# he IAM District 190

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Serving the Active and Retired Members of IAM District Lodge 190

# IAM convention sets policies for future growth

AM delegates from across the nation converged in Cincinnati from September 19-24 for the union's 35th International Convention. "We've seen hard times in many of our industries over the last four years, particularly airline and manufacturing," said District Lodge 190's Directing Business Rep Jim Beno, who led the District's 54-person delegation.

"I've never seen the membership so empowered," Beno added. "They understand and are ready to take on the challenges we face. They recognize that organizing must be our primary goal."

In fact, District Lodge 190 was recognized as one of the leading districts in the nation when it comes to organizing. The International determined that automotive mechanics are at the top of their list for organizing. "Auto mechanics will always be working in this country—their jobs can't be outsourced," Beno said.

### Who was there

In all, 1,261 delegates filled Cincinnati's Convention Center. The Western Territory had 193 total delegates, and our district sent about a quarter of that total—including the convention's oldest delegate, Lee Stafford, 83, a retired Business Rep from Local 1414.

ed with 16 huge ban-





District 190 delegates to the IAM convention in Cincinnati

depicting members at work and their contributions to the union. Two of these were members of District Lodge 190: Leo Bordenave, a Local 1584 member who works as a welder at George Martin Co., and Mark Brock, a Local 2182 member who is a mechanic at Great Valley Chrysler-Plymouth-Mazda-Isuzu-Jeep. These banners will be sent to the District Office for display soon.

### **Decisions**

Convention delegates acted on several proposed amendments to IAM Constitution to organize more members, increase strike benefits and operate better financially. Some of the specifics are as follows:

Delegates

approved an amendment to make a one-time transfer of \$30 million from the IAM strike fund into a new organizing fund that will use all investment income from the

fund for organizing activities.

Delegates acted increase strike benefits to \$150/week

beginning January 1, 2005.

- Delegates approved a Centralized Accounting System (CAS) which will provide a centralized point within each District Lodge for the collection of membership dues and data and the distribution of per capita taxes and monthly reports. District Lodge 190 is already meeting with the International Union's Auditing Staff to work out implementation plans, and hopes to have the new system in place by the end of 2005.
- Delegates approved a blanket set of amendments designed to streamline IAM procedures and remove duplicative and confusing provisions from the constitution.
  - Delegates adopted resolutions that opposed all provisions of the Patriot Act that infringe upon our guaranteed civil liberties and affirmed that the IAM

continue to demand trade policies that create and maintain high paying manufacturing jobs in the U.S. and Canada.

• Perhaps the most controversial

"I've never seen the member-

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amendment passed at the convention is that the delegates authorized President

Buffenbarger to withdraw the IAM from the AFL-CIO if he believes that the labor federation is moving in a direction adverse to IAM member interests.

Over the past several months, some union leaders have promoted a plan to merge unions, change the federation's local structures and advance organizing—perhaps at the expense of all other activities. If these unions prevail in getting their proposals adopted, and if President Buffenbarger, who sits on the AFL-CIO's Executive Board, believes that these proposals will harm our members' interests, the delegates wanted to arm him with the authorization to leave the federation as a last resort.

A variety of proposals were raised and defeated. One that may be of interest is that delegates turned down a proposal to allow internet continued on page 7

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# AROUND THE LOCALS



### Fighting for the future at Future Ford

When Lithia Ford sold it's Concord dealership to Henry Hansel and Steve Pleau, Local 1173 was hopeful that they would quickly begin to negotiate a union contract with the new employers, because Hansel has two union facilities in the North Bay. They were wrong, and the war is on.

Hansel and Pleau bought the dealership on October 22 and renamed it Future Ford of Concord. While Hansel's other shops might be union, Pleau's are decidedly non-union. These include Future Ford of Folsom and of Roseville. And Hansel has since said that the union is a cancer and he had to cut it out.

"Before taking over, the owners assured our guys that they would be re-hired," says Area Director Mark Hollibush. "They told them not to go anywhere, but they only hired back five of our 35 guys at the Concord shop. By not bringing back at least 50% of the employees, this is, at this point, a union bust." With an additional 10 new hires, the shop has less than half the number of techs they had before the ownership change.

The union has brought Unfair Labor Practice charges against the Hansel/Pleau partnership for discriminating against employees on account of



State Senator Tom Torlakson talks with former Lithia workers at November rally.

union or protected activity. "We expect the charges to be upheld," adds Hollibush. "When managers interviewed people, they asked about unionism. Several of the guys have already given testimony to the Labor Board. Our case is strong."

The union started picketing on October 30. At first it was daily, but now they focus on holding a Wednesday night rally each week (4:30-6:30) and picket/rallies each weekend (Saturdays from 10-5 and Sundays from 11-5). "We'll continue

picketing until we get a contract—which may be a long time," Hollibush said.

Not only is Local 1173 picketing the shop in Concord. On December 2, 15 strikers went up to Future Ford of Roseville to make the public aware of how Future's owner treats workers. And on November 26 and 27, they leafleted the Moscone Center Car Show, handing out more than 3,000 flyers asking people not to shop at Future Ford.

The owners filed an Unfair Labor Practice charge on the union, claiming that they've been picketing for more than 30 days without asking for recognition. "They're under the false impression that we're picketing for recognition," said Hollibush. "But in fact, we're picketing due to the company's discrimination against union members by not hiring them back. Their charge is silly, but even if it is upheld, the worst that could happen is that we would have to stop picketing."

State Senator Tom Torlakson attended the first large rally, and Hollibush is working to get him involved on a more on-going basis. "Our members have been really supportive, but we can use all the help we can get."

### **Local 1101 Contracts**

Members at Local 1101 recently ratified a two-year contract with Sonic-owned Saint Claire Cadillac, Stevens Creek BMW and Stevens Creek Honda that provides for decent wage increases, the AI Health & Welfare plan, and the AI Pension plan.

The Local also settled the contract with Pearson Automotive with a similar package to the Silicon Valley Dealers Association.

Local 1101 business reps are currently in negotiations with Hertz Rent-A-Car and Noranda Electronics, Inc./Micro Metallics. Hertz set a tough tone at its first meeting, proposing its own Health & Welfare package with severe cuts in coverage. The union is working to get a much better deal.

### Local 1101: Be Alert

This is a year of membership participation. Since this is a major contract year for most Local 1101 members, they will need to plan in advance in the event economic action becomes necessary.

After the first of the year, Local 1101 will be setting up several meetings for the membership; the first will deal with personal financial matters. The Local will also hold meetings about the pension and about health and welfare coverage.

Shops that don't currently have a shop steward should plan on selecting or electing a shop steward to represent the members in upcoming negotiations. Regular meetings will be held to prepare shop stewards for negotiations process.

Local 1101 members are advised to look for notices of meetings and attend the meetings. "Be alert and get informed with facts and not rumors," says Area Director Glenn Gandolfo.

### New members at port

Local 1484 brings good news for the holidays. Several port employers in Long Beach and L.A. have announced that they plan to hire new employees in 2005, potentially bringing 62 new members into the union. ITS will hire 20-25 new employees, MTC will hire as many as 18 new employees and SSA has already posted three new positions. And, now that Global Intermodal has merged with Container Care, the 23 guys from Global will become members of the union. The Local is eager to welcome its new members!

### Organizing is tough

Local 1546 offers a story about how hard it is to organize a union. At Coca Cola's Union City facility, the four mechanics were the only non-management employees at the plant who were not in a union. "This is a company that's heavily unionized. The drivers have been in the Teamsters for years. This company should-

n't be anti-union by nature," says Area Director Don Crosatto.

But the mechanics had a fight on their hands. The company held numerous group meetings and oneon-one meetings with the employees to cajole them into voting NO. At the election, the company brought six managers to oversee four guys voting. In the end, the union won by 3-1.

Dave Cruz, formerly the working foreman, spearheaded the drive. The company threatened to terminate him and then downgraded him, but he's glad to be in the union.

### Local 1596 contracts

Area Director Tom Brandon reports that Local 1596 is in negotiations with Hansel Ford, Henry Curtis Ford, North Bay Nissan and Microphor. All of these contracts have expired and the members are working on extension contracts.

Brandon says that his first two negotiation meetings with Henry Hansel have gone well, despite Hansel's problems in Concord (see story above). "He will bring in consultants from their 401K plan and our Pension plan to explain the changes to our members," says Brandon. "It's a good idea for everyone."

### **Bowling for solidarity**

Frank Honorato is just that kind of guy. First he raised donations for the Southern California grocery strikers, and now he's bringing together his coworkers at SSA Marine, in the C-60 Terminal in Long Beach for a family night of bowling.

In fact, the event at Fountain Valley Bowl on Saturday, November 20, was Frank's third annual bowling night.

An avid bowler, Frank
has bowled nine perfect games
in his day. His goal was to bring
together his co-workers from
IAM Local 1484 and the ILWU,
along with their families, for an
evening of fun and comaraderie.
This year they filled 20 lanes



Event organizer Frank Honorato and his wife Trish at the Fountain Valley Bowling Alley.

with 80 participants. Next year, he may invite more terminals so they can take over the whole bowling alley.

"Frank is just a hell of a guy!" says Business Rep Kevin Kucera. "Everybody had a wonderful time."





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# WINNING ARBITRATIONS



Fighting for the rights of our members is one of the most important jobs a union can do. Most often this means that the Business Rep files a grievance and the problem is settled between the union and man agement directly. Sometimes a settlement is hard to come by and the union and management agree to take the case to "binding arbitration." This means they share the costs, sometimes upwards of \$6,000, for an outside arbitrator to hear the case and make a decision, which they agree to abide by.

We will report on arbitrations on a regular basis. Here are some recent arbitration cases won for IAM members of Locals 1173, 1528 and 1584:

Local 1173: Winter Chevrolet-Honda terminated a non-supervisory Parts Manager, who was a member of the bargaining unit, for refusing to cross a properly-sanctioned picket line to return to work.

The arbitrator ruled in April, 2004 that the Employer did not have just-cause to terminate a member of the bargaining unit for upholding Union principles and for refusing to cross his picket line. and awarded the grievant a make-whole remedy of approximate \$11,000 in wages and benefits.

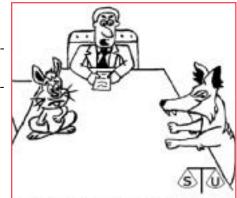
According to Area Director Mark Hollibush, "it would have been more, but he had gotten another job, saving this employer lots of money." The employee, Ray Shields, returned to work on December 1.

"The members of Local 1173 want to thank Ray for upholding union principles," Hollibush added.

Local 1173: The New Car Dealers of Contra Costa Association, which included eight employers, refused to pay overtime on the 6th or 7th day of the workweek if the employee did not work 40 hours during his/her normally-scheduled workweek.

The arbitrator ruled in May, 2004 that these employers were in violation of the contract for this practice. The employers were ordered to pay employees overtime for all hours worked on the 6th or 7th day of their workweek. The Employers were also ordered to make whole all employees who had incurred lost overtime wages.

Local 1173: Albertson's was subcontracting bargaining unit work when qualified members were available to perform the work. In addition, the employer refused to purchase the tools necessary to perform



No, Mr. Wolf. My client would not "care to take this outside."

the work in-house.

The arbitrator ruled in October that Albertson's violated the intent of the contract language governing subcontracting. Albertson's was ordered to cease any further subcontracting when qualified bargaining unit members are available to perform the work. The employer was directed to purchase the necessary tools to do the work that had previously been subcontracted. No damages were awarded because no members were displaced or lost time.

Local 1528: Crown Cork and Seal lost an arbitration in January 2001 and was ordered, in November 2001, to pay 15 employees a total of \$75,000. The issue had to do with how the plant administered a series lay-offs from 1998-2000, prior to

closing in 2002.

The company asserted that it could offset the award total based on employees receiving unemployment compensation, and also tried to argue that the arbitrator lacked jurisdiction in the case.

Ultimately the arbitrator reaffirmed his standing and his initial ruling and ordered the company to pay the employees—finally.

Local 1584: Georgia Pacific terminated an employee, which the union contended was done out of discrimination.

The arbitrator ruled in February that the employer did not have just cause to terminate the employee. He ordered the company to reinstate him to his former position with no loss in seniority, and pay him for all wages and benefits lost by way of his discharge—which came to approximately \$37,100.

Local 1584: When Rexam Beverage Cans of America closed its San Leandro facility, the company did not want to pay severance to employees who would otherwise be eligible for retirement.

The arbitrator ruled in September that this practice would be discriminatory and that Rexam had to pay all employees with over two years seniority their share of the total severance pay award, valued at \$610,000.



The Automotive Apprenticeship Completion Ceremony was held October 3, 2004 on a Commodore ship that sailed from Alameda up the San Francisco Bay. In all, 34 automotive mechanics, 2 senior parts technicians, 10 heavy duty mechanics and one body and fender repair tech complet-

ed the program and officially became journeymen. Representatives from IAM Locals 1173, 1546 and 1414 as well as Painters Union No. 1176 were on hand to give congratulations and union jackets. Congratulations to all graduates!



# San Francis

# n the brisk, November Friday that *The Sparkplug* visited San Francisco Drydock, things were quiet. The employees took time for a safety meeting, which included picking the winners of gift certificates among those who were accident-free for the month.

But the quiet was not to last long. On Sunday, a cruise liner was coming in, and then a crew of temps would come in and everyone would work 12-hour shifts to service the ship.

"It's real busy when the work is here," says Tool Room Foreman and IAM Local 1414 member James "Jimmy" Press. "We're able to work under extremely demanding time frames. Cruise ships want to be on deck for as short a time as possible."

The sense of urgency is echoed by Shop Steward Danny Roque, who served as *The Sparkplug's* tour guide for the afternoon. "We do three weeks of work in nine days."

Roque is an outside machinist foreman and he's in his 25th year at San Francisco Drydock. "It can be a real rush. We're known for speed and performance here. The ships come in, we refurbish them from top to bottom and then send them on their way—as quickly as possible."



Among the IAM crew is one woman, Cheri Mendieta, who works as Director of Logistics. "I'm just another bossy woman in a man's world," she says. Mendieta started in shipping and receiving 26 years ago and moved on up. "They're used to me now."

Press adds that the work can be exhausting when the ships are in. "But when we're done, there's a real sense of satisfaction knowing that everything was completed on time with expertise and quality. You can see it when the ship sails away."

### Business is picking up

Steve Lambert, Director of Operations says that business will pick up after the first of year and be very busy for at least the first six months. "We're looking for a business upswing. We already have 5-7 ships scheduled for 2006. Everything gets bid—so if the opportunity is there, we'll get our share."

Looking back at this year, Roque says that the first quarter was slow, but then "it got outrageous."



Danny Roque won a gift certificate at the Safety Incentive meeting.

# At SF Drydock, machinists use uniqu

When the Navy left, San Francisco Drydock had to diversify and find more commercial customers. "Cruise lines are the money makers," says Roque. "They're good for the city, good for this company and good for us."

There's a move afoot to build a cruise ship terminal at San Francisco's Pier 32. If it happens, that would definitely create more work for San Francisco Drydock.

"Right now, our main competition is in the Bahamas. The labor is cheaper there but the quality of their work is not as good as ours," says Roque. In fact, San Francisco Drydock is trying to expand its flexibility to be able to service the entire west coast market. That will likely entail expanding the length and width of their dry dock.

Dock master Gary Rubino explained that San Francisco Drydock currently has two docks. The little one is 90 feet wide by 528 feel long and has a 14,000-ton lift. The larger one is 150 by 800 feet with a 65,000-ton lift. These are "floating docks," which means the dock is filled with water, the ship sails in (with the help of 35 people tugging it to the right spot, depending on the work that needs to get done), and the dock is then closed off from the Bay and raised out of the water. The whole process takes about 90 minutes.



The IAM Local 1414 members at San Francisco E comes in.

"We're currently the biggest in Northern California, but the cruise lines are getting even bigger," Roque says.

"Everything we work on is self-contained," Rubino adds. "One of these ships is like a little city. It presents a different challenge every time."

### **Special Challenges**

"We work on cutting edge technology and application of our skills," says Jimmy Press. "Our teams are truly craftspeople; they're at the top of their game."



# SHOP TALK: What's the most important thing you learned in your apprentices



Carlos Dias Diablo Lincoln-Mercury-Audi Local 1173

"I learned about how a car works. I also learned how to fix problems—not just at the workplace, but in life in general."



Matthew Leung
Diablo LincolnMercury-Audi
Local 1173

"I learned how to work with customers and co-workers."



David Wong Ellis Brooks Chevrolet Local 1414

"I learned how to work with cars. And also not to be late on filing my apprenticeship cards or they fine you."



Jason Leung Hertz Rent A Car Local 1414

"I came to learn that knowl edge and learning is never ending—this apprenticeship was just the beginning. I'll have to learn new stuff every day."



Luis Medal Daland Nissan Local 1414

"The apprenticeship is just the beginning. We're all family so I can always came back to keep on learning. It's a neverending process."



Cavanaug Local "Always smile what they say. A

what you have t

Joseph

# sco Dry Dock

# ue skills to lure cruise ship work



Prydock—with time on their hands before the ship

Roque agrees. "We have to know propulsion systems, pipe repair, air conditioning and heating. "Often the ships provide technical service personnel from Rolls Royce to work with us. Our biggest challenge is making sure that we keep the work from being subcontracted." Because the IAM is down to a skeleton crew, when the ships come in,

they bring back IAM members first and then borrow from other unions to keep the work union.

California's environmental laws pose another challenge. For example, San Francisco Drydock has to make sure that none of the water that hits the dock goes back into the bay. "This slows down our work, but ensures that any of the lead-based paint on the ship doesn't pollute the bay," Roque adds. "Safety has to be a top priority."

People bring bikes to travel from the shop to the far end of the dock, because as Roque explains, "it gets tiresome making that long walk when you're doing 12-hour shifts. But the facilities aren't what they used to be either. Their old shop and several buildings were condemned in the 1989 earthquake. "We used to have a

50-ton crane and two 30-ton cranes. Now we have to make do with 10-ton cranes. That makes it harder to do what we need to do," Roque says.

"It's a unique industry," adds Roque. "We're proud of what we do, because we do it well. We just hope it keeps growing."









# ship?



h Motors 1546 -no matter And then do

o do."



Thangyen Chhom Jim Doten Honda Local 1546

"I learned how to diagnose and repair cars. And I found the journeymen to be really helpful in showing me the ropes."



Jesse Madrid
Peninsula Ford of Palo
Alto — Local 1414

"I learned to be persistent to get what you want. Be a gogetter — and then you'll get it."



Albert Mai S&C Ford Local 1414

"Responsibility. You gotta show up to work; you're responsible for the cars. Everything."



Justin Li S&C Ford Local 1414

"I learned to deal with the diversity of the people I work with. And to treat the cars as if they were your own. That's the best way to take care of the customers."



Brandon Booth
Penske Truck Leasing
Local 1546

"Do your job and keep your mouth shut."



# IN THE NEWS

# 2004 Election Round-Up

Across California, huge numbers of IAM members registered to vote, did phone calling, walked precincts, talked to co-workers, and even traveled to battleground states. This effort clearly paid off in a number of important California elections.

However, when the longest, nastiest, and most contentious election campaign in U.S. history came to an end on November 2, George W. Bush was re-elected President and Republicans increased their majority in the U.S. House of Representatives and U.S.Senate.

President Bush has already promised to "spend the political capital" he earned in the election by privatizing social security. Stay tuned.

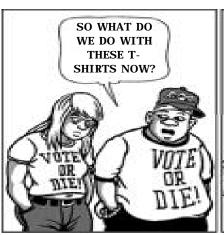
In California, one of the bluest of "blue" states, John Kerry resoundingly defeated President Bush—so don't expect a lot of visits by the Bush-Cheney team in the next four years. Barbara Boxer handily won reelection to her U.S. Senate seat and voters re-elected the entire Congressional delegation.

In State Legislative races, despite a vigorous campaign by Gov. Schwarzenegger, the Democrats retained all of their seats. Just six months ago, the Republicans predicted they would capture the State Assembly and gain seats in the State Senate.

The biggest disappointment for organized labor was the very narrow defeat of Proposition 72, which would have created minimum standards for employer-based healthcare employers of 50 or more employees. The Governor's opposition almost certainly made a difference in the Prop. 72 fight. Nevertheless, the closeness of the election means that the issue of health care coverage is very much alive. We live to fight another day!

With a \$4.5 million donation, the CA Restaurant Association topped the No on 72 campaign contributos list. Others giving over \$300,000 include: McDonalds, Wal-Mart, Round Table Pizza, Macy's, CABusiness Properties Assoc., Outback Steakhouse, Sears, Robinsons-May and Best Buy.

For in-depth numbers and percentages, please go to the Secretary of States' website at www.ss.ca.gov.





NLRB Reverses Stand Along Party Lines

The NLRB is "accelerating

the expansion of a per-

manent underclass of

workers" ... promoting

"business flexibility at the

complete expense of

employee rights..."

National Labor Relations Board (NLRB) continued its string of antiworker decisions with a major ruling Nov. 19 that overturns a key prece-

dent and further workers' restricts freedom to form unions.

The 3–2 decision overturns the fouryear-old precedent set in M.B. Sturgis, which allowed temporary workers supplied by staffing

firms the right to form a combined union with employees of the company using the temporary workers.

Under the new ruling, temporary workers now must have the permission of both employers before there can be a vote on whether to form a union.

The board dismissed a petition filed by SEIU District 1199 seeking to represent employees at Oakwood Care Center, a nursing home in Oakdale, N.Y. The nursing home and N&W

> Agency Inc. jointly determine agency workers' pay and benefits. Oakwood supervises them, and they work side by side with workers employed solely by the nursing home.

> > The three

Republican members of the NLRB voted for the change, while the two Democrats, Wilma Liebman and Dennis Walsh, dissented strongly. They accused the majority of "accelerating the expansion of a permanent underclass of workers" and charged that the "result-which exalts business flexibility at the complete expense of employee rights—is the opposite of what Congress intend-

This past summer, the NLRB, also along partisan lines, voted to deny university teaching and research assistants the protections of the National Labor Relations Act, which include the right to form unions, and restricted the rights of workers with disabilities to form unions.

# Bush finally gets his way, Congress defeats overtime pay protections

It was a long and hard fight but on Nov. 18, facing a presidential veto threat, Republican members of Congress removed important overtime pay protections from final 2005 spending bills.

The Bush administration was relentless in keeping this issue on the table, even after the House and the Senate passed six separate votes to protect overtime pay.

On Nov. 17, the Bush administration told Congress it would veto the entire \$388 billion omnibus spending package if lawmakers insisted on protecting workers' overtime pay rights by including the overtime pay protection amendment. Facing a government shutdown, members of Congress finally agreed to remove the overtime pay protections from the legislation.

According to the AFL-CIO, things look like they may get worse before they get better. The Bush administration and Republicans in Congress weren't content to take overtime pay rights from some six million workers. Now, they're reviving the second part of their twopronged assault on workers' paychecks.

This new pay cut would mean

that employers would no longer have to pay extra for overtime work. Instead, they would be able to offer time off in lieu of pay-kind of ridiculous, since it lets the boss decide if and when you ever can take any time off.

Remember: The best way to protect your right to overtime pay is in a union contract.

# SHOP TALK: What's the most important thing you learned in your apprenticeship?



**Nelson Lee Oakland Truck Center Local 1546** 

"If you strive for what you want and do your dues—put the time and effort into ityou'll succeed. Accomplishment is a good thing."



**Jose Perez Marina Pontiac GMC Local 1546** 

"I got my smog license and my journeyman card."



**Dublin Buick-Pontiac-GMC** — Local 1546 "Shut up and do your work."



John Andrews, Jr. **Central Chevrolet Local 1546** 

"Hard work pays off."



Sergio Barahona **Coach USA Local 1414** 

"Just follow the instructions."

### IAM Convention sets goals for future growth

continued from page 1

voting and electronic balloting.

"The delegates from our District were not bashful in involving themselves in the debate on the convention floor on a variety of issues," said Beno. "We made sure our voices were heard, loud and clear."

### **Rousing speakers**

John Edwards, at that time the Democratic Party's candidate for Vice President addressed the convention, as did former U.S. Congressman Dick Gephardt and AFL-CIO President John Sweeney.

CNN journalist Lou Dobbs was presented with the George Kourpias Excellence in Labor Journalism award for his reporting on jobs, outsourcing and harmful trade policies.

To hear a full spectrum of debate on a variety of issues, the convention assembled Governor Tom Vilsack (D-Iowa), Bill Press, Political Analyst for MSNBC, and Wayne LaPierre, President of the National Rifle Association. "It was a spirited discussion, to say the least," said Beno.

### District wins awards

Presentation of awards for best newspaper and web site were made at the convention as well. *The Spark plug* won two second-place awards—for Best Layout and Design and for Best Feature, and took third place in General Excellence. The Website won first place for Best Design and two third place awards: for General Excellence and for Best Feature.

### MEMBER ASSISTANCE

### **Dealing with the holiday blues**

The holiday season can be a stressful time, when many people feel "blue." This feeling of depression can sometimes be worse when everyone around us seems to be happy and joyful. In fact, holiday depression is quite common, and if you recognize the signs, there are things you can do to feel better and enjoy the season...despite your circumstances.

Here are some of the feelings and attitudes that may be signs of holiday depression:

- Loss of desire to participate in activities, including social events, shopping, entertaining.
- A feeling that all the good times are behind you and you have nothing to look forward to.
- An overall feeling of sadness and hopelessness.
- A desire to isolate yourself from family and friends.
  - Trouble sleeping.
  - Change in eating habits.

If you're feeling blue, here are some positive actions you can take to feel better:

Keep holiday expectations reasonable. Don't try to outdo previous years. Be realistic about what you can accomplish and keep things basic.

Don't fight loneliness alone. Don't deny your feelings, but try not to dwell on the past. If you belong to a church, synagogue, or other religious organization, ask for help. Seek out someone who also is alone. The best way to overcome sadness is to share those feelings and find fulfillment in giving to others.

Participate in free activities. If finances are a source of depression for you, identify family activities that are free and festive.

Go easy on the alcohol. People use alcohol to deal with feelings of depression, but they don't realize that alcohol is actually a depressant and will increase the holiday blues.

Don't hesitate to seek the help of a professional. If you're in the AI Health and Welfare plan, your member assistance program can provide you with referrals that will help you start feeling better soon.

For professional, confidential assistance, call your Member Assistance Program: 1-800-491-3334

# Official Notice To: All District Lodge 190 Affiliated Lodges

At the last (or only) regular meeting in the month of January, 2005—see the meeting schedule on page 8—each Local Lodge may, by a majority vote of those voting, endorse for nomination one (1) candidate for International President, one (1) candidate for Secretary-Treasurer, six (6) candidates for General Vice Presidents, five (5) candidates for Committee on Law (one who shall be from Canada), and three (3) candidates for delegates to the AFL-CIO.

Qualifications: Any member who advocates dual unionism or supports movements or organizations inimical to the interests of the International Association of Machinists and Aerospace Workers or its established laws and policies shall not be eligible to hold office in the International Association of Machinists and Aerospace Workers.

Nominees must also be qualified pursuant to the requirements of Article III, Section 3 of the Constitution, which is quoted below.

### QUALIFICATIONS

SEC. 3. Candidates for G.L. office, delegates to the AFL-CIO, delegate to the CLC, and the Committee on Law must be members who are and have been in continuous good standing for at least 5 years immediately prior to their nomination, free from indebtedness of any nature to any L.L., D.L., or G.L., and otherwise eligible under provisions of applicable civil law; provided, however, that any member whose dues are subject to with-

holding by his/her employer for payment to his/her L.L., D.L., or G.L. pursuant to his/her voluntary authorization under a collective bargaining agreement shall not be declared ineligible to be a candidate for office by reason of alleged delay or default in the payment of such withheld dues; provided, however, that such member is not otherwise delinquent in payment of dues. In addition thereto, they hall qualify under Sec. 5, Art. 1.

Such candidates must be working at the trade, skill or profession at the time and for one year next preceding their nomination. Salaried officers or employees of L.L.s, D.L.s, or G.L. and the AFL-CIO or CLC are excepted from this provision, provided such employment and other employment at the trade, skill or profession, separately or jointly, has been continuous during the 12 months next preceding their nomination. The qualification "working at the trade, skill or profession at the time and for one year next preceding their nomination," shall not be required of or apply to members who have been unable to obtain employment as a result of a strike, lockout, discrimination, or temporary physical disability. No incumbent or nonincumbent candidate for an elected G.L. office will be eligible to seek such office if by reason of age he/she would not be able to serve at least 2 full years of such term before he/she would be required to required.

# Moving?

Send the mailing label on this newspaper to your Local Union office.

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



ASSOCIATED THIRD PARTY ADMINISTRATORS ATPA is the administrator for the Automotive Industries Health & Welfare and Pension Trust Funds.

Contact us at 510-836-2484

# SHOP TALK: What's the most important thing you learned in your apprenticeship?



Hayward Auto Local 1546 "Turn in your time cards on time."



Jason Bernardo East Bay Ford Local 1546

"I learned how to cheat on those little report cards. The teachers are great—they spend extra time with you to help you out. They make it a one-on-one program with the students."



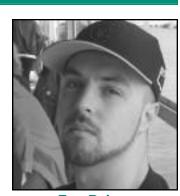
Bob Derby Sheedy Drayage Local 1414

"S--t flows downhill and pay days are on Fridays.....well, I guess I knew that before the apprenticeship."



Tye Gladwill Marine Terminals Local 1414

"I learned a lot through my schooling about diesel engines."



Zoe Peirce Honda of Oakland Local 1546 "Hard work pays off."

### This holiday season, don't shop at Wal-Mart

Like the 12 days of Christmas, here are 12 good reasons to stay out of Wal-Mart this—and every—holiday season:

The low wages they pay their "associates" undercut good union wages.

The health benefits they offer are not affordable for 75% of their employees—this drives health care costs up for all of us who pay for insurance coverage.

Wal-Mart was the largest donor in the campaign to defeat Prop Health Initiative.

Wal-Mart has successfully and illegally fought every union drive at their U.S. stores.

The only union they'll accept is the government-run union in China, whose main job is to encourage people to work harder.



Wal-Mart forces manufacturers to offshore their production to China, rather than keeping good jobs in the U.S.

In fact, most goods sold at Wal-Mart are produced in China.

The glass ceiling—women can only rise so high in Wal-Mart management.

Where Wal-Mart stores open, mom-and-pop shops close.

Until caught, Wal-Mart paid undocumented workers subminimum wages to clean their stores.

Wal-Mart ruthlessly overruns local zoning ordinances to site its stores where it wants.

When a Wal-Mart store closes, they leave huge, unsightly big boxes in their wake. Wal-Mart has the largest inventory of empty buildings in the U.S.

Don't shop at Wal-Mart for your job, for your community, for the economy & for your future!

# **UNION MEETINGS**

## **District** Lodge 190

7717 Oakport Street Oakland, CA 94621 510-632-3661

### **Executive Board Meeting**

Fourth Tuesday of each month at 6:30 p.m. December 15\* • January 25 • February 22

### **General Delegates Meeting**

Fourth Tuesday of each month at 7:30 p.m. December 15\* • January 25 • February 22 \* Dates changed due to holidays.

### Local 801

7717 Oakport Street, Oakland, CA 94621

### **Membership Meeting**

Third Thursday of the month at 4:00 p.m. December 16 • January 20 • February 17 Meetings are held at the Carpenters' Hall, in Reno.

### **Local 1101**

3777 Stevens Creek Blvd., Suite 320 Santa Clara, CA 95051 408-551-2280

### **Stewards Meeting**

First Thursday of each month at 6:00 p.m. December 2 • January 6 • February 3

### **Executive Board Meeting**

Second Thursday of each month at 5:30 p.m. December 9 • January 13 • February 10

### **General Membership Meeting**

Second Thursday of each month at 6:30 p.m. All meetings are held at December 9 • January 13 • February 10

the above address. Check NOTE: New office hours: Mon-Thur. 8 am-5 pm union office for room. Friday: 8 am-4 pm.

For Reps: Call ahead for appointment/availability

### **Local** 1173

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

150 South Blvd.

650-341-2689

San Mateo, CA 94402

### **Executive Board Meeting**

Second Thursday of each month at 6:30 p.m. December 9 • January 13 • February 10 Membership/Shop Stewards Mtg. Third Thursday of each month at 6:30 p.m. December 16 • January 20 • February 17

**Local 1414** 

### **Shop Stewards Meeting**

First Thursday of each month at 6:00 p.m. December 2 • January 6 • February 3

### **Executive Board Meeting**

Second Thursday of each month at 6:00 p.m. December 9 • January 13 • February 10

### **General Membership Meeting**

Third Thursday of each month at 6:30 p.m. December 16 • January 20 • February 17

### **Retirees Club**

First Wednesday of June, Sept., Dec., March at 11:00 a.m. All are welcome! December 1 • March 2, 2005 • June 1, 2005

### **Local 1484**

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

### **Executive Board Meeting**

Third Thursday of each month at 6:00 p.m. December 16 • January 20 • February 17

### **General Membership Meeting**

First Tuesday of each month at 6:00 p.m. December 7 • January 4 • February 1

### **Retiree Club**

Third Wednesday of each month at 1:00 p.m. December 15 • January 19 • February 16

### Local 1528

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

### **Executive Board Meeting**

First Wednesday of each month at 5:30 p.m. December 1 • January 5 • February 2

### **General Membership Meeting**

First Wednesday of each month at 7:00 p.m. December 1 • January 5 • February 2

### Local 1546

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

\* Note: Nov. 2 meeting moved to Nov. 9, due to national elections

### **General Membership Meeting**

First Tuesday of each month at 7:00 p.m. December 7 • January 4 • February 1

### **Shop Stewards Meeting**

First Tuesday of each month at 5:30 p.m. December 7 • January 4 • February 1

### **Executive Board Meeting**

Thursday preceding membership meeting at 6:30 p.m. December 2 • December 30 • January 227

### **Retiree Club Pot Luck Luncheon**

First Wednesday of each month at 12 noon December 1 • January 5 • February 2

Alcoholics Anonymous: Every Saturday, 9 a.m.

### **Local 1584**

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

### **Membership Meeting**

Third Thursday of each month at 7:00 p.m. December 16 • January 20 • February 17

### **Executive Board Meeting**

Preceding Monday at 7:00 p.m. December 13 • January 17 • February 14

### **Retirees Club**

First Tuesday of each month at 12:30 p.m. December 7 • January 4 • February 17

### **Local 1596** 4210 Petaluma Blvd. No.

Petaluma, CA 94952 707-795-0085

### **Membership Meeting**

Third Tuesday of each month at 7:00 p.m. December 21 • January 18 • February 15

### **Executive Board Meeting**

Third Tuesday of each month at 6:30 p.m. December 21 • January 18 • February 15

### **Local 2182**

967 Venture Court, Sacramento, CA95825 800-458-9200

### **Executive Board Meeting**

Second Tuesday of each month at 6:00 p.m. December 14 • January 11 • February 8

### **General Membership Meeting**

Second Tuesday of each month at 7:00 p.m. December 14 • January 11 • February 8

### **Retirees Club - VISTA CLUB**

Third Wednesday of each month at 11:00 a.m. December 15 • January 19 • February 16