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JUNE/JULY 2004

Serving the Active and Retired Members of IAM District Lodge 190

Labor's 'Walk of shame' highlights companies bankrolling repeal of health care act (SB2)

Fight launched to save health care for working Californians

n 2003, the legislature passed and Governor Davis signed SB2-The Health Insurance Act of 2003. This law, set to go into effect in 2006, requires all California employers with 50+ employees to provide health care coverage.

You may ask, "Why is this important to me? I have health care because of my union contract." The reason is that union employers are getting slammed with everincreasing health care costs and that impacts every contract negotiation we enter into.

Right now, as much as 38% of the cost of union health plans can be attributed to the growing number of uninsured workers. This means that our employers not only pay for your health care; they also underwrite the mostly non-union companies that aren't covering their own workers.

Passage of SB2 was historic, setting an example for the rest of the country. Unions saw this law as a first step toward a much-needed national health care plan.

But not surprisingly, several big businesses would prefer to keep their unfair competitive advantage. Wal-Mart, McDonalds, Macy's and others spent millions of dollars to put an initiative on the ballot to repeal SB2. They plan to spend \$15 million more by November on a media campaign.

This will be a tough fight, but it's one we can-and must-win. Unless SB2 takes effect, health care costs will continue to eat up all the money we can possibly negotiate with our employers.



After meeting with key state legislators on April 27, IAM members from across the state joined the California Labor Federation-sponsored rally and march to oppose the repeal of SB-2 on the November ballot. The "Walk of Shame" went from the Sacramento offices of the Chamber of Commerce to the California Restaurant Association and the California Retailers Association.

Meet some of the people who prepare your flights at SFO



Inglewood says NO to Wal-Mart

TOP

Wal-Mart Stores, the world's largest retailer, lost a ballot initiative in the Los Angeles suburb of Inglewood to open a store after local officials said the development over the development process. would decimate small businesses.

60.6 percent to 39.3 percent. Civil more on a TV ad campaign targeting rights advocate Jesse Jackson and African-American voters, but was residents said the proposed 60-acre development would only provide low-wage jobs and be exempt from the city's regulations. "We said NO to the steam-roller approach to development and raceto-the-bottom wages," said Los Angeles Federation of Labor Secretary-Treasurer Miguel Contreras. Unions across L.A. Countyincludng IAM Local 1484—joined a broad coalition of elected officials, community and religious leaders, small business owners and residents to fight Measure 04-A. The initiative would have allowed Wal-Mart to build one of the first supercenters in Southern California without any public over-

sight. This measure would have set a dangerous national precedent, permitting a private corporation to eliminate all local control

Wal-Mart spent more than \$1 mil-Voters defeated Wal-Mart's plan lion on the election, and millions unable to gain significant support for its controversial initiative. "Yesterday Inglewood declared that no one, regardless of their wealth, is above the law," said Assemblymember Jerome Horton, who represents Inglewood in the California Assembly. The defeat of Measure 04-A is expected to have repercussions throughout California, where Wal-Mart has announced plans to build 40 supercenters. "Wal-Mart has been put on notice that communities will not allow a corporate takeover of the public process," said Madeline Janis-Aparicio, executive director of the Los Angeles Alliance for a New Economy.

IAM Local 1414 represents about 120 employees at GlobeGround—a company that subcontracts with eight dif ferent airlines at SFO-to clean their cabins, handle the baggage and cargo, and provide passenger service. Go to page 3 to meet some of the people who do the work—quick ly, efficiently and with the benefits of a union.

UNION PEOPLE

Local 1584 member honored for political work



Andrea Gorman (L) proudly accepts COPE award from Judy Goff, Secretary-Treasurer of Alameda County Central Labor Council

On May 13, Local 1584 member Andrea Gorman was given one of two 2004 Committee on Political Education (COPE) Awards by the Alameda County Central Labor Council.

Andrea has been an IAM member for 22 years. After getting laid off from Pinole Point Steel, she realized she could use her available time to make the union and the world a better place, and she started volunteering at the Labor Council phone banks.

"Andrea found her niche ---supporting the phone bank by keeping the volunteers well fed. 2004 COPE Award.

She cooked four nights a week for seven weeks, keeping the crew sustained and motivated."

In addition to the COPE award. Andrea also went home with framed resolutions from the California State Senate and Assembly and other politicians.

Also honored at the dinner at Hs. Lordships in Berkeley was Jim Dupont, President of the Hotel Employees and Restaurant Employees Local Union 2850 who was named Unionist of the Year and Bob Sale, from Teamsters Local 853, who received the other

Remembering Jim Edwards

popular Business Reps, Jim Edwards, died in a motorcycle accident on April 17 coming off of the Altamont Pass in Livermore. He was 61 years old.

Edwards was initiated into the IAM in 1960. He served as an apprentice machinist in Local 284, but then transferred into Local 1546 in 1964 to work as a mechanic. After getting his start at Ciremele Ford, he spent the bulk of his career at Melrose Ford in Oakland. For years, he served as shop steward, executive board member of the Local, and delegate to District 190. He was appointed to the position of Business Rep in November, 1979, where he served until his retirement in June, 1999.

best servicing reps we had," says Area Director Don Crosatto. "He

One of District Lodge 190's most loved being out in the shops talking to the members. Motorcycles and racing were his passions, so it was never hard for him to find someone with that interest in common in this trade."

> Crosatto says that Jim was often stuck with the tough assignments that nobody else wanted, like Grand Auto, "but he pitched in and did the best job he could in servicing those members."

> Edwards loved to be involved. He attended virtually every union meeting after his retirement; he was also active in the Eagles, Moose and Elks Clubs; and he was a charter member of the Henchmen Motorcycle Club in Livermore.

Jim Edwards leaves behind Jean, "Jim was probably one of the his wife of over 40 years, along with three children and seven grandchildren.



Jim Edwards — Christmas morning 1993



Friday, August 20, 2004 **Alameda Municipal Golf Course** 1 Club House Memorial Drive, Alameda

Sign-In: 9:00 a.m. Shotgun Start: 11:00 a.m. (South Course)

No host Cocktail Party: 4:30-5:30 p.m. Dinner: 5:30 p.m. **Francesco's Restaurant**





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Entry Fee: \$300 per person/\$1,200 foursome Includes: Greens fee, golf cart, special gift, golf balls, tee prizes, awards dinner

For more information: 510-635-2060

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

PROFILE: IAM WORKERS AT SFO



Ramp Leads are in charge of loading and off-loading the aircraft. "We make sure everything goes to the right position. When we sign the form, that

Lead for two years.







At 21 years old, Charlie Elliott is the youngest Ramp Lead. "If everyone works together, everything gets done."



Agustin Perez has been a ramp agent for three years. "The union makes sure we have a process and procedures, and it's good to get along. But maybe we should have been tougher in negotiations."



Elida Briceno has been a cabin cleaner for two years. She recently went on disability for three months. "When I came back, they made me part-time. I contacted the union and they made sure that I had full

Some of the people who work behind the scenes at SFO

When you fly, you come across a number of airline workers—those who work in passenger service, checking your baggage, ticketing, minding the security operation, and getting you on the plane. Maybe you see the pilot, and thank heavens for the flight attendant who can never bring the drink cart and peanuts fast enough.

But what about all the people you don't see: the men and women who have 30 minutes to clean the plane between stops and handle the "below wing services" such as loading

and unloading equipment, baggage and cargo.

While only a few large airlines maintain their own staff to do these vital jobs, most of this work is now done by a few companiesand most of their employees at SFO are members of IAM Local 1414. Organized in

the last two years as part of the SFOrganize campaign, 120 workers at GlobeGround with titles like Baggage Handler, Ramp Lead, Ramp Agent and Cabin Cleaner do that work for Japan Airlines, British Air, Delta, TACA, Hawaiian, and soon Air New Zealand.

"We have a great relationship with our employees and the union," says Eric Jennings, General Manager for GlobeGround SFO. Jennings worked directly for the airlines for 20 years, so he knows what they're looking for in a ground handler. "The airlines are our customer—they're the ones paying our salary. But we can't serve them well without serving our employees in all aspects."

the IAM, and supplements with a local at each airport. Local 1414's contract went into effect on June 30, 2003.

Jennings is proud to say that his crew at SFO won the "most improved station" for safety related injuries in 2003. "We've gotten several new contracts so business has definitely increased—but safety has increased as well. We must be doing something right."

The IAM also represents the employees at Swissport, but has found this company to be much more difficult to work with. "We've got



nager Eric Jennings at the JAL ramp site.

"We prefer the company that treats its workers better."

This type of business relies on part-timers. "But unfortunately they don't get health benefits until they're full time," Mendez says. "Our hope is to get GlobeGround more work, so that more members can move from parttime to full-time status. It would be better for the members and for the union."

Jennings agrees. "Our commitment is to our employees. If we can get more work, we can at least offer split shifts, so more members can move into full-time."

Jennings was planning a barbecue for all of the members in late May. "We can keep it



Jose Valle has been a ramp agent for four years, and he complains that he's still part-time. "They don't care about seniority. I'm a member of the union, but I still don't have benefits. This is a problem."



Elias Rodriguez has been a ramp lead for one year. "The union protects you and fights for what you deserve—but it's a better benefit when you're full time."



19-year old Chaizer Clifton has been a cabin cleaner for one month. "I'd like to be full-time, but right now I work four hours

time work again. The union was there when I needed it."

GlobeGround is an international company going so all the with locations all over the world and across the U.S. They have a national agreement with ees know that."

going so all the shifts are covered. We're on the same team with the union and the employees know that." a day, and we clean 8-10 planes in that time."





Big changes on Broadway Auto Row

For close to a year, Gary Negherbon's financial troubles have caused him to shed dealerships. He sold his Dodge franchise to Connell, and closed down his Lincoln-Mercury franchise. His partner in the Negherbon Auto Center, Don Strough, had owned Val Strough Chevrolet and Hyandai franchises; he gave these back to the factory and moved his Mazda franchise down to the Negherbon facility, where he also has set up a dealership named Porsche-Audi-Mazda of Oakland with new partner Bruce Qvale.

The bad news is the union members at Strough's Chevy and Hyandai shops have all been laid off and the employer refused to provide additional health and welfare coverage as severance.

The good news is that Strough and Qvale have kept the majority of Negherbon employees and many of the Mazda employers. This means that they must continue to negotiate with the union.

But already a fight is brewing. The union contends that the current contract should just be continued, because it contains an "assignability clause"

Local 2182 has been trying to reach a first contract with Geweke Ford in Yuba City for months, but the company is trying to drag out and frustrate the process.

"We're still in contract negotiations," says Area Director Mark Martin. "But we keep on having to file charges with the Labor Board. Their



Local 2182 members turn up the heat for a first contract with a May 8 picket at Geweke Ford.

which clearly states that if one partner in a partnership leaves and a new one comes in, the contract continues. The partners say that this is a new business. They're already trying to implement their own conditions, which include an inferior medical plan with heavy copays and elimination of the pension.

Since the contracts with Strough and Negherbon don't expire until the summer of 2005, Area Director Don Crosatto says that Local 1546 will be filing grievances on all changes implemented to the contract. "We may very well end up in litigation over this."

On a historical note, these dealership swaps mark the first time since 1910 that Oakland has no Chevrolet franchise. "This is remarkable when you consider that Chevy opened its first west coast plant in Oakland in 1916," said Crosatto. As recently as 1984, Oakland had three Chevy dealers, but were down to one by 1994.

Dealership sold to union shop

The good news is that Mission Lincoln-Mercury is being sold to Hayward Ford, where it will fall under the existing union contract with Local 1546. Mission's current owner has been on

Stirring the pot at Geweke Ford

latest move was to move a lube tech who was a bargaining unit employee into a non-bargaining unit position."

Martin says that the union has real issues to contend with, such as flat rate. "We've made some progress, but the company keeps doing stupid stuff and we keep filing charges." The union decided to turn up heat with an

informational picket on May 8.

Later that weekend, there was some vandalism and theft of property at the dealership. "We oppose those sorts of cowardly actions," says Martin. "It is our hope that the criminals are quickly apprehended." the financial brink for a while, says Area Director Don Crosatto. "The guys are wondering if their health and welfare will be paid on a month to month basis, while they wait for their paychecks to clear. I'm sure they'll prefer the new owner." Crosatto says that he expects Hayward Ford to bring almost all the guys over.

Health costs are top priority

Area Director Mark Martin reports that the Local 1414 members at Staples and Pfeiffer in Sacramento unanimously ratified a new three contract. "They aren't getting much in wage increases, but the employer will be paying almost \$400 more in health and welfare over the three year term than what he's paying now, and there will also be increases in pension contributions."

UPS ponies up for more staff

Management at the Reno UPS facility finally agreed with the union that there was a shortage of employees. "This meant either that our members were trying to do too much, or the company was subcontracting what should be our work," says Area Director Mark Martin.

In May, the company hired one automotive employee and one in building maintenance. "Hopefully that will enable us to keep more work in-house," Martin added.

JM only wants take-aways

JM Equipment, with lift-truck and farm equipment facilities in Stockton, West Sacramento, Modesto and Fresno, is in hot and heavy negotiations with three local unions: Skip Hatch for Local 2182, Gilbert Gonzalez for Local 1528 and Tom Rotella for Fresno Local 653. "We would really prefer to settle," says Hatch, "but we may have to bring this to a strike vote soon."

The big issue is health and welfare. "The company doesn't get it—everything they propose is a take-away and they're not trading anything for it," Hatch says. "So we'll have to pull out all the stops and battle this thing hard to give them an attitude adjustment."

AROUND

"They're playing mind games. The cancelled the extension we've be working under since March, so we' now working without a contract. An they've taken out ads saying they're h ing lift-truck mechanics," Hatch adds

"The guys are sticking in there. *A* overwhelming majority turned dow the last proposal."

Sacto employee hangs tougl

A Local 2182 member won a yea long battle against the City of Sacr mento for unfair discipline.

As the story goes, some vehicles the this employee was responsible for g damaged. Although there were extenue ing circumstances, the employee w given three days suspension without pa "We went through the Skelly hearing process for public employees," sa Business Rep Skip Hatch. "And event ally the administrative law judge recons mended reducing the penalty to one d without pay. But the employee w adamant that this was still not fair."

The case was finally heard by the civil service board, who found in the employee's favor and reduced the penaty to a warning letter. The whole proce took just over a year. The employee has n't received his three day's pay yet, be it's reportedly on its way

Early contract for Panella

You never know what's going happen when you step into negoti tions. At least that was true when Sk Hatch went to negotiate a contra extension at Panella Truck Leasing Stockton.

"We ended up negotiating a thr year agreement six months ahead time," says Hatch. "And we added s more employees to the bargainin unit." The six had worked for Panel Trucking, which is non-union. The were brought to the union side and, members of Local 2182, will now g AI health and pension instead of th company plan.

Hatch says that the deal includes ful maintenance of benefits for three mo years at no cost to the employees,

SHOP TALK: What do you think about Iraq?





"We went there for the right reasons—to stop terrorism and fight a dictator. We par tially succeeded. Now, I want us to get out of there as soon as possible—but not until our mission is accomplished."





"We should get out as soon as we can, leaving as few troops as possible. We initiated this mess all on our own. Our president had his mind set on this from the beginning and now he doesn't know how to get out." Eric Sharping Alison BMW—Mtn View Local 1101

"It's a mistake. We went in without support from other nations. We should have wait ed for the UN and used the process of diplomacy. We shot all the goodwill we had built over the years."



Robert Conn

Local 1101

"I don't think we should be

there."





Anise Kaddoura Alison BMW—Mtn View Local 1101

"We need a fair policy for staying there and a good plan for exiting. We'll have to leave sooner or later and need to leave something good behind us. It was a big mistake, knowing what we know now." Edo Alison BN Lo "It's a big no the war big

it's right for

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IE LOCALS

ell as modest wage increases, pension creases, the California Machinists)1K plan, and added classifications.

Hobbling at Hoblit

By a vote of 6-5, Local 2182 won an ection at Hoblit Motors in Woodland early May. The employer is chalnging the election and will not meet ith the union until the legal mess is raightened out.

Decent deal at Noranda, despite tech downturn

The Local 2182 members at Noranda ecycling in Roseville, formerly called icro-Metallics, just ratified a threear agreement that includes a 3% crease per year overall. "Not only was is company impacted by the soft tech ctor," says Area Director Mark Mar-1, "but with HP moving much of their peration out of California, the workrce is much smaller than what it had en." Martin says there are 58 folks ere now, down from a high of 90.

Martin says that the union worked ligently to arrive at an agreement that e members could live with. The reement was ratified by about twoirds of the group.

A winning arbitration

Even though the contract for the ew Car Dealers Association of Contra osta County clearly stated that any ork performed on the sixth or seventh iy of a work week will be compensat-I by overtime and double time, the nployers held a different position. eferring to comply with state law, the alers only wanted to pay straight time r days six and seven if an employee issed any part of the work week.

"We disagreed with them and we evailed," says Local 1173 Business ep Mark Hollibush. "The arbitrator we us a bench decision that day. It's a ry good decision for our members at ght dealerships."

Barber cuts a fine deal

Local 1173 members at Barber hrysler-Plymouth-Dodge-LincolnLocal 1484 Retiree Club gets charter

On Wednesday, April 28, the Sea Going Retirees Club of Local Lodge 1484, received its official charter from Maria Cardone, Director of Retirees Community Services for the IAM. These retirees worked in and around the Port of Los

Angeles and Long Beach.

Also attending the Lodge Local 1484 Retirees meeting that day was former DBR Amador "Max" Chavez, Randy Parker, President of the 947 Silver Foxes Retiree Club, and former Grand Lodge Rep Charley Williams, all of whom have been actively supporting creation of the club.

Maria Cardone reported

on many of the shortcomings of the recently-passed Medicare and Prescription Drug Programs. "The prescription drug plan that was a campaign promise of the President is a sham. Bush touts it as a big step forward, but if it is, it's for the drug corporations and not for the seniors who desperately need it."

Mercury in Vallejo ratified their best contract yet on May 26. "This five year deal gives them substantial wage and health and welfare increases as part of the ball of money concept. They also got a separate pension increase," says Business Rep Mark Hollibush. "It mirrors our best contracts in Solano County."

Limping along at Lithia

Local 1173's old contract with Lithia Dodge in Concord expired on April 1. On May 27, the 22 members got a new contract, but not the easy way. "A majority voted against the employer's offer, but not enough to call a strike," says Area Director Vern Dutton. "The union did not recommend accepting this contract-it contains some wage and pension increases, but the health coverage is awful. It's one of the worst contracts in our area."

Meanwhile, Dutton reports that Lithia Ford/VW is being split up. The VW store and the Ford Body Shop are being purchased by the Dirito Brothers. (The deal should be finalized by July 1.)

ness," Dutton says. "There have been layoffs and our guys are going home early." Dutton is hopeful that the Dirito Brothers will honor the contract as they did at Concord Nissan. "Even with their company plans, it's better than the plans offered by Lithia or Sonic."

U-Haul fights itself

Organizer Jesse Juarez reports that the union won a decision to reinstate terminated employees at U-haul in Fremont in April. "The employer has since changed law firms two times," Juarez says. "Now their appeal is to blame it on the judge. That'll go far!"

Settlement at Stero

By a vote of 43-8 on April 29, the members of Local 1596 settled a 5-year agreement with Stero in Petaluma.

Business Rep Tom Brandon reports that they'll get 40¢ wage increases in years one, two and five, and 30¢ and 35¢ in years three an four. "They have a somewhat

Cardone urged Local 1484's retirees to get involved in the upcoming elections. "From standpoint of national security and the economy, the 2004 elections will be critical to all Americans, whether actively working or retired. But

there's a special urgency in these elections for the nation's senior citizens. and IAM retirees," Cardone said.

"No single group of Americans has been abused and hurt more than our senior citizens. The ongoing attempt to privatize Social Security is just a preview of coming attractions-if we give Bush another term."

Cardone urged the retirees to get involved in voter registration and get-out-the-vote activities. "Please, join us and work. Work as hard as you can by spreading the word and doing whatever else you can to get the facts out on the issues that will guarantee retirements that will be comfortable, safe and secure."

"Lithia has slowly destroyed the busi- increased co-payment on their health insurance, but the company will add \$.35/hour in pension contribution, bringing them up to \$1.50."

North Bay contracts up

Negotiations are starting at AMAC Plastics, Hansel Ford and North Bay Nissan. Local 1596 Business Rep Tom Brandon reports that the Nissan techs only want maintenance of benefits on the health insurance. "Hopefully he'll do that for two years of labor peace!"

Also, one-year contracts at Gene's Machine, Fred's Body Shop and J&V Machine in Eureka are all up again. How quickly a year goes!

Thank you, Marilyn

After more than 42 years of service, Marilyn Baldwin, Local Lodge 1484's office secretary retired. "Marilyn know everybody and everything," says Business Rep Kevin Kucera. "We'll miss her."

The Local welcomes Maria Suarez, who started in May and is quickly learning the ropes.

Maria Cardone joins with Local officers and staff to inaugurate the Sea Going Retirees Club.





/Itn View n against

don't think ide to lose nia for six es lives—it Э."

Local 1101

"It's all right. With wars, you lose some and you win some. It's sad, but it's reality. We have to take care of the prob *lems—if we don't, we'll be the* ones who are suffering."

Local 1101

"We shouldn't be there. I don't believe in war or fighting or killing. We should come back already. No more fighting."

Local 1101

"I don't think we should be there. It's a half war nowwe're just playing defense. We should either go to war or come home."

Local 1101

"It's okay to be there to free the people over there. We knew Saddam was not a good leader. But I think it's time for us to bring the troops back. Saddam is in custody, we did our job."

Local 1101

"Democracy will be good there. We should starting using more electric cars so we can depend less on oil."



CHANGES IN WORKERS COMP

10 things union members need to know about changes in Workers' Compensation

Predesignate your doctor before you get injured. If you have group health insurance, like Kaiser or Blue Cross, you can choose your doctor to treat your injury. You must complete and submit a personal physician form to your employer (use form on this page). Even if you have previously completed such a form, do it again because the laws have changed. Your doctor must agree to be predesignated.

2 Injured workers will receive immediate medical treatment, up to a \$10,000 cap, until their workers' compensation claim is accepted or denied. Previously, injured workers had to wait sometimes up to 90 days—for their claim to be accepted prior to getting medical care.

3 The most severely disabled workers will receive seven additional weeks of benefits for each percentage of disability rating over 70%. The least severely disabled workers will receive one week less of benefits for each percentage of disability rating below 15%.

Injured workers who cannot return to work will get a 15% increase in their permanent disability award. Injured workers who return to work will get 15% less in permanent disability benefits, provided that they keep their jobs for at least a year. Once back at work, if you lose your job through no fault of your own, you will once again get your full permanent disability award.

Temporary disability benefits will be limited to two years. Although the vast majority of claims receive less than 2 years of TD benefits, injured workers could previously receive up to 5 years of TD benefits. Injured workers with specified injuries, like amputations, chronic hepatitis or severe burns, will remain subject to the 5-year cap.

Unions and their employers can pursue alternative dispute resolution programs (carveouts) to create an integrated system of medical treatment, also known as 24-hour care. They can also negotiate to integrate temporary disability payments and non-industrial disability payments to create a seamless system of temporary wage replacement benefits without regard to how or where the injury occurred.

Employers will be eligible for financial incentives to take injured workers back to work. Worksites with bad accident records will be inspected by insurance companies as an additional check for safer workplaces.

Permanent disability benefits will be apportioned between work and non-work related causes. A worker whose cumulative injury is 30% caused by nonwork related factors will receive only 70% of his/her permanent disability award.

An anti-worker initiative, championed by Governor Schwarzenegger and the Chamber of Commerce, will not be on the November, 2004 ballot.

10 The big winners of this compromise are profiteering insurance companies. Not only did they and their brokers escape any form of regulation, but they also exacted specific benefits in this legislation. We must sustain our efforts to re-regulate workers' compensation insurance companies or this crisis will never be solved.

— From the California Labor Feder ation website (www.calaborfed.org)

PERSONAL PHYSICIAN FORM

To (Name of Employer): _

In the event that I sustain a job-related illness or injury, I designate my personal physician to provide medical care immediately after the injury, and for the purpose of all related care, as appropriate, for the duration of my treatment for that illness or injury. By making this request I am not waiving my right to immediate, appropriate and adequate emergency medical treatment in instances where my personal physician is unavailable, nor am I waiving my right to be referred to specialists or other providers as necessary.

Personal Physician:

(Physician's name, office, clinic or hospital) ____

Address:_____ City, State, Zip: ____

Telephone: _____

Employee's Signature:

Employee's Name (print):____

Date:

Instructions: In accordance with the new workers' compensation reform law enacted April 19, 2004, as it amends Labor Code Section 4600, if your employer provides group health coverage, you are allowed to pre-designate your primary care physician from your employer provided group health coverage plan as your personal physician for your workers' compensation medical treatment. If you pre-designate your personal physician, you will be allowed to be treated by this doctor immediately after you are injured. If you fail to pre-designate your personal physician, your employer will select a physician for you from the date of injury.



SHOP TALK: What do you think about Iraq?





"I think we have a lot of domestic problems that they should have fixed first. Then, invest the money into the rest of the world."





"We need to support our peo ple who are over there. Right or wrong, this is still our coun try and we should support whatever we decide to do as a country." (Sale

Ramon Iniguez Alison BMW—Mtn View Local 1101

"It's disappointing. The American public was misled. Now things are getting out of hand and we can't get out of there. If we do, we'll have left that whole country in a mess."



William Pearson Alison BMW—Mtn View Local 1101

"What we went over there for is right—Saddam was tortur ing and murdering his people and we had to stop him. Now we're in over our head. Give them their country back and bring the troops home."



John Lea Alison BMW—Mtn View Local 1101

"We did the right thing, by far, There was a lot of uncertainty in the intelligence, but we had to assume the worst case scenario. Our men and women are doing an out standing job over there."



IN THE NEWS

Bush speech is kiss of death for Ohio workers

An Ohio manufacturing company announced that it was closing down a plant and laying off 1,300 workers. With the decline of the manufacturing sector in America these days, that's not such an unusual occurrence—except that this particular factory was used by George W. Bush last year as a backdrop for a speech to show how well his economic policies were working.

The president said in his speech at the time: "The greatest strength of the American economy is found right here, right in this room, found in the pride and skill of the American work force. Last year, productivity growth in America was 4.8 percent—that is the best annual increase since 1980. Here at Timken, last year, productivity rose 10 percent. Which means that America can compete with any nation in the world because we got the finest workers in the world."

One person who will not be feeling the pain of the President's economic policies is W.R. "Tim" Timken—a top Bush fundraiser and the man who shut down the factory. Having earned more than \$2.6 million last year, Timken stands to receive \$59,000 in new tax breaks from President Bush this year. Timken also happens to have raised \$600,000 for the President in one night.

New 'Paid Family Leave' benefit starts in July

Beginning July 1, 2004, workers will receive up to 6 weeks of paid leave per year to care for a new child (birth, adoption, or foster care) or seriously ill family member (parent, child, spouse, or domestic partner).

Some examples that would be covered by Paid Family Leave are:

- A mother or father bonding with a new baby;
- A worker caring for a spouse after a kidney operation;
- A worker caring for a parent after a heart attack;
- A worker caring for a child with leukemia;
- A worker caring for her domestic partner with cancer.

Part of the State Disability Insurance (SDI) system, this new Paid Family Leave program is a first in the nation. Current state and federal law guarantee 12 weeks of unpaid leave for those working for larger employers; this new law guarantees that six of those weeks would be paid.

The program is 100% employeefunded, to the tune of about \$27 per year per worker. But if you find you need it, you can earn up to 55% of your wages—a maximum of \$728 per week—to receive up to six weeks of benefits in a 12-month period.

"By paying a few cents each pay period, our state becomes the first to acknowledge broadly that workers shouldn't have to choose between keeping their jobs and incomes intact—or caring for a seriously ill family member or newborn," said State Senator Sheila Kuehl (D-Santa Monica), who championed this bill in 2002.

Employers can require a worker to use a maximum of two weeks of vacation time first before receiving paid family leave. One week will be used to cover the one-week waiting period.

Businesses with fewer than 50 employees are not required to hold a job for a worker who goes on paid family leave, however, collective bargaining agreements may offer different protections for these workers.

For more information about the Paid Family Leave Insurance Program, call: 1-877-BE-THERE or visit www.edd.ca.gov.

Privacy needed when work is "offshored"

In California we take our privacy rights seriously. Californians have a Constitutional right to privacy and several laws have been passed to protect consumers medical, financial and tax records.

But what if the company you give your information to decides to have someone in another country transcribe your medical history, read your x-ray, process your loan or estimate your taxes? What if that overseas worker steals your identity or sells your information?

Senator Joe Dunn (D-Orange County) has introduced SB 1492 the Privacy and Security Protection Act—that if passed, will prohibit work involving private information—financial, medical and privileged info—and information essential to homeland security from being performed offshore.

"Californians should not have to compromise their security or their privacy simply because businesses are looking for a cheaper bottom line," says Sen. Dunn. "We're just now learning that offshoring not only impacts American jobs, it also impacts our privacy."

SB 1492 is being co-sponsored by the California Labor Federation and the Consumer Federation of California and is being supported by the California Conference of Machinists.

For more information about this bill, go to http://www.sen.ca.gov/dunn.

Attention: Local 1101 members

Notice of Bylaw(s) Change(s)

Currently submitted for consideration are the following proposals, in summary:

Article A, Section 2: Change the start time of the Regular meetings from 6:30 p.m. to 7:00 p.m.

Article A, Section 3: Change the start time and date of the Executive Board meeting from 6:00 p.m. through 8:00 p.m. to 6:00 p.m. on the second Thursday of each month (just before the regular meetings).

Article A, Section 4: Shop Stewards Meetings, delete (at the discretion of the business agency).

Article H, Section 5: change the title from Financial Secretary to Secretary-Treasurer.

Article I, Section 2: change the title from Financial Secretary to Secretary-Treasurer.

Article K, Section 1: delete Steward (payment).

Article K, Section 2: delete Steward (payment). Article K, Section 3: delete Steward Stewards meeting and District meeting (payment) if paid by the District.

Article K, Section 5: delete with exception of Officers Monthly Allowance (salary), including deletion of District Delegate, Shop Stewards and Labor Council Delegates (payment).

Additional changes may be submitted to the President of the Local on or before June 10, 2004 in order to be referred to the Bylaw Committee for review and recommendation and a first reading the regular meeting of June and a second reading, discussion and vote the regular meeting of July, 2004. If passed they will be submitted to the International for approval.

Note the times, dates and locations of our meetings on page 8 of this newspaper.

SHOP TALK: What do you think about Iraq?





"I have to support the country and the President's deci sions."





"It's unfortunate. We went in with good intentions but so far, it's had unfortunate conse quences. Now we have to see it through and get done what we set to get done: giving the country back to its people."



Cheyne Rutledge Alison BMW—Mtn View Local 1101

"I agree with going in and still being there, but not with some of the stuff that's going on. We should already be in a position of monitoring, rather than having to use so much force."



Rodney Garzon Alison BMW—Mtn View Local 1101

"We did the right thing by going in there. But now we need to finish the job—make sure the right people are in charge, whatever the cost." Jest -

Rolf Kuchlenz Alison BMW—Mtn View Local 1101

"It's a mess."

Fighting Machinists 2nd Annual Poker Run

Sunday • August 15 10 A.M.

Sponsored by Local 1173 & District 190

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 food, music, door prizes, and more

For more information: 925-687-6421

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 14, 2004 • 9:00 a.m. Local 1546 • 10260 MacArthur Blvd., Oakland

Spouses welcome Includes continental breakfast Space is limited First come-first served

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

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Please RSVP to Tanya or Yolanda at 510-638-6705 by August 12.



ASSOCIATED THIRD PARTY **A**DMINISTRATORS

ATPA is the administrator for the Automotive Industries Pension and Welfare Trust Funds and Machinist Health Plans (Active and Retiree). Contact us at 510-836-2484

UNION MEETINGS

District Lodge 190 7717 Oakport Street Oakland, CA 94621

Executive Board Meeting Fourth Tuesday of each month at 6:30 p.m. June 29 • July 27 • August 24 **General Delegates Meeting** Fourth Tuesday of each month at 7:30 p.m. June 29 • July 27 • August 24

Local 801 7717 Oakport Street, Oakland, CA94621

Local 1101

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

All meetings are held in Suite 310 (just across from the union office at above address).

Local 11/3 1900 Bates Ave., # H Concord, CA94520 925-687-6421

Membership Meeting Third Thursday of the month at 4:00 p.m. June 17 • July 15 • August 19

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

Stewards Meeting

First Thursday of each month at 6:00 p.m. June 3 • July 1 • August 5 **Executive Board Meeting** Second Thursday of each month at 5:30 p.m. June 10 • July 8 • August 12 **General Membership Meeting** Second Thursday of each month at 6:30 p.m. June 10 • July 8 • August 12 NOTE: New office hours: Mon-Thur. 7 am-5 pm

Friday: 7 am-4 pm (Closed 12-1 for lunch hour) For Reps: Call ahead for appointment/availability

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

Shop Stewards Meeting

June 10 • July 8 • August 12 Membership/Shop Stewards Mtg. Third Thursday of each month at 6:30 p.m. June 17 • July 15 • August 19

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 2 • July 7 • August 4 **General Membership Meeting** First Wednesday of each month at 7:00 p.m. June 2 • July 7 • August 4

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 1 • July 6 • August 3 **Shop Stewards Meeting** First Tuesday of each month at 5:30 p.m.

June 1 • July 6 • August 3 **Executive Board Meeting** Thursday preceding membership meeting at 6:30 p.m. May 27 • July 1 • July 29 **Retiree Club Pot Luck Luncheon** First Wednesday of each month at 12 noon June 2 • July 7 • August 4

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 17 • July 15 • August 19 **Executive Board Meeting** Preceding Monday at 7:00 p.m. June 14 • July 12 • August 16 **Retirees Club**

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LUCAI 1414	First Thursday of each month at 6:00 p.m.	
150 South Blvd.	June 3 • July 1 • August 5	
San Mateo, CA94402	Executive Board Meeting	
650-341-2689	Second Thursday of each month at 6:00 p.m.	
	June 10 • July 8 • August 12	Local 1596
	General Membership Meeting	4210 Petaluma Blvd.
	Third Thursday of each month at 6:30 p.m.	Petaluma, CA 94952
	June 17 • July 15 • August 19	707-795-0085
	Retirees Club	101-195-0085
	First Wednesday of June, Sept., Dec., March	
	at 11:00 a.m. All are welcome!	
	June 2 • September 1 • December 1, 2004	Local 218
Local 1484	Executive Board Meeting	
	Third Thursday of each month at 6:00 p.m.	967 Venture Court,
1261 Avalon Blvd.	June 17 • July 15 • August 19	Sacramento, CA 958
Wilmington, CA90744	General Membership Meeting	800-458-9200
310-835-6688	First Tuesday of each month at 6:00 p.m.	
	June 1 • July 6 • August 3	
	Retiree Club	
	Third Wednesday of each month at 1:00 p.m.	
	June 16 • July 21 • August 18	

First Tuesday of each month at 12:30 p.m. June 1 • July 6 • August 3

Membership Meeting Third Tuesday of each month at 7:00 p.m. No. June 15 • July 20 • August 17 **Executive Board Meeting** Third Tuesday of each month at 6:30 p.m. June 15 • July 20 • August 17

Executive Board Meeting 2 325

Second Tuesday of each month at 6:00 p.m. June 8 • July 13 • August 10 **General Membership Meeting** Second Tuesday of each month at 7:00 p.m. June 8 • July 13 • August 10 **Retirees Club - VISTA CLUB**

Third Wednesday of each month at 11:00 a.m. June 16 • July 21 • August 18