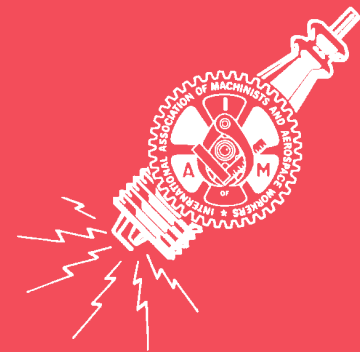


The IAM District 190 Sparkplug



VOL. 6, NO. 6

OCTOBER/NOVEMBER 2004

Serving the Active and Retired Members of IAM District Lodge 190

As Rexam closes, members win \$610,000 arbitration ruling



Herman Howell (L) and Jim Beno (R) look on as Lawyer Jonathan Siegel shares \$620,000 ruling with former Rexam shop stewards Jim Duran and Bernice Taylor.

First Rexam announced, just before Christmas, 2003 that they were closing their San Leandro facility. Then they said that if workers were eligible to start collecting a pension then they would not be eligible to receive the severance package.

The union disagreed, took the case to arbitration, and won the decision in September. The result is that 46 IAM members will share close to \$610,000 in severance.

"It did say in the contract that if you were eligible for immediate pension, you don't get the severance," says attorney Jonathan Siegel, who's with the firm of Siegel & LeWitter. "But we claimed that this is age discrimination against those who are over 50, because they would be the

only employees this clause would apply to."

"It's a good win," says Administrative Assistant Herman Howell. "Closing this facility was really sad, but at least getting this decision was a great feeling. It felt good to be able to call the company's attorney and tell him 'You lost!'"

Former shop steward Jim Duran says he started calling the members as soon as he heard the news. "Those were happy calls. I can say with confidence that this is the benefit you get from being in a union. Thank goodness for the union."

Former steward Bernice Taylor agrees. "I think it's wonderful. The hard work that the union, the attorney and Herman did was tremendous. The fight was hard, but they were determined to win."

ORGANIZING WINS

Hayward Nissan techs vote for union

On August 12, the six mechanics at Hayward Nissan voted for representation by Local 1546.

This was the union's second attempt to organize this shop in the last three years. "The company succeeded in buying off the employees last time with lots of big promises. But that tactic didn't work this time," said Area Director for Organizing Jesse Juarez.

Even though the vote was unanimous, AutoNation, the parent company, has challenged it at the Labor Board. "They put in frivolous objections," Juarez says. "On October 1, they can go to the Board and try to explain how a unanimous vote could be wrong. We feel strongly they'll be overruled and the election will stand."

IAM hauls U-Haul to court

An election at U-Haul in Fremont was scheduled for August 6. When the campaign began, more than 80% of the employees supported the union, says Juarez. "But not only did U-Haul threaten their employees if they voted for the union, they actually laid off 20 people a week before the election. We're hauling U-Haul to the NLRB for unlawful conduct."

The election was postponed until the labor board completes its investigation. "We're asking for a bargaining order because they tainted the process so badly, we could never have a fair election." If the NLRB grants that order, the company would have to bargain with the

union even though an election was not held.

"This company has a pattern of not respecting workers or labor laws," added Juarez. After engaging in similar conduct in Las Vegas, U-Haul has been in court with the IAM International for two months.

BFI San Carlos votes IAM

The 29 employees at BFI in San Carlos who do repairs and maintenance on garbage trucks voted to be represented by the IAM in September.

Business Rep/Organizer Pedro Mendez reports that while these workers clearly wanted to join a union, there was competition among the unions to represent them. In addition to the IAM, the Operating Engineers and Teamsters also filed for an election. "We informally took it to the workers and their first choice was the IAM. But because the Teamsters represent the drivers, they were a strong second choice. The Operating Engineers withdrew from the election.

Mendez says that the first election was held in August and resulted in a 12-12 tie with the Teamsters. The Labor Board called for a run-off election later that month. This time, the IAM won by a vote of 19-9.

"It was a tough campaign," says Mendez. "We did house calling, phone calling, and we held meetings. Our strength was showing people what the IAM could get for the BFI mechanics in Daly City."

Local 1414 sponsored a victory party and proposal meeting after the election. "We're ready to represent these workers," Mendez says.

Make your vote count on November 2!

Dear IAM Member:

I'm not going to tell you how to vote.

*In this issue of **The Sparkplug** we review the candidates' positions on key issues important to working people. The IAM encourages you to look at the issues, learn about the candidates, and make your own choice for who will best represent you, your family, our community and tomorrow's workers.*

Working together, union members have stood up for what's right and we've won many important battles—from the 8-hour day to social security and safety protections on the job. Those victories are possible only when we have politicians in office who are concerned about working people.

But politicians have many ways to approach a shrinking economy. Will they create jobs to put more people to work or will they agree to outsourcing? Will they support workers' rights to organize unions or will they devise methods to reduce union strength? And will their tax cuts produce jobs or just larger deficits?

Whether you are registered Democrat, Republican, or Independent, the choices you make will determine the future of our union and our state.

Be sure to register and be sure to vote. Don't let Election Day come and go without your voice being heard. Cast your vote as if your very job depends on it—because it does.

Jim Beno, Directing Business Representative

AROUND THE LOCALS



Setting the bar

"We got a hell of an agreement at ITS" for the 80 members of Local 1484 at this Port of Long Beach company reports Business Rep Kevin Kucera. "We set the bar for the west coast."

In addition to getting full maintenance of benefits for active members' health and welfare for the next six years, the company will also pay health and welfare coverage for the retirees.

Local 1484 was able to get the same deal, in a five-year contract, for the 19 members at Metro Stevedoring Co. Both contracts were ratified by overwhelming majorities. These agreements are important because the Long Beach port is on a growth spurt.

Keeping up the heat

Local 1484 members are supporting IAM District 725 in its effort to get a first contract at Power Ford. "We've been out there every week-

end with pickets," says Kucera. "They're finally starting to make substantial movement. We'll keep the action going until there's a contract."

Other good deals

The five members at PWC in Long Beach ratified a new five-year agreement that includes good wage increases, maintenance of benefits on the Health and Welfare and getting the lead man bumped up. Kucera says that they may try to get retiree health coverage next time "but right now, the company doesn't have any retirees and nobody plans to retire in the coming five years."

The 14 employees who do chassis repair at San Pedro-based Flexi-Van Service Center got more than they ever got before in economic areas, as well as improvements in health and safety and in getting tools. Kucera thanked Simon Ramirez for his work on the negotiating committee. "He did an outstanding job in negotiations."

Agreement with Sonic

About 100 Local 1101 members at Stevens Creek BMW, Stevens Creek Honda and St. Claire Cadillac—all Sonic stores—accepted their new two-year agreement in September. The agreement came as a result of federal mediation said Area Director Glenn Gandolfo.

"The union recommended mediation because we felt it was the best we could get without a strike. And even a strike might not have gotten us any improvements." The agreement includes the flat rate pay system, take-aways in holidays and in benefits. "They gutted the contract, but still, it's better than what we have at Friendly Ford."

Contract at Pearson

About 20 Local 1101 members voted in September for a new three-year contract at Pearson Pontiac-GMC-Oldsmobile in Sunnyvale. Gandolfo reports that this is a decent contract.

Grab-it at Babbit

23 members at Babbit Bearing, a San Jose machine shop, ratified a new 2-year agreement. "The contract is a little lean," reports Gandolfo, "but this employer is struggling with today's hard economy." The biggest issues here were health and welfare and multi-tasking.

Tough going with independents

Negotiations are still on-going with South Bay Honda and Sunnyvale Toyota. Both are independent shops. The employers are trying to gut the union and take away all

union benefits. "We're doing the best we can for the members," says Gandolfo.

Hard times in Silicon Valley

In another sign that the economic recovery has not yet reached the Silicon Valley, Gandolfo reports that Falore Chrysler-Plymouth in Sunnyvale closed its doors on August 31 and Sunnyvale Lincoln-Mercury is being sold.

After Regal Dodge closed in July, it re-opened as Sunnyvale Dodge in August—a non-union shop. "It appears that the Falore people have an interest in Sunnyvale Dodge, which we're investigating" says Gandolfo "We maintain that if they re-hired some of our IAM members, then they have to negotiate with the union." Gandolfo says that it's becoming a common strategy for several dealerships to close their doors, merge and then reduce their crews on a non-union basis.

"The dealerships selling domestic cars are hurting pretty bad," Gandolfo reports. "Sales are way off and our guys are running out of work and going home early. We might start seeing layoffs if this continues into the winter. In addition, grievances are on the rise and we're seeing a lot more terminations. When things are lean, the owners look for ways to reduce their crews."

On a brighter note, the stores selling Japanese and European imports are selling cars and keeping their mechanics busy.

Shop Union for the Holidays



This holiday season, support good jobs by giving union-made gifts. Your shopping dollars can keep good-paying jobs—with good wages and benefits—in your community.

For a fine selection of holiday gifts, go to: www.shopunionmade.org

Many hands, one agreement at JM Equipment

On June 22, the employees at JM Equipment ratified their new four-year contract by a vote of 40-25. This agreement covers members in Locals 2182 who work in West Sacramento and Stockton, Local 1528 members who work in Modesto and Patterson, and Local 653 members in Fresno.

The contract had expired on March 15. "We had an extension until March 31, but the company canceled it," says Business Rep Gilbert Gonzalez. "They were playing mind games, claiming that the unions didn't have a strong enough sense of urgency. But we countered that the company was basically rewriting the contract and with three local unions involved, it

took time for us to review the changes."

After turning down one proposal, the members were primed to strike. In the end, the employees got a wage increase of \$1.95 over the four years and a signing bonus, but they had to move out of the Automotive Industries Health and Welfare and into a company-sponsored plan.

"I thank our members for their patience. We all understand their frustration that it took so long," Gonzalez said as he thanked the committee members for their diligence. The members were Dave Rushing, Terry Gilliland, Les Millward, and Business Reps Tommy Rotella, Skip Hatch and Mark Martin.

Nobles no more

In August, Bob Nobles Chevrolet in Sonoma was sold and is now Esposti Chevrolet. Area Director Tom Brandon reports that the new owners have no interest in maintaining their contract with Local 1596.

After 43 years at Bob Nobles, mechanic Larry Hall is using the opportunity to retire. Brandon

and the crew wish him a happy retirement.

Still working on Hansel

At presstime, Local 1596 is still in negotiations with Hansel Ford. Brandon reports that the company is trying to pull out of the pension plan and have everyone move into a 401K plan. "This is not the direction we want to go," Brandon says.

Moving?

Send the mailing label on this newspaper to your Local Union office. See Calendar on page 8 for your local union's address.

The IAM District 190 Sparkplug

The Sparkplug (USPS 007966) is published bi-monthly for \$3 per year by District Lodge 190, International Association of Machinists, Oakland, Calif., a non-profit organization. Periodicals postage paid at Oakland.

The Sparkplug is the official publication of District Lodge 190 and its affiliated local lodges and notification of any meeting or election in this paper shall constitute official notice per Article B, Section 4 of the IAMAW Constitution and Articles V and VII of District Lodge 190 By-Laws.

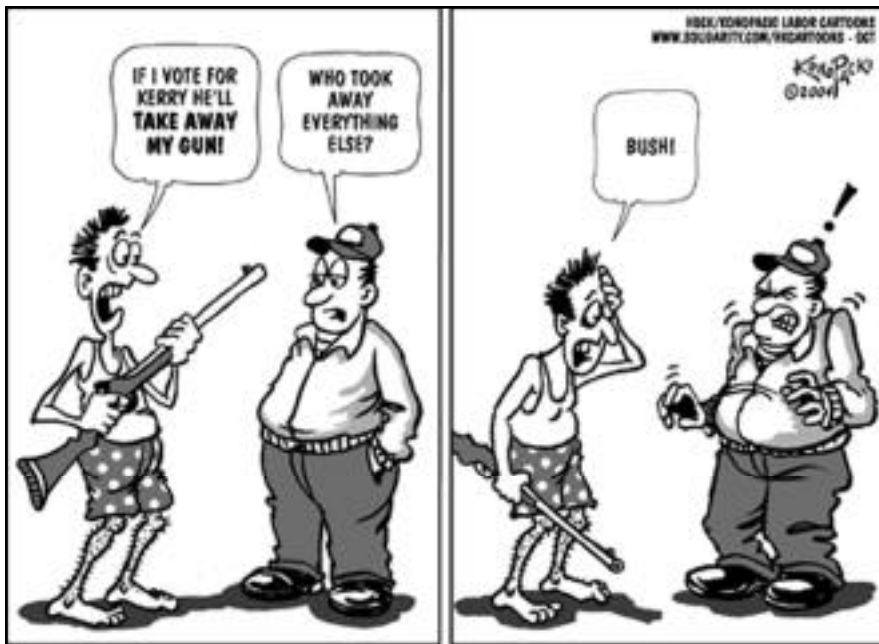
Postmaster: Send address corrections to: The Sparkplug, 7717 Oakport Street, Oakland, CA 94621.



Beagle & Bleiweiss Communications
Debra Chaplan, Managing Editor



AROUND THE LOCALS



Stalled at Labor Board

After a year of delays, Local 1546 is finally getting a new election at Coca Cola's Union City facility. "This is truly a story of how labor law is skewed against unions," says Area Director Don Crosatto.

Local 1546 has represented the mechanics at the San Leandro bottling plant for many years and the 300+ drivers in Union City are all Teamsters, so it was surprising that the company was fighting the effort of five mechanics in Union City to join the union.

In 2003, these mechanics petitioned the IAM for representation. As the only non-union workers in the facility, they felt that were falling behind, Crosatto says. They weren't getting consistent raises, their pension was substandard, and the company health plan dropped Kaiser, which was a major problem for some of them.

On the day of election, the company threatened to fire the shop foreman if he tried to vote, because they claimed he was management. "This was ridiculous," says Crosatto. "His duties were like a typical foreman in a small repair facility. He didn't hire, fire, or discipline his co-workers." The union filed unfair labor practice charges and the company subsequently demot-

ed the foreman and cut his pay. The Labor Board upheld the union's charge, but the company appealed the decision to Washington, D.C. where it sat for a year.

"In the meantime, we were at a stalemate—we couldn't negotiate and we couldn't hold the election." After a year, the union decided to drop that charge and file a petition to hold a new election, which is slated for early October. "This just shows how ineffective the Labor Board can be when they try."

Mother's holds its own

Local 1546's 19 members at Mothers Cookies just ratified their new three-year contract and Crosatto reports that it is a considerable improvement.

"Mothers' parent company, Parmalat, was bankrupt. We were concerned there might not be a company left to negotiate with," Crosatto says. The members ended up with a package of 80¢, 85¢ and \$1 each year, which should sufficiently cover their health and welfare increases and have enough left for pension or wages.

"With all the low-carb diets, this is a tough time for cookie companies. But this company is holding its own due to hard-working employees. We actually got a decent settlement," Crosatto said.

Moving up at Valley Waste Management

Ten Local 1173 members who are heavy duty truck mechanics at Valley Waste Management in Walnut Creek unanimously approved their new five-year contract in September.

Area Director Mark Hollibush reports that the deal includes wage increases of 80¢ each year for the first four years, and \$1 in the last year. They'll also get a \$25/month increase each year of the contract in the pension contribution, as well as one additional floating holiday.

"We got a \$950 cap on the medical," Hollibush says. "This should

fully cover the costs for the first two to three years. Any increases above that will be shared 50/50 with employees, but we don't anticipate them having to pay in more than \$100 per month."

Hollibush gave special thanks to Dale Robbins and the members of Teamsters Local 315 for their support. "They were ready to go on strike to back us. That's what got us this deal." With this new contract, the members in Walnut Creek will have closed the gap between themselves and the workers at W/M in Oakland.

Beating the ClarkLift Challenge

Local 2182 got a new four-year agreement at ClarkLift, a forklift company in Sacramento, Chico and Redding. "These were very challenging negotiations," says Area Director Mark Martin. "While we changed health and welfare plans, we did get back into the union pension plan, with the employer starting his contribution at \$80/month.

Labor Board reverses itself

When Lasher Auto Group opened a new shop in Elk Grove, the union brought the company before the Labor Board contending that the company had to bargain. But the NLRB disagreed, and upheld Lasher's wishes to keep the new shop non-union.

But when the union filed a different charge, regarding a unilateral change that impacted members in the parts department, the NLRB looked back on its earlier Elk Grove decision and reversed itself.

"So now we're talking about the

effects of Elk Grove. We just submitted a 56-item information request on the effects to employees," says Martin. "The piecemeal way that the company is responding could just force them into trial over non-compliance with the NLRB's order. We'll see."

Still unfair at Geweke

The union filed unfair labor practice charges against Geweke Ford in Yuba City when the employer implemented a change in the health plan without bargaining. The trial is scheduled for September 30.

"The company is dragging their feet at the bargaining table," says Martin. "It's unfortunate that this employer is actively fighting against their employees' wishes."

New deal at CBX

Business Rep Skip Hatch reports that the eight members at CBX in Stockton ratified a three-year agreement that includes maintenance of benefits on the Health and Welfare for the next two years, and modest wage and pension increases.

Don't buy Craftsman toolboxes

Craftsman, which makes Craftsman toolboxes sold at Sears, recently closed its Waterloo, Iowa manufacturing plant, laying off 250 IAM members. (And yes, they had received a tax break from Iowa to stay in the state!)

They moved to a non-union facility in Oklahoma, but realized they could get even cheaper labor in Mexico, so they're heading south again.

In solidarity with your IAM brothers & sisters in Iowa, don't buy Craftsman products.

Always read the fine print

After completing a decent contract settlement with Locals 2182 and 1546 two months early, Interstate Brands (IBC) declared bankruptcy. The following is from a press release sent to the union promising that all would be well...

What they say....

"By filing for protection under Chapter 11 and obtaining the DIP financing, [IBC] **should** have the liquidity, time and resources necessary to thoroughly identify, assess and address the issues that will enable this company to be successful in the future." Mr. Alvarez said that the company **expects** day-to-day operations to **continue** as usual during the reorganization and that management has **sought** authority from the Bankruptcy Court to pay employees and honor benefits without interruption or delay.

IBC Press Release: September 22, 2004

And what they say a little later....

Some information contained in this press release may be **forward-looking statements** within the meaning of the federal securities laws.... These forward-looking statements can be identified by forward-looking words such as "may," "will," "expect," "intend," "anticipate," "believe," "estimate," "plan," "could," "should" and "continue"... All such forward-looking statements are and will be subject to numerous risks and uncertainties, many of which are beyond our control, that could cause actual results to differ materially from such statements....

Same Press Release—the fine print



ELECT

Election Action Steps

Register to Vote

The deadline is **Monday, October 18**. To register, you'll need to complete a voter registration form. To get the form:

- pick up a form at public offices (library, DMV, post office, county election office, etc.);
- call 1-800-345-VOTE to request a form be mailed to you.
- register on-line at:

www.ss.ca.gov

Request an Absentee Ballot

If you have any doubt that you can get to the polls on time, or you want to be sure to have a paper ballot, you must request an absentee ballot in writing **by Tuesday, October 26**.

Any registered voter is eligible to cast an absentee ballot. An absentee ballot request form can be found on your Sample Ballot. Also, many political campaigns now mail request forms to voters who request them.

Get out the vote (GOTV)

Union members—and our families—make the difference in our communities. Your local Central Labor Council (CLC) can set you up to phone bank or walk precincts for labor-endorsed candidates. It's easy to do, you meet great people and you can make a difference!

If you don't know how to reach your CLC, ask your local union for their phone number.



Vote — on November 2.

Polls are open from
7 a.m. to 8 p.m.



THE PROPOSITIONS

59 YES on Proposition 59—Adds to the state constitution an open government provision, requiring that the public have access to government meetings and decisions.

60A NO on Proposition 60A—Commits the proceeds from the sale of surplus government property to paying off the economic recovery bonds approved by voters in March. Originally part of Proposition 60, a judge ordered the two issues to be divided.

Primary elections: Dueling measures

60 YES on Proposition 60—Guarantees that every political party that has a candidate in the primary would be able to have a candidate in the general election.

62 NO on Proposition 62—Changes the state's primary election system so that the top two vote-getters in the primary advance to the general election, even if they are from the same party. Voters would be able to vote for any candidate, regardless of political party, in all statewide and congressional races.

Props 60 and 62 are dueling measures that will determine future primary elections. If Prop 60 gets the most votes, it will preserve California's current partisan primaries. If Prop 62 prevails, California will shift to the Louisiana-style primary, where the top two primary vote getters (even from the same party) proceed to the general election. Vote YES on Prop 60 to save union resources and volunteer time.

61 YES on Proposition 61—Authorizes the state to sell \$750 million in general obligation bonds for capital improvements at children's hospitals.

63 YES on Proposition 63—Establishes a 1% tax on taxpayers with annual taxable income over \$1 million, with the funds going to expand county mental health programs.

64 NO on Proposition 64—Amends state law to limit unfair business practice lawsuits. Only government attorneys or individuals who could show that they were actually damaged by the illegal practice could file the lawsuits.

65 NO on Proposition 65—Local governments put this measure on the ballot to protect their funds from state raids, but they have withdrawn their support in favor of Proposition 1A.

66 YES on Proposition 66—Amends the state's "three strikes" law to require that convictions for only violent or serious felonies be counted as a strike.

67 Increases funding to reimburse physicians and hospitals for uncompensated emergency medical care by imposing a 3% surcharge on residential telephone service.—**No recommendation**

69 NO on Proposition 69—Expands the state's DNA collecting by requiring all those convicted of a felony, including current inmates, along with any adult or juvenile convicted of any sexual offense, to provide a DNA sample.

Tribal Gaming: Dueling measures

68 NO on Proposition 68—Requires Indian tribes with gambling operations to give the state 25 percent of their revenue, otherwise racetracks and card rooms would be able to have slot machines. (Racetracks & Card Clubs Measure)

70 NO on Proposition 70—Requires tribes to pay the state corporation tax on their gambling income and would expand gambling at Indian casinos to any type of Las Vegas-style game. (Agua Caliente Measure)

Hotel & casino workers have fought too hard to protect organizing and labor rights at tribal casinos to risk Props 68 & 70, overriding previous compacts with new agreements that threaten workers.

71 Authorizes the state to sell \$3 billion in general obligation bonds to fund stem cell research.—**No Recommendation**

72 YES on Proposition 72—The Health Insurance Act extends coverage to 1.1 million Californians. It also protects working people who are being nickled and dimed out of their coverage by rising premiums and co-pays, and makes sure people have prescription drugs, preventive care, and major medical. Wal-Mart and McDonalds are putting millions into opposing this important bill. Consumers and health advocates say **Vote YES on 72!**

1A Prohibits the state from taking local government money to balance the state budget unless a fiscal emergency is declared.—**No recommendation**

SHOP TALK: Are you (or the country) better off or worse off than you were fo



Walt Giles

**Great Valley Auto Group
Sacramento—Local 2182**

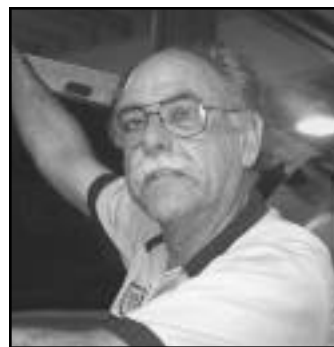
"I don't think much has changed. I'm making the same money I was, but we're spending more. The economy is a factor. Since 9/11, everything went down, but I think we're recovering."



Jim Colard

**Lasher Auto Group
Sacramento—Local 2182**

"I think we're better off—national defense is going better. I'll be looking at the candidates' stands on moral issues—I'm pro-life and I support the right to bear arms."



Dale Hiers

**Great Valley Auto Group
Sacramento—Local 2182**

"I think it's about the same—I like the direction it's going. The main thing I'll be voting on is who I don't want."



Paul Palacios

**Lasher Auto Group
Sacramento—Local 2182**

"It hasn't really changed. 1000 men have died in Iraq and I don't think much has been accomplished. My issues are peace, and resolving the Iraq situation, and fighting terrorism. It's not a comfortable feeling to travel now."



Bob Coons

**Great Valley Auto Group
Sacramento—Local 2182**

"Better or worse depends on what you're looking at. I'm better off, but I'm not sure the country is. The loss of quality jobs going overseas is a great concern to everyone who works."

2004



President



John Kerry

- ✓ Plans to create 10 million new jobs in his first four years as president. His energy policy alone will create some 500,000 good jobs.
- ✓ Supports workers' right to overtime pay and co-sponsored legislation to stop Bush administration efforts to take overtime pay away from millions of U.S. workers.
- ✓ Will reform the federal unemployment insurance program to cover more workers and provide sufficient benefits and job training.
- ✓ Will extend affordable health care coverage to 95% of Americans so they get the same health coverage as members of Congress.
- ✓ Will fight to keep good jobs in America by stopping tax breaks to companies that send U.S. jobs overseas, and create tax incentives to keep good U.S. jobs at home.
- ✓ Will double funding for the Manufacturing Extension Partnership, a business-government-labor partnership that helps small and midsize U.S. manufacturers remain competitive.
- ✓ Supports strengthening Social Security and opposes any privatization plan to hand over Social Security funds to Wall Street firms.



George W. Bush

- ✓ Bush will be the first president since the 1930s to end his term with fewer jobs than when he started. Bush's economic policies and tax cuts for the rich cost the nation 1.7 million private-sector jobs and 2.7 million manufacturing jobs.
- ✓ Issued new rules that could take the right to overtime pay away from more than 6 million workers.
- ✓ Calls health coverage, pension plans and worker training programs that were "created for the world of yesterday, not tomorrow."
- ✓ By proposing individuals pay the first \$1,000 of annual health care costs, Bush's proposal will make health care more expensive for working families, and his plan will not stem rising costs.
- ✓ Supports giving \$60 billion in tax breaks to companies that lay off workers and move overseas. Says exporting jobs is good for America.
- ✓ Tried to eliminate the Manufacturing Extension Partnership and now calls for cutting its funding by 88%.
- ✓ Plans to privatize Social Security, making workers' retirement security subject to the whims of Wall Street while costing the Social Security system \$2.2-\$3.1 trillion.

U.S. Senate



Barbara Boxer

- ✓ Strong supporter of increasing the minimum wage; offered an amendment to increase the current minimum wage from \$5.15 to \$7 an hour and voted for the last increase approved in 1997.
- ✓ Fought for safe working conditions and decent health and safety standards. She protected worker safety laws during the regulatory reform debate in 1995.
- ✓ Co-sponsored law that created the State Children's Health Insurance Program, providing millions of low-income children access to health care. Is sponsoring a bill to provide a small business tax credit to companies offering health insurance.



Bill Jones

- ✓ Voted against increasing California's minimum wage twice and against penalizing employers who violate state minimum wage law.
- ✓ Voted against allowing the Division of Occupational Safety and Health to temporarily prohibit the use of equipment likely to cause death or serious injury.
- ✓ Voted against expanding health insurance to small businesses. Voted twice to suspend the small business Health Care Insurance Tax Credit and finally, in 1993, to repeal the credit.

Hot races

Because District 190 now covers most of California, as well as parts of Nevada and Alaska, it's no longer feasible to provide a complete review of candidates and challengers, as we did in the past. Here are a few tight races. These candidates have proved that they care about and will support issues important to workers. We encourage you to look into these races—and support these candidates if you live in these districts.

The Union Vote can make all the difference!

Mike Machado

State Senate (District 5)

Parts of Sacramento, San Joaquin, Solano, and Yolo counties.

Barbara Matthews

State Assembly (District 17)

Parts of Stockton, Tracy, Merced, Los Banos

Ira Ruskin

State Assembly (District 21)

San Mateo and parts of Santa Clara Counties

YES on Prop 72

Prop. 72 will protect employees from health care cost increases and it will extend health insurance to over 1.1 million working people and their children who are currently uninsured. Large companies, like Wal-Mart and McDonalds would have to offer insurance or pay in to a fund to cover their employees. This starts to even the playing field between union and non-union employers.

years ago? What issues will guide who you vote for in 2004?



**Steve Grenz
Earthgrains**

Sacramento—Local 2182

"We're better off. It's better than we had before. My issues are safety of the country and my well-being."



Jim Davis

**Great Valley Auto Group
Sacramento—Local 2182**

"I'm pretty much the same, but I don't think the country is. The issues that will guide my vote are foreign affairs and the medical/health insurance issues."



Andrew Sanders

**Lasher Auto Group
Sacramento—Local 2182**

"We're worse off. Cheney is pulling strings that benefit corporate America and decimate the working class. If Bush wins, America will continue to isolate ourselves from the rest of the world and be more susceptible to 9/11 type events."



Mark Brock

**Great Valley Auto Group
Sacramento—Local 2182**

"It's been status quo for the last 10 years. I'm not a millionaire but I'm not eating out of a dumpster. Health care is the big issue that someone has to tackle."



Ron Ward

**Lasher Auto Group
Sacramento—Local 2182**

"In general, we're probably worse off. I'm doing about the same, personally. I'm not making any more money, which maybe I should be, but I'm not hurting. They need to continue to increase security—there's still a long way to go."

2005 IAM Scholarship Competition

The IAM makes available financial scholarships to help members or children of members attain a Bachelor's degree or a two-year vocational/technical certification.

Amounts of the Awards: Awards to members are \$2,000 per academic year. Awards to children of members are \$1,000 per academic year. These awards are granted for a specific period from one to four years to enable the member to earn a Bachelor's degree or a two-year vocational/technical certification.

Eligibility for Competition: Applicants must be either an IAM member (or the child of an IAM member) having two years of continuous good-standing membership up to and including the closing date of the competition plus meet the additional requirements as specified in the Scholarship pamphlet.

How to Apply: There are three different application packets: one for members, one for children of members, and one for vocational/technical school. Application Packets for the 2005 competition may be obtained by writing to the IAM Scholarship Program, 9000 Machinists Place, Room 117, Upper Marlboro, MD 20772-2687. Use a coupon from the IAM Journal (summer or fall issues) if possible. The deadline to submit the completed application form is February 25, 2005.

Official notice of nomination and election of District Lodge 190 delegates

To: The affiliated lodges of District 190 and their members

In accordance with Article II, Sections 1,2,3,4 and 5 of of the District Lodge 190 Bylaws, you are hereby notified that at its first meeting in November each Local Lodge shall nominate candidates for District Lodge Delegates. At its first meeting in December, each Local Lodge shall elect the number of delegates that they are entitled to by secret ballot vote of its members in good standing.

Subject to qualifications and eligibility requirements required by applicable civil law or as specified in the IAM Constitution, every member in "good standing" in a Local Lodge affiliated with this District shall be eligible for nomination and election as a District Lodge delegate from his or her Local Lodge provided that the nominee has been a "good standing" member of his or her Local Lodge for at least one (1)

year prior to the date of nominations and is working at the trade as defined in the IAM Constitution. The candidates who receive the highest vote at a secret ballot election for delegate within their respective Local Lodges shall be declared elected. Those candidates with the next highest number of votes may be alternate delegates. Members are required to attend 50% or more of their regular Local Lodge meetings held during the 12-month period ending the date of close of nominations in order to qualify as delegates.

Absentee ballots: See rules for eligibility in box below. You must send your written request to the Recording Secretary of your Local Lodge 30 days before the Local's first meeting in December. Your ballot must be received prior to the close of the election at that meeting.

The term of office shall be a period of four (4) years.

Robert V. Miller, Secretary-Treasurer

OFFICIAL NOTICE • Local Lodge 1173

Nominations and Election of Officers, Executive Board Members, Audit Committee Members & Delegate Positions

Nominations: Thursday, November 18, 2004, shall be held at the regular Membership/Shop Stewards' Meeting. Nomination of Officers, Executive Board Members, Audit Committee and Delegates to California Conference of Machinists will be held at Local Lodge 1173 Headquarters, 1900 Bates Avenue, Suite H, Concord, California.

Election: Thursday, December 16, 2004, shall be held at the regular Membership/Shop Stewards' meeting.

A voting booth shall be maintained at the Local Lodge Union Hall from the hours of 8:00 a.m. until the close of regular order of business.

Absentee ballots: See rules for eligibility and how to apply for an absentee ballot in the box below.

OFFICIAL NOTICE • Local Lodge 1596

Nominations and Election of Officers, Executive Board Members, Audit Committee Members & Delegate Positions

Nominations: Tuesday, November 16, 2004, shall be held at the regular Membership Meeting. Nomination of Officers, Executive Board Members, Audit Committee and Delegates to California Conference of Machinists will be held at Local Lodge 1596, 4210 Petaluma Blvd. No., Petaluma, California.

Election: Tuesday, December 21, 2004, shall be held at the regular Membership/Shop Stewards' meeting.

A voting booth shall be maintained at the Local Lodge Union Hall from the hours of 8:00 a.m. until the close of regular order of business.

Absentee ballots: See rules for eligibility and how to apply for an absentee ballot in the box on this page.

To get an absentee ballot for your Local Lodge or for the District election

Eligibility: In accordance with Election of Officers, Article II, Section 3 of the IAM Constitution, members who reside in outlying districts more than 25 miles from the designated balloting place, members who are either confined because of verified illness or on leave qualifying under U.S. and Canadian family leave laws, or on vacation, or on official I.A.M. business approved by

the Local Lodge, District Lodge, or Grand Lodge, or on an employer travel assignment, or reserve military leave, as the case may be, shall

be furnished absentee ballots.

Any member entitled to vote by absentee ballot must request a ballot in writing (see below).

Your written request for absentee ballot must be mailed to your local union (see addresses on page 8), and include the following:

•
"Please send me an absentee ballot."

Name • Address • City/State/Zip • Book # • Your signature
You must also include the reason you are making the request.

The Request for Absentee Ballot must be delivered to the Recording Secretary of your Local Lodge in person or by mail no later than thirty (30) days prior to the election.

Completed Absentee Ballots must be received by the Local Lodge:

Local 1173: prior to closing of the voting booth on December 16, 2004

Local 1596: prior to closing of the voting booth on December 21, 2004

SHOP TALK: Are you better or worse off than you were four years ago?



Tim Huffman
Great Valley Auto Group
Sacramento—Local 2182
"I think we're better off. The lower interest rates have let me afford getting into a house. The economy is a little slow, but it's doing all right."



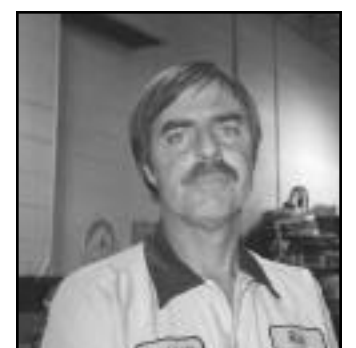
Mike Matranga
Lasher Auto Group
Sacramento—Local 2182
"I think the country is better off, but our shop isn't, because our employer is not reasonable. My top issues are homeland defense, health care, unions, pensions and gun control."



James Beeman
Great Valley Auto Group
Sacramento—Local 2182
"I'm worse off—but it doesn't have to do with the government. I've lost faith in our electoral system on the national level. I just don't think my vote matters."



RJ Beckham
Lasher Auto Group
Sacramento—Local 2182
"We're worse off. The government's against labor. We need somebody who's willing to work with unions and not let companies ship jobs overseas."



Rick Murray
Great Valley Auto Group
Sacramento—Local 2182
"I'm better off, but ask me that again in 4 years. The country is probably safer—hopefully. My key issues are security and the economy."

UNION PEOPLE



Local 1173 welcomes Rick Rodgers

Rick Rodgers joined the District 190 staff in August to serve as a Business Agent for Local 1173. He comes to his new position with plenty of experience in the union and in the automotive trade. He started his career with seven years at Jefferson Motors and then moved on to Diablo Lincoln Mercury where he worked for 24 years. He is a senior master tech, with all of his ASEs and smog certification.



because he's "passionate about injustice in the workplace."

Rick felt he was at a crossroads in his career. "Do I want to retire or make a difference?" He answered that question by deciding to commit 10 years to try to make the workplace a better place for the employees. "I want to finish my career strong, with a positive influence and impact."

At the age of 49, Rick is able to retire to take this position with the union. "I served as a shop steward for 10 years and was at the top of the field when I left the shop. I hope that helps me in working with other techs."

For the last eight years, Rick has been active with Local 1173, serving as Secretary-Treasurer, and previously as vice-president and on the executive board.

Rick says he was eager to take this position

Rick says his first month on the job has been extremely busy. "It's a big learning curve." But he's been putting in six and seven day weeks—including speaking at a Baptist Church in Concord with the Labor in the Pulpit program. "At first I was nervous," Rick says. "But Concord is a labor-friendly town. They received me so well that it made it simple."

After attending his first IAM national convention in Cincinnati, he'll come back to Contra Costa county and hit the ground running.

200 members attend Dutton's retirement picnic

When Local 1173's staff and officers thought about what to do for Area Director Vern Dutton upon his retirement after 10 years, they figured the appropriate tribute was a dinner for about 80-100 people at the local country club. But Dutton was adamant—no fancy dinners, he wanted everybody to be able to see him off.

So instead, on August 30, about 200 members came to the Concord Community Park to wish Vern well in his next adventures. Also attending was IAM Western States Vice President Lee Pearson and many district staff members.

Mark Hollibush served as the master of ceremonies, inviting several members and fellow staff to the microphone to honor Vern and share their own special memories of working with him.

In his farewell speech, Vern said that his goal, when he came on the union staff, was to leave Local 1173 in better shape than he found it. Clearly, the staff and members in attendance believe he succeeded.

In addition to working with his son at his Vacaville-based construction company, Vern plans to take care of his granddaughters once a week and looks forward to being able to spend more time with all of his family. Among the sev-



Vern and his girls, daughter Jodi and granddaughters Kaitlyn and Carlie

eral gifts from members and coworkers were several items for fishing and a weekend ocean getaway for Vern and his wife Nancy.

"Vern has promised that he has not retired from the Union," says office manager Rhonda Gonsalves. "We have a lot of younger retirees now, like Vern, so I'm sure that with his leadership we can reactivate our Retirees club."

District 190 Staff

Over the years, some staffmembers have retired and others have moved up. Here's a current list of the District 190 staff.

Jim Beno.....Directing Business Rep
Herman Howell.....AA for Manufacturing
Don Crosatto.....AA for Automotive

Area Directors (AD)

Tom BrandonLocals 1414 & 1596
Glenn Gandolfo.....Local 1101
Mark Hollibush.....Local 1173
Jesse Juarez.....AD for Organizing
Mark Martin.....Locals 801, 1528, 2182

Business Representatives

Craig Andrews.....Local 1546
David Asplin.....Local 1546
Don Barbe.....Local 1414
Mike Cook.....Local 1546
Jesse Figueroa.....Local 1484
Manny Francis.....Local 1414
Art Gonzalez.....Local 1414
Gilbert Gonzalez.....Local 1584
Skip HatchLocal 2182
Kevin Kucera.....Local 1484
Pedro Mendez.....Local 1414
John Moran.....Local 1414
Chris Rasmussen.....Local 1584
Rick Rodgers.....Local 1173
Jim Schwantz.....Local 1101
Pat Woodward.....Local 1546

Organizers

Jesse Juarez
Joe Coy
Al Lopez
Pedro Mendez
George Tomassi



ATPA is the administrator for the Automotive Industries Health, Pension and Welfare Trust Funds.

Contact us at 510-836-2484

SHOP TALK: What issues will guide who you vote for in 2004?



Tim Siemons
Lasher Auto Group
Sacramento—Local 2182
"We're worse off because we're in a war we don't belong in. I'm concerned about what's going on in this country—jobs, security. Why aren't our jobs staying here?"



Stan Henry
Great Valley Auto Group
Sacramento—Local 2182
"I feel I'm better off—financially and where I am in my life and career. The economy seems to be doing good. Housing's up. My biggest concerns are the morality issues—abortion and stuff like that."



Brad Green
Great Valley Auto Group
Sacramento—Local 2182
"We're better off because we have somebody who knows how to run the country. The big issues are the war and the economy. If we turn the country over to Kerry, we'll be taxed to death."



Keven Wathier
Great Valley Auto Group
Sacramento—Local 2182
"Things are about the same—some are better, some are worse. Terrorism is at the top of my list. Then comes the economy and health coverage, which really needs to be taken care of."



Frank Mezzanares
Great Valley Auto Group
Sacramento—Local 2182
"Always better off. The future for America is better. I'm an optimist. The major issues are jobs and the economy. Of course, the issue of Freedom goes without saying."



Raising money for Guide Dogs of America, one event at a time

Summertime is always a busy season for guide dogs fundraising events, and this year was no exception.

Second Annual Local 1173 Poker Run

On August 15, Local 1173 sponsored its **Second Annual Poker Run**, raising \$1,000 for Guide Dogs and \$1,000 for MNPL. This year about 75 participants joined the motorcycle run, which took them out Highway 4 along the River Road toward Sacramento. When they came back to the Local's Concord hall, they enjoyed a catered Mexican dinner. With double the amount of donated prizes as in year one, everyone had a fantastic time.

"This is not just a great fundraiser, but it's also an opportunity for our members to get to know each other in a fun setting," said Business Rep Rick Rodgers. "Next year we may bring in hot rods as well."

Labor Day Car Show

The fifth annual Labor Day Car Show at Hagin Park in Sacramento, brought out more than 130 spruced-up vehicles from the 1920s to today. The event raised more than \$10,000 for Guide Dogs.



The official judges of the Labor Day Car Show in Sacramento included Western Territory Vice President Lee Pearson, DBR Jim Beno and Area Director Mark Martin, but these two crack investigators were checking out the Chevys.

20th Annual Michael J. Day Memorial Golf Tournament

The biggest event of the Guide Dogs fundraising season was the 20th Annual Michael J. Day Memorial Golf Tournament. The sold-out tournament filled the Alameda Municipal Golf Club, on August 20th.

"We're still finalizing the tally, but it looks like we'll be able to donate at least \$75,000, as we did last year," says DBR Jim Beno. "It was a great day, a great success for the Guide Dogs, and a great tribute to Mike Day."

Following the tournament, participants went to Francesco's Restaurant in Oakland for some of former DBR Frank Sousa's famous home-made wine, hors d'oeuvres, and dinner.

This year's raffle prizes included a \$1,000 cash prize, several \$500 gift certificates to Best Buy, televisions, DVDs and other electronic gear, lots of golf items and a trip for two to Las Vegas to attend the Annual Guide Dogs dinner in November.

UNION MEETINGS

<p>District Lodge 190 7717 Oakport Street Oakland, CA 94621 510-632-3661</p>	<p>Executive Board Meeting Fourth Tuesday of each month at 6:30 p.m. October 26 • November 30* • December 15*</p> <p>General Delegates Meeting Fourth Tuesday of each month at 7:30 p.m. October 26 • November 30* • December 15*</p> <p>* Dates changed due to holidays.</p>	<p>Local 1528 713 16th Street Modesto, CA 95354 209-529-9210</p> <p>Executive Board Meeting First Wednesday of each month at 5:30 p.m. October 6 • November 3 • December 1</p> <p>General Membership Meeting First Wednesday of each month at 7:00 p.m. October 6 • November 3 • December 1</p>
<p>Local 801 7717 Oakport Street, Oakland, CA94621</p>	<p>Membership Meeting Third Thursday of the month at 4:00 p.m. October 21 • November 18 • December 16</p> <p>Meetings are held at the Carpenters' Hall, in Reno.</p>	<p>Local 1546 10260 MacArthur Blvd., Oakland, CA94605 510-638-6705</p> <p>General Membership Meeting First Tuesday of each month at 7:00 p.m. October 5 • November 9* • December 7</p> <p>Shop Stewards Meeting First Tuesday of each month at 5:30 p.m. October 5 • November 9* • December 7</p> <p>Executive Board Meeting Thursday preceding membership meeting at 6:30 p.m. September 30 • October 28 • December 2</p> <p>Retiree Club Pot Luck Luncheon First Wednesday of each month at 12 noon October 6 • November 3 • December 8</p> <p>Alcoholics Anonymous: Every Saturday, 9 a.m.</p> <p>* Note: Nov. 2 meeting moved to Nov. 9, due to national elections</p>
<p>Local 1101 3777 Stevens Creek Blvd., Suite 320 Santa Clara, CA 95051 408-551-2280</p> <p>All meetings are held at the above address. Check union office for room.</p>	<p>Stewards Meeting First Thursday of each month at 6:00 p.m. October 7 • November 4 • December 2</p> <p>Executive Board Meeting Second Thursday of each month at 5:30 p.m. October 14 • November 11 • December 9</p> <p>General Membership Meeting Second Thursday of each month at 6:30 p.m. October 14 • November 11 • December 9</p> <p>NOTE: New office hours: Mon-Thur. 8 am-5 pm Friday: 8 am-4 pm. For Reps: Call ahead for appointment/availability</p>	<p>Local 1584 8130 Baldwin Street Oakland, CA 94621 510-635-2064</p> <p>Membership Meeting Third Thursday of each month at 7:00 p.m. October 21 • November 18 • December 16</p> <p>Executive Board Meeting Preceding Monday at 7:00 p.m. October 18 • November 15 • December 13</p> <p>Retirees Club First Tuesday of each month at 12:30 p.m. October 5 • November 2 • December 7</p>
<p>Local 1173 1900 Bates Ave., # H Concord, CA94520 925-687-6421</p>	<p>Executive Board Meeting Second Thursday of each month at 6:30 p.m. October 14 • November 11 • December 9</p> <p>Membership/Shop Stewards Mtg. Third Thursday of each month at 6:30 p.m. October 21 • November 18 • December 16</p>	<p>Local 1596 4210 Petaluma Blvd. No. Petaluma, CA 94952 707-795-0085</p> <p>Membership Meeting Third Tuesday of each month at 7:00 p.m. October 19 • November 16 • December 21</p> <p>Executive Board Meeting Third Tuesday of each month at 6:30 p.m. October 19 • November 16 • December 21</p>
<p>Local 1414 150 South Blvd. San Mateo, CA94402 650-341-2689</p>	<p>Shop Stewards Meeting First Thursday of each month at 6:00 p.m. October 7 • November 4 • December 2</p> <p>Executive Board Meeting Second Thursday of each month at 6:00 p.m. October 14 • November 11 • December 9</p> <p>General Membership Meeting Third Thursday of each month at 6:30 p.m. October 21 • November 18 • December 16</p> <p>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</p>	<p>Local 2182 967 Venture Court, Sacramento, CA95825 800-458-9200</p> <p>Executive Board Meeting Second Tuesday of each month at 6:00 p.m. October 12 • November 9 • December 14</p> <p>General Membership Meeting Second Tuesday of each month at 7:00 p.m. October 12 • November 9 • December 14</p> <p>Retirees Club - VISTA CLUB Third Wednesday of each month at 11:00 a.m. October 20 • 17 • December 15</p>
<p>Local 1484 1261 Avalon Blvd. Wilmington, CA 90744 310-835-6688</p>	<p>Executive Board Meeting Third Thursday of each month at 6:00 p.m. October 21 • November 18 • December 16</p> <p>General Membership Meeting First Tuesday of each month at 6:00 p.m. October 5 • November 2 • December 7</p> <p>Retiree Club Third Wednesday of each month at 1:00 p.m. October 20 • November 17 • December 15</p>	