the waterfront cannot be achieved until the ILWU backs off its contract demands” to expand into long-held IAM jurisdictions.

Immediately pressing were disputes over the opening of the new Pier 400 and Pier A facilities in Long Beach.

After two hours of discussion, the leadership of the two unions achieved a

working agreement to honor jurisdictions and made strides in resolving the Pier 400 and Pier A situations.

But the ILWU pulled a complete about-face the next day. They initiated a slowdown at SSA’s Long Beach facilities with the goal of forcing SSA into giving IAM jobs at Pier A to the ILWU. “This action completely disregarded the discussions and conceptual understandings we had reached just the day before,” Beno said.

SSA filed charges against the ILWU with the Labor Board as a result of the slowdown, asserting the IAM’s jurisdiction over jobs at Pier A.

As *The Sparkplug* goes to press, the PMA locked out the ILWU—and effectively all port workers—on September 27 for “at least 36 hours.”

“District Lodge 190 and the entire Machinists Union will do whatever it takes to protect our members and our rightful jurisdictions on the waterfront,” Beno said. “Until the ILWU stops trying to steal our jobs, we won’t support them in this dispute.”

Vote as if your job depends on it, because it just might . . .

Your job security, your paycheck, your family’s health and education are all tied up with politics. On the federal level, congress will be debating war and peace, how best to implement homeland security and the nation’s economic health. At the state level, the issues run from workplace safety to energy to, not surprisingly, the state’s economic health.

So, on November 5, go the polls thinking that everything rides on your one vote . . . because it does.

Jim Beno
Directing Business Representative

See pages 4-5
for more info on the elections

Congratulations to the graduating apprentices of 2002



On September 22, the Automotive Apprenticeship Committee celebrated 55 years of promoting apprenticeship in the Bay Area with a boat ride on the San Francisco Bay for graduating apprentices.

The new journeymen completed their four-year apprenticeship with classes at one of several community colleges and on-the-job training.

This year, 51 apprentices graduated the program and received their

certification as Automotive Mechanics, Auto Senior Parts Technicians, Heavy Duty Mechanics, Body & Fender Repair, or Automotive Painter.

“It takes a lot of work and dedication for these apprentices to earn their certification,” said Apprenticeship Coordinator Karl Cortese. “It also takes a lot of support from the wives, girlfriends and parents. We congratulate you all.”

Breakthrough at Saturn. . . first dealership under contract. (See page 3)



AROUND THE LOCALS

Pay back at Fallon Galley

After fighting with the Department of Labor and the Department of Navy since September, 1997, 19 members of Local 801 who work at the Fallon Naval Air Station's galley will get several thousand dollars each in back pay.

"The previous employer paid our members on a two-tier system. When a new company got the Navy contract, they didn't pay the top tier rate," explains Business Representative Mark Martin.

Shop steward Mary Waller pursued the cause with diligence. She wrote letters to Congress, the Navy, and the DOL, and she got other employees to write letters, too. She even visited Nevada's Senator Bryan when she was in Washington, D.C.

"Persistence pays off. We never gave up on the employees and they never gave up on us," says Martin.

Good contract after strike

After negotiating with the management at Bill Brandt Ford in Brentwood since March, the 10 techs finally lost their patience. They walked off the job on August 1.

That show of solidarity was all it took. The one-day strike led to the settlement of a 3-year first-contract with Local 1173 that includes the Automotive Industries Health and Welfare plan with maintenance of benefits, the AI Pension plan with contributions starting at \$250 per month, and premium wages for smog license and Ford certifications.

"These guys were very un-selfish," says organizer Jesse Juarez, who was chief negotiator. "They were more concerned about estab-



12-day strike at Lithia Dodge of Concord

Local 1173 members at Lithia Dodge of Concord walked off the job on September 13 and stayed out until the 26th, when negotiations were set to resume. "We can't wait forever for a decent contract," says Area Director Vern Dutton. "Management wants to institute the flat rate and take away long held union benefits. They need to respect our members' contributions and give us what we need, or they won't get back what they need." The Local held its September monthly union meeting on the picket line. The techs were joined by 100-150 union members—and one big rat—each day of their strike.

lishing the apprenticeship program so 'the kids' had a chance to become journeymen some day."

Juarez thanks Bill Benson and Mark Hollibush who were on the negotiating committee. "I also have to thank the rank and file for sticking together and giving me the bargaining power that I needed."

Parker Robb finally deals

Local 1173 settled a three year deal with Parker Robb Chevrolet in Walnut Creek. "Members got their pension, and 'choice' is off the table forever," says Area Director Vern Dutton. "This isn't the greatest contract, but we didn't have to strike. What we got is not bad. The members can hold their heads up."

The contract includes wage increases of \$1 the first year and 50¢ every six months thereafter, and \$300 in pension, with the chance to

vote additional money into it the second year. "The body shop guys got half the journeyman rate, which isn't bad since the company contemplated closing the shop altogether."

Another year for National Car Rental

The employees of National Car Rental located at SFO ratified a one year revision to their bargaining agreement. "This is really good news," says Area Director for Local 1414 Charles Netherby. "The company had filed for Chapter 11 bankruptcy. Not only were we able to keep their jobs, but we negotiated a few improvements as well."

Working on a Motor Car contract in San Jose

Local 1101 wasn't even sure there would be a Motor Car Dealers Association this year, but in the end 17 dealers with about 500 employees will be bargaining together.

"This is the first time since 1994 that we've had heavy negotiations,"

says Business Rep Glenn Gandolfo. "We've got almost all new players and personalities, both on the dealership side and here at the union. That may make things tougher."

Gandolfo says that the big issues are wages and health and welfare, and "keeping the co-pays to a minimum."

The Local will also have to do independent negotiations with several dealerships that didn't join the association.

New contract at International

The 14 members of Local 1596 who work at 101 International Truck repair in Rohnert Park ratified their wage and pension re-opener for the final three years of their agreement. Their wages increase by \$1.50 the first year and \$1 in the final two years, and their pension contribution increases \$20 each year.

Unity at fuel farm brings contract victory

Local 801 members at the Fallon Naval Air Station thought they had problems when SEAIR was running the fuel farm. But then LB&B Associates took over the navy contract and started gutting the union agreement.

"They tried to institute 42 contract changes," explains Business Rep Mark Martin. "We were concerned that LB&B would convert all the full-time employees to part-time with no health benefits."

The union filed charges, and just as they were going to be heard, LB&B gave up the fight. The union settled the charges in return for a four-year contract that "provides the security we needed with the economic improvements the employees deserve," Martin says. "Our members at LB&B stayed strong and united, and that's what it took to achieve this victory."

Members at Teichert happy about new contract

The mechanics at Teichert Construction just ratified a new three year contract and they've got a lot to crow about. Increases include a \$4.90 per hour wage increase for truck mechanics and \$2.90 for equipment mechanics and pension contributions are now \$717 per month.

Apprentice Tim Keeling feels the new contract helped out a lot, "especially since I'm the lowest paid." Keeling is especially impressed with the retirement package. "The guy who trained me just retired, and he now gets \$1,000 a year less than he got when he was working. He no longer has to put in overtime...or any time."

Highway Equipment Superintendent Jeff Pasquetti says this contract was a great deal for the union members and for management. "This contract brings the Machinists up to the industry standard, which helps us to recruit and keep good people. We ask a lot of our people, so we need to give them what they deserve."

Pasquetti found the contract process to be "actually enjoyable." He says that everybody went into it knowing what they wanted. "It took us two days...no dilly-dallying."

Thanks to past workers

Leo Gonsolis has been at Teichert for 32 years. "It seems like a lifetime. The new contract feels real good. Our reps and our shop steward busted their butt and did an outstanding job."

Gonsolis is thankful for "all the years I've been here to be represented by guys who fought hard. I'm thankful for what the guys did in the past, so we have what we have now. Everyone here now and in the future will keep the benefits."

Local 2182 Business Rep Mark Martin says that by and large, there was enthusiastic support for the agreement. Martin wants to thank the negotiating committee for their support and assistance, particularly Jim Cleary, Scott Diller and Business Rep Skip Hatch.

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.

The IAM District 190
Sparkplug



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AROUND THE LOCALS



Wayne Munoz
Mechanic

Miguel Bautista
Mechanic

Nick Campagna
Mechanic

Bill North
Service Writer

James Jose
Mechanic

Lee Opeilina and Ivan Lopez
Parts techs

New owner signs first union contract ever at a Bay Area Saturn dealership

Saturn of Colma is the first unionized Saturn dealership in the Bay Area. So if you're thinking of buying a Saturn, this is the place to go. (Be sure to tell them that the IAM sent you!)

14-month fight

Getting a contract wasn't easy. It took a determined membership and a new owner to finally reach agreement. "I really have to credit the employees for sticking together and Mr. Okenquist who took over the shop," says organizer Jesse Juarez. "We hurt the previous owners so bad with the pickets, they had to sell it. This new owner came in and he did the right thing."

Juarez said that the mechanics at four other Saturn shops have voted for union representation, but until now, they've never gotten a contract. "The company hypes this great philosophy about building communities and its partnership with the UAW. But Saturn's factory-owned stores have fought our union tooth and nail."

James Jose had been a member of

Local 1414 several years back. He decided to call his old Business Rep Glenn Gandolfo when the dealership's new management started instituting drastic changes and take-aways. "He turned me on to Jesse Juarez, and after we won the election Don Barbe took over. Fourteen months later, after fighting at the bargaining table and keeping the picketing going, we forced out the old owner," Jose says.

"It's wonderful now—a better work environment with much less stress. And we got improved wages, benefits and pension," says Jose.

New owner, new attitude

Ken Okenquist finalized the deal to buy Saturn of San Francisco at the end of July, and within a week, had signed a contract with Local 1414 to represent the mechanics, parts people, service writers, detailers and porters.

"When we bought the Saturn store, we didn't see any reason not to honor the Techs wishes. We had an existing contract with Buick/Ponti-

ac/GMC in the adjacent building. We had to make some adjustments to cover additional and new classifications, but immediately, everyone became union."

Before buying the Saturn store, Okenquist owned five Bay Area dealerships. "All of them were union and I saw no reason for this one to be any different. I just don't see any value in fighting with my employees," he added.

Okenquist was a machinist 30 years ago when he worked in a parts warehouse in Oakland. He bought his first dealership in 1990 in San Jose.

"The Machinist union has been good to us," Okenquist says. "But the picketing wasn't the atmosphere we wanted for our new Saturn store. When I told Don Barbe we were buying the store and would adopt the contract, we never saw the picketers again."

New members are pleased

Miguel Bautista got his job in the midst of the turmoil. "When I applied for a job, management didn't mention the problems with the

workers. It was hard to know who to trust," he says. "But it's worked out well. I got a raise that makes my commute from Manteca worth it."

Nick Campagna says that the atmosphere under the new owner is better. "We have security, knowing that we have a home here. I feel sorry for the other Saturn stores because they don't know how good we have it."

Service writer Bill North is glad to be part of the union. "Between the management change and having a union to back us up, things are more consistent."

Lee Opeilina and Ivan Lopez work in the parts department. While they didn't have as much input in the bargaining process as they might have liked, they agree that having a union is better pay-wise. "We also have more security, a pension and better benefits," says Opeilina.

Mechanic Wayne Munoz has some advice for those at other Saturn stores: "If you're not union, don't ever give up, because then you lose for sure."

On strike at Folsom Buick-Pontiac-GMC over flat rate

When the owner of this dealership broke his promise and implemented flat rate, the mechanics at Folsom Buick-Pontiac-GMC decided they had no choice. They had to walk off the job.

"It's been almost a month and the employees are holding strong," says Local 2182 Business Rep Mark Martin. "There are no customers on the lot and the service department is all but closed."

The eight techs had petitioned for a union election. The owner then changed how people got paid—from hourly to flat rate. Even though the election had not yet been held, this unilateral change is considered an unfair labor practice.

"They might not yet be paying union dues," explained Martin, "but they are covered by federal law to act in a concerted action."

The union has experience with this owner, says organizer Jesse Juarez. "Steve Jackson used to own Fremont Pontiac. In 1998, he scared the guys there away from joining the union."

Juarez thinks this owner wants to send an anti-union message and



Another day on the picket line at Folsom Buick-Pontiac-GMC fighting flat rate

doesn't care if he goes broke in the meantime. "This guy is stubborn," Juarez adds. "He's losing thousands of dollars."

"We're all so impressed at the level of strength of these employees," adds Martin. "They're dedicated and won't be pushed around."

Pickers explain

"We came here because Mr. Jackson said he wanted quality work and would guarantee our wage," says mechanic Eric Johanson. But everyone agrees that Jackson broke his word when he instituted flat rate. As

soon as that happened, all the techs decided to walk off the job.

Organizer Joe Coy and Business Rep Martin told the owner that the techs would go back if he'd rescind flat rate. "He told them to 'get off my lot,'" Johanson said.

"Flat rate doesn't work with warranty work and a shop this size," says mechanic Art Carroll. "It's too hard to make a paycheck." Carroll contends that something will suffer, "either quality will go down or you have to work twice as long to make the wage."

Erik Payne's concern is that flat rate makes the techs responsible for the problems of management.

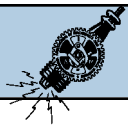
Troy Ray said that the shortage of good mechanics is bringing other dealers to the picket line. "Other dealerships have offered us jobs. We told them we'd think about it, but we're locked in here for now."

Gathering support

Local 2182 sponsored rallies at the dealership each day of the Labor Day weekend and throughout September. Techs from area dealerships have joined the picket line as have IAM Local 946 members from Aerojet.

Union leaders from the IAM and other unions have also joined the effort. The Local especially wants to recognize IAM Western Region Vice President Lee Pearson and his wife Karen who spent several hours of their vacation on the line.

"We had our determination hearing at the NLRB and we're waiting for their decision about who will be included in the bargaining unit," says Area Director Howard Hays. "The battle continues."



THE NOVEMBER

Are you ready to vote?
Are you ready to win?

- ★ Contact your worksite political coordinator for a voter registration form.
- ★ The polls will be open from 7 a.m. to 8 p.m. on Nov. 5.
- ★ If you have any question about being able to get to the polls in time, request an absentee ballot *now*.



Members of IAM Local Lodge 1596 present a check for \$2,000 from the IAM International to Congressmember Lynn Woolsey (D-Marin).

District Lodge 190 and *The Sparkplug* do not provide candidate endorsements. It's up to you to review the candidates' records and decide for yourself. Now that our District Lodge covers most of California, we don't have enough space to review the records and promises of folks running for the 52 Congressional races, 40 State Senate races and 80 State Assembly races across the state. So you'll have to do your own research.

We do urge you to pay special attention to what the candidates say about such issues as:

★ **how they'll grow the economy:**

- ★ will they provide jobs or tax breaks to the rich?
- ★ will they promote free trade across the globe, or fair trade to protect American workers?
- ★ will they try to create high skill, high wage careers, or low-skill, minimum wage service jobs?

★ **how they'll vote on union rights issues:**

- ★ will they support the right for working people to join unions or continue to erode those rights?
- ★ will they promote workplace safety—and put money behind the talk?

★ **how they'll deal with the health care crisis:**

- ★ will they promote a patients bill of rights, and give people some say against HMOs?
- ★ how will they deal with spiraling costs?
- ★ will they support prescription drug reform?
- ★ how will they protect Medicare?

And what about Social Security, Education, and the myriad other issues that impact your life. Check out the candidates record and check out their promises. And no matter what, be sure to vote on November 5!

Statewide Ballot Measures

These propositions are often confusing but they have a major impact on the state's economy. Following are the endorsements from the California Labor Federation. But don't take their word for it; read all about the issues and make up your own mind.

Proposition 46	YES	Housing and Emergency Shelter Trust Fund Act of 2002
Proposition 47	YES	Education Facilities: Kindergarten-University Public Education Facilities Bond Act of 2002
Proposition 48	YES	Court Consolidation
Proposition 49	YES	After School Programs, State Grants
Proposition 50	YES	Water Quality, Supply and Safe Drinking Water Projects, Coastal Wetlands Purchase and protection bonds
Proposition 51	YES	Transportation. Allocation of Sales and Use Taxes Raised from Sale or Lease of Motor Vehicles
Proposition 52	YES	Election Day Voter Registration

WHICH WOULD YOU CHOOSE?

THE CHOICE IS YOURS. REGISTER AND VOTE!

SHOP TALK: As the state and federal elections approach, what issues a



Joe Szabo
Local 2182
Teichert Construction

"Education is first and foremost. We need more people working in the skilled trades—with parents and schools encouraging them to come into our field."



Amado Garcia
Local 1414
Ellis Brooks Chevrolet

"There are so many issues...take your pick. In the city, the biggest issue is getting homelessness more under control. Energy is also a key issue."



Leo Gonsolis
Local 2182
Teichert Construction

"I look at how the candidates will represent working people and whether they support organized labor. But of course I also want them to be honest and up front."



Dionisio Dimas
Local 1546
Hayward Dodge

"The economy is going downhill and we shouldn't go to war. They need to resolve their issues without war. We really need more work in the Bay Area—especially in Silicon Valley."



Dave Owen
Local 2182
Teichert Construction

"No matter what issues are important, all the politicians tell you what you want to hear. It's just politics."

R ELECTIONS



Gray Davis

- Expanded workers comp benefits for injured workers and saved millions of dollars in system reform (AB 749)
- Increased unemployment insurance benefits (SB 40)
- Restored daily overtime pay for work after eight hours (AB 60)
- Penalized anti-worker employers who cause job injuries (AB 1127)

Davis vs. Simon . . . you decide!

The California governor’s chief duties are to:

- ★ oversee most state departments and state agencies;
- ★ appoint judges;
- ★ approve or reject new state laws;
- ★ prepare annual state budget and present it to the legislature.



Bill Simon

- Says he would have vetoed AB749 and its benefits for workers injured on the job (Speech, 4/17/02)
- Wants to roll back unemployment insurance benefits increase (www.simonforgovernor.com)
- Pledged to eliminate daily overtime pay (SF Chronicle, 4/18/02)
- Says he would have vetoed laws Davis signed that improve job safety. (www.simonforgovernor.com)

A few HOT races

District 11
U.S. Congress

Parts of Alameda, Contra Costa, San Joaquin & Santa Clara Counties



Elaine Dugger Shaw

SJR6: Worker Safety/ Ergonomics
Shaw for working people
HR1836: Tax cut for wealthy/ undermining Social Security
Shaw for working people
HR2663: Patients Bill of Rights
Shaw for working people
HR3008: Fast Track on anti-worker trade agreements
Shaw for working people

District 18
U.S. Congress

Merced & parts of Fresno, Madera, San Joaquin and Stanislaus Counties



Dennis Cardoza (D)

SJR6: Worker Safety/ Ergonomics
Cardoza for working people
HR1836: Tax cut for wealthy/ undermining Social Security
Cardoza for working people
HR2663: Patients Bill of Rights
Cardoza for working people
HR3005: Fast Track on anti-worker trade agreements
Cardoza for working people

District 15
California State Assembly

Parts of Alameda, Contra Costa, Sacramento & San Joaquin Counties



Donna Gerber (D)

AB749: Increase Workers Compensation
Gerber for working people
SB40: Increase unemployment insurance
Gerber for working people
SB1197: Family Sick Leave
Gerber for working people
SB147: Protect workplace privacy
Gerber for working people



Richard Pombo (R)

SJR6: Worker Safety/ Ergonomics
Pombo against working people
HR1836: Tax cut for wealthy/ undermining Social Security
Pombo against working people
HR2663: Patients Bill of Rights
Pombo against working people
HR3008: Fast Track on anti-worker trade agreements
Pombo against working people



Dick Monteith (R)

SJR6: Worker Safety/ Ergonomics
HR1836: Tax cut for wealthy/ undermining Social Security
HR2663: Patients Bill of Rights
HR3008: Fast Track on anti-worker trade agreements



Guy Houston (R)

AB749: Increases Workers Compensation
SB40: Increases unemployment insurance
SB1197: Family Sick Leave/Healthcare
SB147: Protecting workplace privacy

Many thanks to Eric Wolfe, IBEW 1245, for info on the candidates.
If you want to find out more about any candidates or races in California, check out www.calvoter.org and www.vote-smart.org.

important to you?



Dave Carpenter
Local 1173
Parker Robb Chevrolet

"Local schools and traffic. They need to improve everything—in the schools, they need money to fund better teachers."



Tim Stribling
Local 2182
Teichert Construction

"We always see the scandals—the Enrons and power crisis and such—but we don't see the good stuff that's going on. My concern is going to wars and not finishing them."



Stratos Sotiras
Local 1546
Val Strough Chevrolet

"What kind of laws will impact the automotive field? I'm also concerned about taxes. Politicians should spend what they have more efficiently and not waste it."



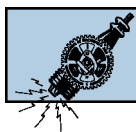
Jim Caddick
Local 2182
Teichert Construction

"I don't vote because there aren't enough honest people to vote for. They all have hidden agendas. But then I have to accept what happens in the world, because I don't vote."



George Duarte
Local 1546
Hayward Ford

"The economy is the biggest issue. First taxes are cut, then they're raised. Politicians need to make up their mind as to whether they have enough money."



HARD TIMES

Laid-off Hosokawa workers talk back

In July, Hosokawa Manufacturing in Santa Rosa notified the union that after 50 years in business, they'd be closing in 60 days. *The Sparkplug* covered the story, but these Local 1596 members wanted to have their say.



Richard Galbraith
5 years at Hosokawa

This company was like an anaconda, choking us down. We knew the closure was coming, due to the strangulation effect. They didn't replace people who left or upgrade tools and machinery, so our productivity went down.

Most of us are in our 50s, looking forward to retirement. It'll be hard to secure a new job now.

This is humiliating to the working man and a low blow to the union.



Ron Schisler, former steward
6 years at Hosokawa

We never questioned management's right to manage, but we should have questioned their ability, which they obviously lacked.

This closure was not all due to downturn in the world economy. I blame bad management. They were minus a set of ears. We had good, profitable ideas, but nobody listened or cared.

Now a bunch of decent men are out of work. Everybody wants our experience, nobody wants our age.



Jim Medina
20 years at Hosokawa

It's a sad state of affairs. Management tried to get us to give up money, but that wasn't the problem. The problem was management never listened.

The rep from Japan met with us, but said we "can't talk about management and shop conditions." So what did that leave?

When October comes, I'll do nothing for a while. Then maybe I'll do early retirement, or go into landscaping.



Gary James
20 years at Hosokawa

They say it's because of lack of work, but I'm skeptical. I think that management could have planned better—for the future instead of the present.

I'm not sure yet of my own plans. I'll probably retire.



Rob Thompson
6 years at Hosokawa

Who knows what's going on in a shop better than the workers? Good mechanics can foresee what will need to be replaced—they understand the condition of the machinery.

This company did no research and development. Management was not listening. No new ideas.

I'll probably go back into the same field, fabrication.



Steve Names
31 years at Hosokawa

I think NAFTA had some effect, allowing the plants that we build machinery for to move and merge. We might be dangerously close to world-wide recession. Things are scary.

I hope the guys who find jobs find as good a place to work as this was. The closure is not bad for me because I bought a place in Oregon and will retire up there.



Dana Grainger
6 years at Hosokawa

There was constant bickering between all the sister companies, and lots of worn-out ideas that just weren't selling as well as they used to.

I have some leads, and I may go back to school. I'm not too worried.

CF makes 15,000 nasty Labor Day calls

Adding insult to injury, Consolidated Freightways (CF) closed its doors on Labor Day, putting thousands of Teamsters and Machinists out of work across the nation. In Sacramento, 14 mechanics and one parts person lost their jobs. All are represented by Local 2182.

The union's immediate concern was ensuring that employees were paid for the wages that they earned, and that they could retrieve their tools from the worksite.

"We'd like to see them pay for vacation time accrued, but everything goes to the bankruptcy court, and that's down the list,"

explained Area Director Howard Hays. "We don't even have the ability to sit down and negotiate a severance package."

CF declared Chapter 11 bankruptcy, and did not give the requisite 60 days warning of closure. "We're skeptical of what they're actually doing," Hays said. "Usually, Chapter 11 means reorganization, not liquidation. CF has a sister non-union company called Conway. We'll be watching what happens with this company closely."

Hays added that it looks good for placing a majority of the employees into union shops in the near future.



Business Rep Tom Brandon (L) posts a job notice and gets lots of questions and interest.

SHOP TALK: What issues will you judge the candidates on?



Jeremiah Montoya
Local 1176/Painters
Central Chevrolet

"They need to listen more to the workers instead of the employers. And there needs to be more support for apprenticeship programs."



Tim Keeling
Local 2182
Teichert Construction

"I don't vote and I'm working all the time, so I don't really pay attention."



Amilcar Mendieta
Local 1546
Fremont Pontiac

"Medical and dental. If the economy is down, customers don't spend money, then our wages and health care are impacted."



John Rossi
Local 2182
Teichert Construction

"The economy and keeping jobs—especially union jobs. We've got to keep people working. I'm also concerned about what'll happen with this war going on. But really, it's the economy."



Aaron Krebs
Local 1173
Mazzei Pontiac/Cadillac

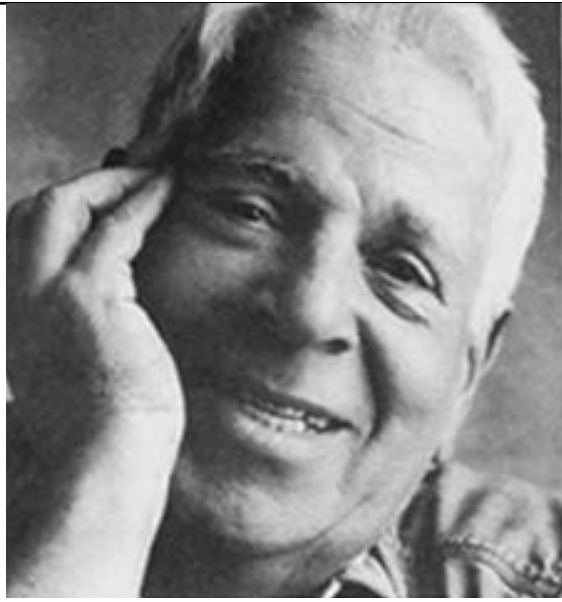
"I'll be looking at their stands on social security, medicare, health care and retirement."

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

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**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.*

Important Notice: Local 2182 Members

Nomination and election of officers for the years 2003-2006

At our regular meeting on Tuesday, November 12, 2002 at 7:00 p.m., nominations will be held for the following positions:

- President
- Vice-President
- Recording Secretary
- Secretary/Treasurer
- Conductor/Sentinel
- Executive Board (three to be elected)
- Trustee (three to be elected)
- Building Committee (five to be elected)
- Audit Committee (three to be elected)

Election of officers will be held at the first regular meeting in December, which is December 9, 2002. Polls will be open from 12:00 Noon to 9:00 p.m.

The following election regulations will be observed:

Absentee Ballots: Members who reside in outlying districts more than 25 miles from the balloting place, members who are ill and confined

under orders of a physician, and members temporarily absent from the City, may be furnished absentee ballots. Any member entitled to receive an absentee ballot shall make written request to the Recording Secretary of Lodge 2182 by delivering or mailing such request not later than ten (10) days before the election.

Qualifications to become a candidate for election: In accordance

with Article XII, Section 2, of the Local Lodge By-laws, to be eligible a member shall attend at least Fifty Percent (50%) of the regular Local Lodge meetings held during the twelve (12) month period ending the date of close of nominations.

Qualifications to vote: Only members in good standing and free from delinquency of any nature to the Local Lodge shall be allowed to vote.

Official By-Laws Change notice

There will be a second reading of proposed changes to Local Lodge 2182's By-laws at the November 12, 2002 Regular Union meeting.

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

The November 12, 2002 meeting will be held at 7:00 p.m. at the Machinists & Mechanics Lodge No. 2182 Union Hall located at 967 Venture Court, Sacramento, CA.

A proposal has been submitted to modify the following By-laws section: **ARTICLE XIII: Salaries of Officers**

Section 1. Intent to update the monthly compensation of all officers and Executive Board members of Local Lodge 2182.

A copy of the exact wording of the proposed change will be available to each member at the meeting.



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.

SHOP TALK: What issues will you judge the candidates on?



Frank Reynolds
Local 2182
Teichert Construction

"I vote every year, and what I look at is what kind of spending they'll be doing. Right now, I'm most concerned about roads and road repair."



Mike La
Local 1546
Fremont Pontiac

"My main issues are medical, dental and pension. We need to make sure health care is covered for families."



Rick Timossi
Local 2182
Teichert Construction

"My main concerns are the state of the nation as far as defense and terrorist threats—and the economy. Unfortunately, politicians say what you want to hear before they're elected and do something else after."



Eric Barrientos
Local 1414
Novato Toyota

"I don't like any of the candidates. All of them are dirty rats who steal from us. Other than that, I haven't looked into the issues yet."



Pat Erwin
Local 2182
Teichert Construction

"I haven't voted much before, but will now. I'm concerned about the cost of everything, especially health care. And so many companies are so unfair—there's too much greed out there."

IAM and friends tee off for the Guide Dogs



Local 1546 members Scott Miller, Hayward Auto, and Steve Newton, Transbay Container Terminal, take the day off for charity. "Golf is my passion and this is such an important cause," says Newton.



Kathy Fifer and Gary Hubins from Morton Salt come to support the union and the Guide Dogs. "We love golf and food, and it's a wonderful event."

District Lodge 190's 18th Annual *Michael J. Day Golf Tournament for Guide Dogs of America* broke quite a few records. Over 200 golfers weathered record cold at the Alameda Golf Course on August 23 as they raised more than \$60,000 for the Guide Dogs of America facility in Sylmar, CA. This is the largest donation that the charity receives from a single IAM-sponsored event.

Congratulations to the winning team: Terry O'Toole, Jonathan O'Toole, Tom Stapleton and Dick Janusch.

Many thanks to all the members, employers, vendors and friends who came to support the Guide Dogs. Special recognition must go to the Golf Committee who worked for months to make it happen: Jim Beno, Joyce Day, Vern Dutton and Herman Howell. "It's a lot of hard work," says Day. "But it's always worth it."



With 96 years experience at International Paper in Modesto, Doug Harlan, Steve Rodrigues, Floyd Flint and Bruce Calton say they can afford to take a day off for a good cause. "We work a lot of Saturdays."



Members of the Golf Committee—Vern Dutton, Herman Howell, Jim Beno and Joyce Day—with MCTerry O'Toole and prize runner Jesse Juarez oversee the raffle.



Former DBR Frank Souza barbecues pre-dinner linguica.

UNION MEETINGS

District Lodge 190 7717 Oakport Street Oakland, CA 94621 510-632-3661	Executive Board Meeting <i>Fourth Tuesday of each month at 6:30 p.m.</i> October 22 • November 19* • December 17* General Delegates Meeting <i>Fourth Tuesday of each month at 7:30 p.m.</i> October 22 • November 19* • December 17* <i>*Note schedule change due to Nov./Dec. holidays.</i>	Local 1528 713 16th Street Modesto, CA 95354 209-529-9210	Executive Board Meeting <i>First Wednesday of each month at 5:30 p.m.</i> October 2 • November 6 • December 4 General Membership Meeting <i>First Wednesday of each month at 7:00 p.m.</i> October 2 • November 6 • December 4
Local 801 7717 Oakport Street, Oakland, CA 94621 800-655-2182	Membership Meeting <i>Third Thursday of the month at 4:00 p.m.</i> October 17 • November 21 • December 19 <i>Meetings are held at the Carpenters' Hall, in Reno.</i>	Local 1546 10260 MacArthur Blvd., Oakland, CA 94605 510-638-6705	General Membership Meeting <i>First Tuesday of each month at 7:00 p.m.</i> October 1 • November 5 • December 3 Shop Stewards Meeting <i>First Tuesday of each month at 5:30 p.m.</i> October 1 • November 5 • December 3 Executive Board Meeting <i>Thursday preceding membership meeting at 6:30 p.m.</i> September 26 • October 31 • November 21 Senior's Luncheon <i>First Wednesday of each month at 12 noon</i> October 2 • November 6 • December 4 <i>Alcoholics Anonymous: Every Saturday, 9 a.m.</i>
Local 1101 1150 So. Bascom # 23 San Jose, CA 95128 408-291-2550 <i>All meetings are held at Lion's Blind Center: 101 North Bascom Ave. San Jose</i>	Executive Board Meeting <i>First Thursday of each month at 6:00 p.m.</i> October 3 • November 7 • December 5 Stewards Meeting <i>First Thursday of each month at 8:00 p.m.</i> October 3 • November 7 • December 5 General Membership Meeting <i>Second Thursday of each month at 6:30 p.m.</i> October 10 • November 14 • December 12	Local 1584 8130 Baldwin Street Oakland, CA 94621 510-635-2064	Membership Meeting <i>Third Thursday of each month at 7:00 p.m.</i> October 17 • November 21 • December 19 Executive Board Meeting <i>Preceding Monday at 7:00 p.m.</i> October 14 • November 18 • December 23 Retirees Club <i>First Tuesday of each month at 12:30 p.m.</i> October 1 • November 5 • December 3
Local 1173 1900 Bates Ave., # H Concord, CA 94520 925-687-6421	Executive Board Meeting <i>Third Thursday of each month at 6:00 p.m.</i> October 17 • November 21 • December 19 Membership/Shop Stewards Mtg. <i>Third Thursday of each month at 6:30 p.m.</i> October 17 • November 21 • December 19 Retirees Club Meeting <i>Call Local for current meeting times</i>	Local 1596 4210 Petaluma Blvd. No. Petaluma, CA 94952 707-795-0085	Membership Meeting <i>Third Tuesday of each month at 7:00 p.m.</i> October 15 • November 19 • December 17 Executive Board Meeting <i>Third Tuesday of each month at 6:30 p.m.</i> October 15 • November 19 • December 17
Local 1414 150 South Blvd. San Mateo, CA 94402 650-341-2689	Shop Stewards Meeting <i>First Thursday of each month at 6:00 p.m.</i> October 3 • November 7 • No meeting in December Executive Board Meeting <i>Second Thursday of each month at 6:00 p.m.</i> October 10 • November 14 • December 12 General Membership Meeting <i>Third Thursday of each month at 6:30 p.m.</i> October 17 • November 21 • December 19	Local 2182 967 Venture Court, Sacramento, CA 95825 800-458-9200	Executive Board Meeting <i>Second Tuesday of each month at 6:00 p.m.</i> October 8 • November 12 • December 10 General Membership Meeting <i>Second Tuesday of each month at 7:00 p.m.</i> October 8 • November 12 • December 10 Retirees Club - VISTA CLUB <i>Third Wednesday of each month at 11:00 a.m.</i> October 16 • November 20 • December 18
Local 1484 1261 Avalon Blvd. Wilmington, CA 90744 310-835-6688	Executive Board Meeting <i>Third Thursday of each month at 6:00 p.m.</i> October 17 • November 21 • December 19 General Membership Meeting <i>First Tuesday of each month at 6:00 p.m.</i> October 1 • November 5 • December 3 Retiree Club <i>Third Wednesday of each month at 1:00 p.m.</i> October 16 • November 13 • No meeting in December Special Notice: Local Lodge Officers Nominations to be held at November, 2002 membership meeting. Elections to be held at December, 2002 membership meeting.		