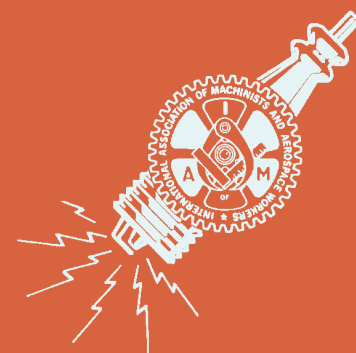


# The IAM District 190 Sparkplug



VOL. 5, NO. 3

June/July 2003

Serving the Active and Retired Members of IAM District Lodge 190

*Unions face uphill battle against history's most anti-union administration*

## Bush policies hurt America's working families

For all his “compassionate conservatism,” President Bush turns out to be one of the most anti-union Presidents in American history. Some of his actions, such as stripping federal employees of their union rights, are huge. Some of them, like imposing unmanageable paperwork requirements on local unions, are under the radar. All of them hurt working families.

Here are some of President Bush's “greatest hits,” borrowed from the AFL-CIO's “Bushwatch” website.

- The creation of President Bush's homeland security department strips some 170,000 federal workers of their civil service and collective bargaining rights.
- Bush issued four anti-worker, anti-union executive orders, sought by corporate contributors, that end job retention protections for “working poor” employees—largely immigrants and women—of service contractors in federal buildings; abolish labor-management partnerships that serve the federal government and hundreds of thousands of federal workers; effectively bar project labor agreements on federally funded construction projects; and require government contractors to post notices telling employees they cannot be required to become union members and may object to paying the portion of agency fees not related to collective bargaining;
- The Bush administration has proposed new rules that would deny overtime pay protections for millions of workers. The proposed rules would enable employers—Wal-Mart for example—to create phony “supervisory” classifica-



- tions so that workers currently eligible for overtime would become managers, administrative or professional employees who are exempt from time-and-a-half overtime.
- Armed with Fast Track trade promotion authority, the Bush administration is moving rapidly to rack up as many so-called free trade agreements as possible. The administration negotiated the first two agreements—with Chile and Singapore—in secret. The deals

will go to Congress later this year, and under Fast Track the lawmakers cannot amend the deals and can only approve or reject them as a whole.

- President Bush has proposed a prescription drug plan that requires seniors to leave the doctors they know and trust and join private HMOs to get the full drug benefit. The Bush plan offers more generous drug benefits to people in private plans, giving much less assistance to those who decide to stay in the traditional Medicare program.
- President Bush proposed a fiscal year 2004 budget loaded with tax breaks for the wealthy, but lacking relief for working families, the unemployed and states, which are facing their worst economic crisis in a half century. Bush's budget cuts spending on workplace safety, low-income housing and aid to rural schools. It does nothing to create new jobs, rebuild and modernize schools, improve the nation's transportation and transit infrastructure. It does, however, cre-

*(continued on page 2)*

## 'Pay or play' health care solution advances in state legislature

Californian families are facing a crisis of epic proportions. More than six million people in the state don't have health care insurance and 80% of them are members of working families.

The dimensions of the crisis are painfully clear to workers like Rosalina Garcia whose son recently became ill with asthma. Garcia earns \$15,000 a year as a janitor, nowhere near enough to pay for skyrocketing health care costs. Garcia is part of a growing legion of workers who are forced to make the agonizing choice between taking a child to the doctor or buying clothes or food.

### We all pay the cost

We're all paying the cost of the health care crisis. Our insurance premiums, co-pays and deductibles are going through the roof, in part because hospitals shift the cost of those who can't pay onto our insurance.

Large corporations, like Wal-Mart, that don't provide affordable health coverage are particularly to blame, as they clearly have the resources to do so.

### 'Pay or Play' covers workers

Senate Bill 2—the Pay or Play bill sponsored by Sen. John Burton, would make enormous strides in addressing the crisis.

This “Health Care for Working Families” legislation would assure that all workers and their families have health coverage by requiring

employers either to provide that coverage or pay a fee to a state fund that would purchase coverage for workers and their families.

Employers who provide decent and affordable health insurance could continue to do so without any change. Small employers would get the purchasing power of being part of a large pool. Employers already providing coverage would no longer have to pick up the bill for workers' spouses whose employer doesn't provide coverage.

Stronger health care legislation

enacted with the backing of the labor movement helps our unions in contract negotiations, giving them a floor from which to bargain better benefits, lower out-of-pocket costs and provide health plans with wider choices for doctors and hospitals.

### Mobilizing Union Members

The Senate Insurance Committee and the Senate Health Committee have considered and passed SB2. The bill is moving through the Assembly, but getting it passed and signed by Gov. Davis will require political and legislative action on a variety of fronts, including grassroots activism from union members.

For more information on the campaign and how to get involved, go to [www.healthcareforworkingfamilies.org](http://www.healthcareforworkingfamilies.org). This website includes answers to frequently-asked questions, and worksite flyers to distribute at your shops.

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## UNION VICTORIES

### Magic Mountain settles to avoid rally

It's a typical story, one we're well-too used to. The mechanics and maintenance workers at Magic Mountain had voted to unionize in 2002, but Six Flags was hemming and hawing and negotiations were going nowhere.

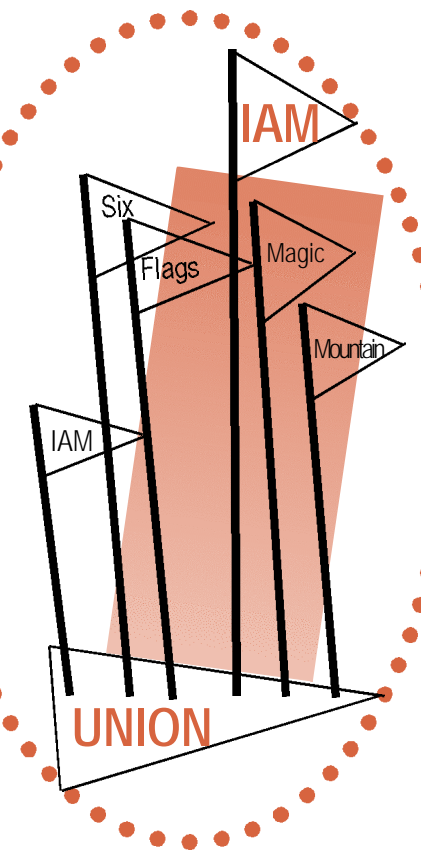
Then the IAM-Western Territories got involved in the negotiations and decided the time had come to bring some public attention to the matter. They organized a rally, slated for April 26, and were expecting several thousand union members from across Southern California to attend. The Los Angeles, San Bernardino, Riverside and Orange County Central Labor Councils were actively recruiting rally-goers and were notifying union members across the Southland about Magic Mountain's anti-union stance. District 190 was prepared to join the effort—a bus had been reserved, and members from across Northern California were planning for the trip.

But it never happened. The company suddenly started bargaining in earnest, and they arrived at a tentative agreement with the union just three days before the scheduled rally.

### Bumping up the pressure

"Sometimes we need to use that kind of leverage to get things done," says IAM Western Territory Communications Director Kevin Cummings. "The big issues still on the table were union security, wages and seniority protection. The company said they'd give us all those things if we didn't have a rally or hold a press conference. So we agreed, and that's what we got."

Additional leverage came from the California legislature. Twenty state senators and assemblymembers, including Speaker Herb Wesson, wrote to Magic Mountain to support the negotiations process. "They applauded Magic Mountain for its efforts to improve the living conditions of its employees, and they said they were carefully watching how



the negotiations were proceeding," Cummings explained.

Now District Lodge 947 has a new Local representing the 117 mechanics and maintenance employees at Magic Mountain. These new union members voted by a 2-1 margin to accept the three-year contract.

### Contract protects workers, provides increases

Don Whitaker served as lead negotiator for the union. The contract includes strong language protecting seniority rights, including bumping rights on recall and promotions—from top to bottom. They also got a full grievance and arbitration procedure, including the ability to grieve on questions of outsourcing.

In addition to a 1% signing bonus, their wages will increase 3% each year; they got the dues check-off, and a Guide Dogs of America check-off as a payroll deduction.

The IAM is talking with two other units at Magic Mountain about the possibility of organizing elections. "Our original contact wasn't even from the bargaining unit that we organized," Cummings adds.

"We'd like to organize the whole Park," Cummings says. "If we need everyone's help again to make it happen, we'll let you know."

### SSA forced to pay injured worker

When James Huey got hurt on the job, he thought he'd rest and recuperate and then, when he was better, go back to work. But that would have been too easy.

Huey, a member of Local 1414, was hired by Matson Services at the Port of Oakland, in 1977. SSA took over the facility in 1999 and Huey continued his good work for the new company. And then he got injured.

In December, 2000, SSA terminated Huey's employment because they claimed he was committing workers' comp fraud. They went so far as to hire private investigators.

The union took the case to arbitration, and won. "That should have been the end of the story," says Area Director Charles Netherby, "but the company was stubborn and they wouldn't listen to us or read our doctors' reports."

SSA 'vacated the arbitration,' which means they took the case to

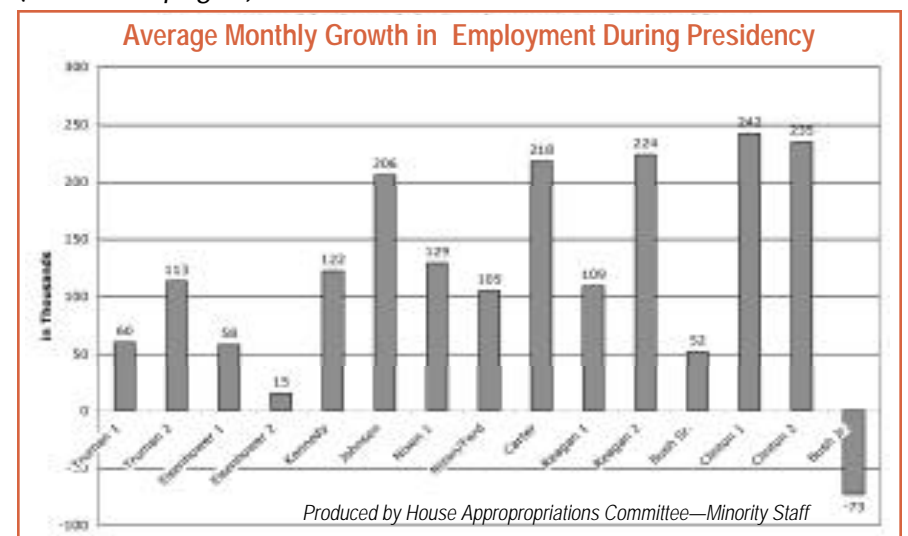
court. "This is really uncommon," Netherby adds. "The judge didn't want any theatrics, he just wanted to see written statements from both sides. Once he saw the evidence he ordered a make-whole remedy."

Now that Huey has fully recovered from his injury, the company had to put him back to work, pay his lost wages with an additional 10%—just as if he had not lost a single day of work for the wrongful termination. They also have to pay his health and welfare, pension benefits and out-of-pocket health care costs—and they have to pay all of the union's attorney's fees.

The total amount SSA would have owed Huey was \$145,548, but Netherby says that this amount was mitigated because "he's a good mechanic and found other work." In the end, Huey got a check for \$74,173.90. And, he's back to work at SSA.

### Bush policies hurt workers, future

(cont. from page 1)



ate record deficits and provide huge tax cuts for the nation's wealthiest taxpayers.

- Bush's tax cut bill gives nearly 40% of the benefit to the wealthiest one percent of taxpayers and just 12.7% to the bottom 60% of taxpayers. Officially, the bill's price tag is \$1.35 trillion through 2011, but most estimates peg the cost to be much higher, up to \$2.3 trillion. The tax cut consumes revenue needed to pay for vital services, from schools to a pre-

scription drug benefit to strengthening Social Security.

And that's just a start. It doesn't include destruction of ergonomics' standards, use of Taft-Hartley at West Coast ports, cutting worker training programs and more.

The IAM's "Jobs Worth Fighting For" campaign calls on all members to speak out about the jobs crisis and to urge your elected representatives to make job creation policies a priority before any more good paying jobs or vital industries disappear.

Don't wait for the next *Sparkplug* to get your union news...check out the District's new website:

[www.iamdistrict190.org](http://www.iamdistrict190.org)

### Moving? Tell your Union!

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 the Calendar on page 8 for your local union's address.

The IAM District 190

**Sparkplug**



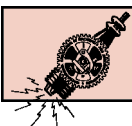
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## UNION PEOPLE

### District's senior staffer, Howard Hays, passes torch to younger generation

With 25 full years on the staff of the union, as Local 2182's Business Representative and then Area Director, Howard Hays just had two items left on his to-do list. He wanted to pass the torch to the younger generation and still have time to enjoy his retirement. By going out before his 60th birthday, he's well on his way.

Machinists from across California celebrated Hays' career at the April 11 retirement dinner. The event was held at the Sheraton Grand in Sacramento, closing out

the Cal Conference of Machinists' annual conference. The dinner committee included Sue Drost, Mark Martin, Pinky McNeeley, Joe Coy and Bob Miller.

As Master of Ceremonies for the dinner, DBR Jim Beno remarked that 25 years on staff with the union would take its toll—physically and mentally. Beno was glad that Howard could retire “in his right mind.”

“Howard has good common horse sense—empathy for people



and a good heart,” Beno added. “As busy as he was, he always offered to give a hand. Many of our members are thankful for the job he's done.”

Tributes and roasts came from a host of Sacramento's labor community. Bill Camp, Secretary-Treasurer of the Sacramento Central Labor Council called Howard “a journeyman of troublemaking. His honesty touches the heart.”

Matt McKinnon, from the California Conference of Machinists, said that “Howard minces no words and is direct about the course he thinks we should take.” McKinnon presented Howard with a commendation from Governor Davis.



Mark Martin, who took Howard's position as Area Director, said that “Howard taught me a lot about how to deal and interact with people.”

IAM Vice President Lee Pearson noted that “folks have enjoyed the American dream because of Howard,” and he was quick to thank Howard's wife Judy and their kids for giving Howard to the union for so many years.

Finally, Howard had his shot and it was all positive. “Thanks to the Machinists Union, Judy and I can lead a better life. I thank the IAM and the AI pension plan for allowing me to retire.”



At left: (L-R) Directing Business Rep Jim Beno; Howard Hays; Secretary-Treasurer Bob Miller for the presentation of the District 190 Plaque; Above left: Howard responds to the tributes with his wife Judy; Above right: Local 2182 Area Director Mark Martin presents an IAM ring to his mentor—Howard.

### After 60 years, McBroom gives up the canning life

On May 15, Wanda McBroom will have celebrated her 60th anniversary at the Modesto can plant now owned by Silgan. Then, sometime in June, she'll retire. “I've enjoyed every single day working here,” she says, “but I'm ready to go.”

McBroom started at Pacific Can in 1943 at the ripe age of 13. “During the war, they took whoever they could get,” she says.

During her tenure, the company was known as Pacific Can, then it became National. Then American National. And finally, at least by the time she leaves, it will be Silgan. But it's been an IAM shop through all the management changes.

“When I first got here, women and men had separate wage rates and seniority lists. Of course, we were working right alongside the men, but they got more money than we did.” McBroom recalls that they finally combined the mens' and womens' seniority lists in the 1950s.

McBroom started at 62¢ an hour, “which was

good in those days,” she recalls, “because a loaf of bread was a dime.” Now her wages are more than \$19 an hour.



Wanda McBroom is ready to leave Silgan—after a brief 60-year stint

McBroom has worked in nearly every job at the plant. “I started out making lids, in a line. For the past 15 years, I've worked in purchasing—in the store room.” In between, she worked on palletizing, as a body maker, steamer, and in quality control.

One might think that the industry would have changed a lot in 60 years, but McBroom says that's just not true. “The most important change in the industry is that we went from soldered to welded cans. Other than that, things got faster, but its basically the same thing—better machinery and faster.”

McBroom made up her mind about retiring in June, although she's not sure what she'll do with her time. “I'll probably wish I was working,” she says with a smile. “Actually, I have a large family so I know I'll stay busy.”

### Son of Local 1584 member wins IAM scholarship

Local 1584 is proud to announce that this is the Local's third scholarship winner in six years! Colin Lorentzen—son of Ian Lorentzen who works at Cargill Salt—has been awarded a four-year scholarship in the International IAM's Scholarship Competition.

Colin got a 4.0 average from Washington High School in Fremont. He'll receive \$1,000 per year towards his college tuition. He plans to start UC Berkeley in the fall.

GLR Charles Tobay will present Colin's award at Local 1584's July 17 membership meeting.

### Lithia Dodge steward wins 1173 honors

Local 1173 was proud to present its 2002 Shop Steward of the Year award to Brian Pallotta at last December's membership meeting.

“Brian truly deserves this award,” says Area Director Vern Dutton. “After some very aggressive bargaining between Lithia Dodge of Concord and the union, the employees went on strike. Brian held the shop together and strong during the two-week strike. He's a natural leader.”

Dutton says that the members returned to work and eventually got a new contract, “but this is not a union-friendly, or for that matter, an employee-friendly company,” and there are on-going problems.

“Brian stays right in the middle of things as he continues to keep this shop strong,” Dutton says. “But, we only got a one-year contract so we'll be back at it again before we know it. And I know that Brian will be there too.”



(L to R) Dennis Doyle, Trustee; Rick Rodgers, Secretary-Treasurer; John Hamilton, Recording Secretary; Vern Dutton, Area Director; Brian Pallotta, Shop Steward at Lithia Dodge; Bill Pereira, Trustee; Jim Stenger, Sentinel-Conductor; Mark Hollibush, Business Representative; Bob Gonsalves, Trustee; Steve Older, Communicator-Educator



Master agreement for metal trades

“Under these very tough economic times, District 190 negotiated a decent agreement with the California Metal Trades Association. “An overwhelming majority of the members who work for the three employers directly covered by the CMTA, along with several shops that follow the CMTA, ratified the pact,” says Administrative Assistant Herman Howell.

The four-year agreement includes wage and pension increases and health and welfare caps that Howell believes will stop the hemorrhaging of co-pays. The employers’ contribution increases are \$95 each of the first two years and \$100 for each of the second two years, bringing the cap up to \$990/month at the end of the agreement. “And, these caps are not stationery,” Howell explained. “If money is not spent, this can be used to reduce co-pays or go into pension increases.”

Also included in the contract was an increase in the pension contribution of 30¢ over the four years. Wages will go up between 75-85¢ over the term of the contract.

The CMTA usually sets the pattern for other employers, and that’s already been true at Ashlock in San Leandro, Weichart Stamping in Oakland, George Martin of Emeryville and Carol Manufacturing of Richmond. Howell reports that these companies negotiated four-year contracts consistent with the Master Agreement. He notes that there are a few minor deviations, “but they are really minor compared to the big picture.”

Fabco stays put

Fabco, a company that manufactures axles and transfer cases for trucks, is at a crossroads. The company had to move their facility out of its current North Oakland location. The question was, do they move to Livermore or to Texas?

“This company is on the knife edge of moving out of state,” said Area Director Don Crosatto. “They were demanding givebacks of 10% in wages and 10% in other benefits, and have the lower rates frozen for five years—or else they said they’d be forced to close the California operations altogether.”

Finally, on May 8, the 22 Local 1546 members bit the bullet and accepted a contract with a 10% pay cut, that would be restored over four years, and the 10% benefits giveback. While the employer wanted to implement the contract—and therefore the give-

backs—three months early, ultimately this didn’t happen.

“Nobody’s happy about this deal,” said Crosatto, “but most of the guys here are older and have high seniority. They would have a hard time duplicating what they have here anywhere else in the Bay Area. I’m just glad we were able to keep their jobs.”

Talks across Contra Costa

“The majority of Local 1173’s contract’s are opening up right now,” reports Area Director Vern Dutton. Those include Hadley Transport, Nillo Infiniti, Ogden Import, Toyota of Vallejo. Wilson Cornelius Ford, Macy Automotive, Cole European, the New Car Dealers of Contra Costa County, and Concord Mitsubishi. Also, Antioch Ford broke away from the New Car Dealers Association and they want to negotiate an independent contract.

Dutton says that he, Business

Rep Mark Hollibush and Organizer Jesse Juarez are splitting up the load and working with committees from all of the shops to get new deals.

Paltry pay at Pittsburg Ford

When Leroy Doss sold Pittsburg Ford, “he didn’t file for bankruptcy, he just screwed everybody,” reports Area Director Vern Dutton. “Before he transferred ownership, he still owed his share of pension, health and welfare benefits and vacation pay for three months. Some payroll even checks bounced.”

Doss sold the shop to Michael Moore, and Dutton says that the Local is trying to get him into negotiations. “But the writing’s on the wall. He made our 13 Local 1173 members go to a temp employment agency, so he could hire them back through the agency. Clearly, he’s trying to get away from the union.”

Dutton says that the Local won’t give up. “We’re doing what we can to get him back to the table.”

Lashing out at Lasher

Business Rep Skip Hatch reports that Local 2182 is still in the middle of a negotiations battle with Lasher VW-Isuzu in Sacramento. “They’re fighting and trying to take us down the hard road the whole way, but overall, it’s going slow and steady.”

Hatch says that they’ve had to file board charges. “It’s special every time we get to this point,” he adds. “They throw out horrible take-aways and stretch out the negotiations as long as possible.”

Keeping watch at UPS

Even after the National UPS agreement was signed, sealed and delivered, the issue of subcontracting locally continues to arise. “It’s on-going,” says Skip Hatch. “The

national agreement brought this problem to light on a national level, but it’s still an issue here.”

Hatch says that the Local will remain vigilant and make sure that each instance is written up and addressed. “That way nobody can say that they’ve never heard about this concern before.”

Finally over at Folsom?

When the mechanics at Folsom GMC-Pontiac-Buick went on strike in August 2002, they were concerned that the company had implemented a flat rate system without negotiating the change. After filing dozens of unfair labor practice charges with the labor board, a decision was finally issued in April and it wasn’t good.

“We lost all the hard charges about company implementing the flat rate,” reports Skip Hatch. “The case is on appeal in Washington,

D.C., but at this point we’re no longer on strike and no actions. If we don’t win, it’ll be dead.”

Hatch reports that all working elsewhere.

More \$ at Micro

It’s hard to negotiate a new period when people are laid off, but that’s just what happened at Micro Metallurgy. Local 2182 got a new contract with a 5% extension with a 5% increase in wages and health and welfare.

“The company has been through a tough time recently,” reports Hatch. “But they’re not going to recall most of the layoffs. Everyone’s going to be back at work.”

Silicon Valley

Local 1101 Bu

Women take over Winpisinger Center

On March 9-14, Lisa Guevara and Diane Capps, both members of Local 1528, had the opportunity to attend the Women’s Conference at the William W. Winpisinger Center in Maryland.

Capps reports that the classes were “fantastic and very informative and the teachers were awesome. The Winpisinger Center itself was wonderful. The staff was very accommodating and the food....too good!”

Fifty-five union sisters attended that week and learned about legislation, procedures, communication skills, organizing, sexual harassment, safety, FMLA and computer skills.

“As soon as we returned home we started using what we had learned,” Capps says. Their first step was to organize a contract proposal committee “so that we can be prepared for our collective bargaining agreement negotiations coming up next year.”

On behalf of Guevara and herself, Capps thanks Local Lodge 1528 “for giving us the opportunity to attend these classes. We’ll make sure it pays off for the Local and our members.”

SHOP TALK: What qualities do you like to see in a good manager?



Linda Tello  
Silgan/Doherty, Modesto  
Local 1528

“Good communication skills is number one. Someone who can talk to you as a person who’s equal to them, not as someone who’s below them.”



Alicia Gonzalez  
International Paper, Modesto  
Local 1528

“RESPECT!”



Freddy Maceira  
Silgan/Doherty, Modesto  
Local 1528

“Good communication skills and experience in the can business. Recent management here has been great, but I’ve been through six plant managers and it really varies.”



Rick Waters  
International Paper, Modesto  
Local 1528

“The ability to tell the difference between the people who are talking about what they know, and those who know what they’re talking about! A good manager lets us ask questions.”



Andy Pena  
Silgan/Doherty, Modesto  
Local 1528

“Someone with new ideas who can look at what we do here with an open mind. It won’t be exactly like his old plant, but maybe he can make it better.”



Paul  
International Paper, Modesto  
Local 1528

“Guidance—being able to direct the work in a positive way to achieve our goals.”



THE LOCALS

point, we're not taking no other... win the appeal, that the techs are where.

Micro Metallica

negotiate raises in a... are being laid... what happened... in Roseville. one-year contract... moderate bump... a bump in the... cap. is going through... right now," says... were able to... people they had... one is pleased to... dealers settle... Business Rep Glenn

Gandolfo reports that after a very slow start, and touch and go negotiations that lasted for months, the Silicon Valley Motor Car Dealers Association finally came up with an agreement that the members of Local 1101 could ratify. The Association includes 17 dealerships in the San Jose area. Since the contract was ratified in April, two have sold, one is going out of business, and one is up for sale. "The economy has been terrible down here. For a while, we weren't able to find enough mechanics because business was booming but nobody could afford to live here. Now, it's still unaffordable, but work is slow," says Gandolfo. "The vote took place on April 5, which is always a slow time, right before taxes," Gandolfo explained. "With so many guys laid off, going on rotation or leaving early, our members really felt the dealers had

a gun to their heads. Our members don't like this deal, but they voted for it by a two-to-one margin." The contract had expired on October 31, 2002. Instead of getting retroactivity, they accepted a one-time lump sum payment of \$500. And all of the increases will now take effect in April, instead of November, at the time of the contract's anniversary. They'll get wage increases of 75¢/hour each year of the three-year contract, and the Dealers increased the health and welfare cap by \$90 the first year, and \$50 for the second and third years. The contract does not include increases in the pension contribution. "Our members didn't have to accept any take-aways, but they didn't get much in the way of gains, either," says Gandolfo. "We'll just have to enforce the contract and prepare for major negotiations in 24 months."

Great deal at Peninsula

In May, Local 1101 concluded a five-year agreement for the 40 techs who work at Peninsula Ford of Sunnyvale. "It's an excellent contract," reports Business Rep Glenn Gandolfo. "It's one of the better ones down here." The contract includes full retroactivity, a 50¢/hour raise every six months, significant increases in the health and welfare over 5 years—from \$310 to over \$600, an additional almost \$100 increase in pension. Plus, they added a disability plan for the first time, and many language improvements.

No strike needed in Modesto

Gilbert Gonzalez reports that the members of Local 1528 who work at Silgan Containers-Doherty plant ratified a new five-year agreement on April 8 by a 51-16 vote.

Reconfiguring Cal Conference

Local 1596 Business Rep Tom Brandon has been named interim Secretary-Treasurer of the California Conference of Machinists. He's taking the place of Matt McKinnon, who, after nine years in the position, was appointed by Gray Davis to serve as Deputy Director of the new Labor Agency. "Matt's really been showing me the ropes," Brandon says. "All Machinists owe him a big thank you for all he's done for us in Sacramento. He knows an amazing number of people and has contacts in all the right places." The Cal Conference is currently revising its by-laws, in part to delete obsolete language, and also to reflect new realities among the Locals in the state. The new rules will be ratified on **August 15**, at the Cal Conference's annual meeting in San Diego (site to be announced).

"I was concerned going into these negotiations because we were on strike at Silgan's Stockton plant and that might cause us some problems here." But that concern turned out to be unfounded.

The members will receive a 3% wage increase each year, pension increases of 25¢/hour over the life of the agreement, and they move into the Automotive Industries Health and Welfare Plan. The'll have to pay a \$5/week co-pay, but the union negotiated a 65% increase in the cap over the course of the agreement. They will keep their current company dental plan but Silgan will fully pay for it.

"I believe that both sides were apprehensive about another strike, if we couldn't reach a good enough deal. This contract provides stability and labor peace for the next five years and is good for both the company and the union."

Gonzalez gives special thanks to negotiating committee members Ray Castro, Joe Rocha, and Cindy Howard.

Little challenge at Challenge

The Local 1584 members at Challenge Manufacturing in Emeryville just got a new two-year agreement, effective May 1. Wages

increase 75¢ and \$1 each year, and health and welfare caps increase from \$600 to \$740 to \$840, with a 30¢ increase in the IAM pension.

Talks and action up north

Local 1596 Business Rep Tom Brandon reports that he's been busy with a number of contract negotiations, from Gene's Machine, Hansen's Machine and Fred's Body Shop up in Eureka, to six other shops in Sonoma and Marin.

Brandon reports that he's been trying to get Opie's Chevrolet in McKinleyville to recognize the union. As the story goes, P.C. Sacchi's Chevrolet in Arcata was a union shop with five union techs. But when Opie bought and moved the dealership a year ago, he threatened to shut it down if the guys tried to go union. In the meantime, he cut their wages, changed their health plan three times, and reduced their holidays.

Brandon informed the owner that the IAM was the bargaining agent for these union members, and that he had two options: "to negotiate with us or go to a Labor Board election." Brandon has since filed for a new election with the NLRB.

Center to learn union skills



Guevara and Capps enjoy snow and great classes at the IAM Winpisinger Center in Maryland.



Jarl Paper, Modesto Local 1528

being able to... force in a... toward an... d."



Bernie Przybyla Silgan/Doherty, Modesto Local 1528

"A good manager should be approachable, know his job, be fair to everybody, be friendly. He shouldn't just stay in his office and sit at his desk."



Don Conway International Paper, Modesto Local 1528

"Someone who's not afraid to take our questions and give us answers and to help the employees on the floor. Most of us know our job, we just need the tools to get it done."



Raymond Castro Silgan/Doherty, Modesto Local 1528

"I look at how they treat people. A good manager has knowledge of what we're doing and is able to communicate with the people."



Carl Parker International Paper, Modesto Local 1528

"A good manager has understanding of his employees and is active on the floor."



Jason White Silgan/Doherty, Modesto Local 1528

"Someone who doesn't discriminate and treats everyone the same way—fairly."





## BENEFITS NEWS

### AI Welfare Trustees announce 24-hour access to fund info: [www.aitrustfunds.org](http://www.aitrustfunds.org)

The Board of Trustees of the Automotive Industries Trust Funds is pleased to announce that IAM members who receive their benefits through AI now have instant on-line access to complete information about their benefits.

The website provides information on the coverage provided—hospital, medical, dental, prescription drug, plus benefits in case of accident or disability and much more. You also have secured access to your personal Health Plan enrollment and month-to-month eligibility data.

To access your benefits provided by the AI Welfare Fund, log on to [www.aitrustfunds.org](http://www.aitrustfunds.org).

All the information on the Web-

site is completely secure. The Web (SSL) encryption to prevent any unauthorized access. If you have questions regarding

site navigation, access, or security, please contact Customer Service at TrustBenefits Online, Mon-Fri. 9 a.m.—5 p.m. toll free at 1-866-367-8265. Or by e-mail: [service@trustbenefits.com](mailto:service@trustbenefits.com).

If you have specific questions about your Pension Plan, Individual Account Retirement Plan or Welfare Fund benefits please continue to contact the Fund Office at 510-836-2484 or toll free in CA at 800-635-3105.

Or by e-mail:  
Pension and Individual Account Plan Questions:

[AIPension@atpa.com](mailto:AIPension@atpa.com)

Welfare Fund Questions:

[AIWelfare@atpa.com](mailto:AIWelfare@atpa.com)



**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.**

### Long Term Care Insurance Pricing Update for Local 1546 members

Local 1546 has arranged a voluntary Long Term Care Insurance program for its members, retirees and most family members (parents, etc.) Most members of Local 1546 have received mailers on the subject and more are in progress.

In order to better serve you, please note the following:

**1 We need your phone number:** Many reply cards, requesting mailed information and pricing, are coming back without a phone number. However, because rates are individually calculated based on the many coverage options, your age and current health status, we need to talk with you before we can proceed. Please provide a contact number where you can be reached during business hours.

**2 Lock in now for lower rates:** For those of you "on the fence," the State Department of Insurance is currently reviewing rate increases and is expected to approve them soon. If you are interested in getting Long Term Care Insurance, it is suggested you get involved as soon as possible to avoid the increase. Those with existing coverage will escape the increase at this time.

If you have questions, please contact Kirk Dobson  
800-548-2671 x149

### Changes in AI Prescription Drug Program

The RxAmerican Pharmacy and Therapeutics Advisory Panel made a number of adjustments in the drug coverage, which will be effective June 1. These changes arise because some drugs that were formerly available by prescription are now available over the counter, and new drugs have since become available.

For instance, several antihistamine allergy drugs, such as Allegra, Claritin, Zyrtec, Loratadine and Alavert are available over the counter, so their co-pay has been refigured.

Several new drugs, such as Elidel (for dermatitis), Kineret (for rheumatoid arthritis), VFend (for fungal infections) and Straterra (for ADHD) have been added to the formulary. Coverage for some of these drugs requires prior authorization before it will be covered.

A detailed memo was sent to all AI Welfare Fund members covered by the RxAmerica plan. If you have additional questions, contact RxAmerica at 800-770-8014 or visit their website at [www.rxamerica.com](http://www.rxamerica.com).

### Local 1546 Members and Spouses

## PRE-RETIREMENT SEMINAR

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

**Saturday, August 2, 2003 • 9:00 a.m.**

**Local 1546 • 10260 MacArthur Blvd., Oakland**

Spouses welcome

Includes continental breakfast  
Space is limited • First come—first served

**Please RSVP to Tanya or Yolanda at  
510-638-3705 by July 31.**

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

## SHOP TALK: What qualities do you like to see in a good manager?



**Robert Farias**  
International Paper, Modesto  
Local 1528

"Number one is being a people-person. They have to be willing to answer questions. They also need to respect the experience of those of us who have worked here a long time."



**Stacey Shirley**  
International Paper, Modesto  
Local 1528

"Be a people person. Get along and try to help the employees work out their problems."



**Tina Munson**  
Silgan/Doherty, Modesto  
Local 1528

"A good manager is one who treats women equal to men. The women do a lot of the work, but we're not always treated equally to the men here."



**Wes Watson**  
International Paper, Modesto  
Local 1528

"A good manager has to be people-oriented and should have a fairly good understanding of the job or department, or whatever they're in charge of."



**Wanda McBroom**  
Silgan/Doherty, Modesto  
Local 1528

"One who cares about the company and the people—and tries to work with people."



## Manage your money to keep union strong

For many District 190 business reps, it's a familiar scenario. They're trying to negotiate a good contract, but the employer blames the sluggish economy as he proposes a sub-standard contract filled with give backs and co-pays. The negotiating committee brings the employer's final offer to the membership who rejects it by a three to one margin. But the strike vote is 50-50; without two-thirds support for going on strike, it can't happen. The members have effectively accepted a contract that they voted down.

Why does this happen? Strikes are always the option of last resort because they're costly and there's no guarantee that the members will gain more than they lost. However, withholding their labor may be the only leverage IAM members have.

What happens when our members have so much debt—high mortgages, bills and credit cards—that they can't afford to take the steps necessary to get a decent contract? Here's some information from your Member Assistance Program about managing your money so you can keep your leverage:

Money problems can be as upsetting as they are commonplace. By understanding how money problems affect us and



what we can do to prevent them, we can relieve unnecessary stress and help take control of our lives.

### The trouble with money

Money problems can cause a range of emotional and physical problems such as divorce, illness or ulcers. Money means different things to different people. Ask yourself "How important is money? What does it mean to me?" For most people, money is associated with power, success, happiness and self-esteem. If creditors are breathing down your neck, it's easy to see that you're in trouble. But you can still be under "money stress" if you use too many credit cards too often, have no savings, or simply don't know your own financial situation.

### Common Causes

A common problem is misuse of credit—especially credit cards. It's best to limit your monthly debt payments, aside from housing, to 20% or less of your monthly take-home pay. Instead of charging purchases, stay on the safe side by saving for

them. Use credit for large purchases, such as a car, that will last much longer than your payments on them.

Mismanaging money is another problem. Keep good records and

make a budget, so you can see what you are able to spend on items such as entertainment, vacation or clothes.

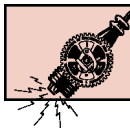
Set long term savings goals for items such as a home purchase or education for your children. Crises such as divorce, fire, illness or layoffs can happen to anyone without warning. Protect yourself by having a three-month emergency fund at all times. Shop carefully for insurance which will meet your needs.

### Where to get help

If you find yourself struggling financially, there are many confidential places to turn. Your Union, through its Member Assistance Program (MAP) offers information and advice.

Give them a call for professional guidance! This benefit was negotiated by the Union and is provided to the members of both the Automotive Industries and Machinists' Trust Funds. There is no cost for this confidential service!

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



## HEALTH & SAFETY

### Help still available for n-Hexane victims

Many auto mechanics report washing their hands in commercial cleaners and then, after several years, no longer having feeling in their fingers. It turns out that many cleaners, degreasers, glues and spray paints contain the solvent n-Hexane, which has recently been discovered to cause nerve damage.

If you encounter n-Hexane on the job, you should definitely avoid over-exposure and try to identify alternative products.

How do you know if it's a problem? If you experience numbness, tingling, weakness and reduced ability to feel touch, pain, vibration and temperature, you may have nerve damage caused by n-Hexane.

District Local 190 has worked 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. The department's Hazard Evaluation System and Information Services (HESIS) has worked with many mechanics and helped several IAM shops to identify alternative products.

### Get more information

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

If you think you might have been exposed to n-Hexane and are experiencing any symptoms, contact HESIS: 510-622-4317. They can send you information and put you in touch with the appropriate occupational health specialists.



Bush administration's OSHA

### Ridiculous but true...

While his company's stock lost 29% of its value—\$7.7 billion—Honeywell CEO David Cole demanded a compensation package worth \$31.9 million in 2002. Among the perks paid for by Honeywell's stockholders included \$118,667 to pay his legal bills, \$61,475 for his personal use of corporate aircraft and \$28,944 for personal use of a company car.

## SHOP TALK: What qualities do you like to see in a good manager?



**Cruz Duran**  
International Paper, Modesto  
Local 1528

"Understanding the problems. Communicating with the employees. Having an open mind and not a negative attitude. And asking questions first."



**Joe Rocha**  
Silgan/Doherty, Modesto  
Local 1528

"Leadership. Honesty. Equality. Fairness. They have to get along with people—have people skills."



**Jon Scott**  
International Paper, Modesto  
Local 1528

"Someone who's outspoken with the employees and willing to work right next to the employees."



**Yolanda Solis**  
International Paper, Modesto  
Local 1528

"A good manager has good communication skills with the employees—especially good listening skills. They need to listen to our side and try to be motivating."



**Art Mara**  
Silgan/Doherty, Modesto  
Local 1528

"One that hides in the bathroom so you never see him.... Actually, I want a manager who will ask questions first, with respect, and comes to a fair conclusion if something goes wrong."

# Fighting Machinists First Annual Poker Run

August 10 • 10 a.m.

Sponsored by Local 1173

Meet at Local 1173:  
1900 Bates Ave., Concord

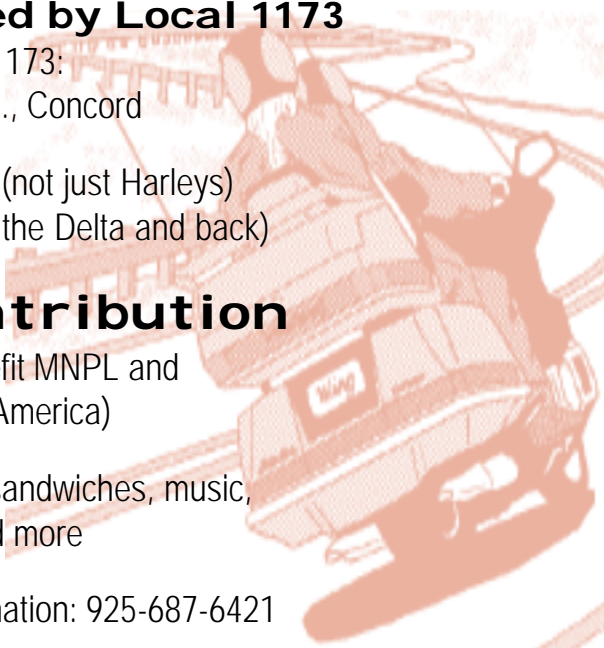
All motorcycles (not just Harleys)  
60-mile run (up the Delta and back)

**\$20 contribution**

(Proceeds benefit MNPL and  
Guide Dogs of America)

Includes tri-tip sandwiches, music,  
door prizes, and more

For more information: 925-687-6421



## Union fund channels support to union members in need

### Tornadoes displace union members and jobs

Union members are mobilizing to help victims of the unprecedented barrage of tornadoes that recently ripped through the nation’s heartland killing 48 people, including three members of a union family in Tennessee.

In Denmark, Tenn., near Memphis, three members of a Steelworkers union family were killed May 4 when a tornado leveled their home. “The union is a family and when anybody in that family dies, especially three young people who lost their lives under such tragic circumstances, we all feel the pain,” says Tennessee AFL-CIO Labor Council President Harold Woods, a member of USWA Local 309.

The tornado that hit Oklahoma City May 8 destroyed UAW Local 1999’s union hall and major sections of the unionized General Motors Corp. (GM) assembly plant. Some 1,000 people

were at work at the GM plant and 55 were in Local 1999’s union hall when the twister struck.

As a result of the damage to the GM plant, the company closed it for repairs, putting 3,200 employees temporarily out of work. Another 500 members of UAW Local 286 in Oklahoma City are out of work after three suppliers shut down. One of the suppliers sustained damage to its building and the other two closed due to damage at the GM plant.

The union movement, in partnership with the American Red Cross and the United Way of America, is mobilizing staff members in five hard-hit states to marshal resources to provide necessary assistance. The Union Community Fund (see box), the union movement’s charity, is accepting donations for the tornado victims.

—From the AFL-CIO website

**Help the tornado victims**  
Donate to the **Union Community Fund**  
815 16th Street, N.W.  
Washington, D.C. 20005

## 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 24 • July 22 • August 26

#### General Delegates Meeting

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

June 24 • July 22 • August 26

### Local 801

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

#### Membership Meeting

Third Thursday of the month at 4:00 p.m.

June 19 • July 17 • August 21

Meetings are held at the Carpenters’ Hall, in Reno.

### Local 1101

1150 So. Bascom # 23  
San Jose, CA 95128  
408-291-2550  
All meetings are held at  
Lion’s Blind Center:  
101 North Bascom Ave.  
San Jose

#### Executive Board Meeting

First Thursday of each month at 6:00 p.m.

June 5 • July 3 • August 7

#### Stewards Meeting

First Thursday of each month at 8:00 p.m.

June 5 • July 3 • August 7

#### General Membership Meeting

Second Thursday of each month at 6:30 p.m.

June 12 • July 10 • August 14

### Local 1173

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

#### Executive Board Meeting

Second Thursday of each month at 6:30 p.m.

June 12 • July 10 • August 14

#### Membership/Shop Stewards Mtg.

Third Thursday of each month at 6:30 p.m.

June 19 • July 17 • August 21

#### Retirees Club Meeting

Call Local for current meeting times

### Local 1414

150 South Blvd.  
San Mateo, CA 94402  
650-341-2689

#### Shop Stewards Meeting

First Thursday of each month at 6:00 p.m.

June 5 • July 3 • August 7

#### Executive Board Meeting

Second Thursday of each month at 6:00 p.m.

June 12 • July 10 • August 14

#### General Membership Meeting

Third Thursday of each month at 6:30 p.m.

June 19 • July 17 • August 21

#### Retirees Club

First Wednesday of June, Sept., Dec., March  
at 11:00 a.m. All are welcome!

June 4 • Sept. 3 • Dec. 3 • March 3, 2004

### 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 19 • July 17 • August 21

#### General Membership Meeting

First Tuesday of each month at 6:00 p.m.

June 3 • July 1 • August 5

#### Retiree Club

Third Wednesday of each month at 1:00 p.m.

June 18 • July 16 • August 20

### 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 4 • July 2 • August 6

#### General Membership Meeting

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

June 4 • July 2 • August 6

### Local 1546

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

#### General Membership Meeting

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

June 3 • July 1 • August 5

#### Shop Stewards Meeting

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

June 3 • July 1 • August 5

#### Executive Board Meeting

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

May 29 • June 26 • July 31

#### Senior’s Luncheon

First Wednesday of each month at 12 noon

June 4 • July 2 • August 6

Alcoholics Anonymous: Every Saturday, 9 a.m.

### Local 1584

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

#### Membership Meeting

Third Thursday of each month at 7:00 p.m.

June 19 • July 17 • August 21

#### Executive Board Meeting

Preceding Monday at 7:00 p.m.

June 16 • July 14 • August 18

#### Retirees Club

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

June 3 • July 1 • August 5

### Local 1596

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

#### Membership Meeting

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

June 17 • July 15 • August 19

#### Executive Board Meeting

Third Tuesday of each month at 6:30 p.m.

June 17 • July 15 • August 19

### 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 10 • July 8 • August 12

#### General Membership Meeting

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

June 10 • July 8 • August 12

#### Retirees Club - VISTA CLUB

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

June 18 • July 16 • August 20