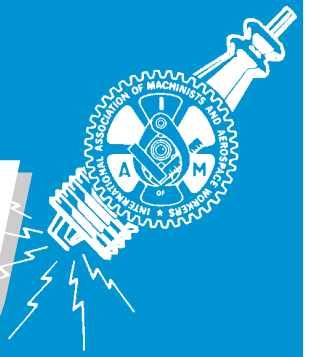


The IAM District 190 Sparkplug



VOL. 7, NO. 6

October/November 2005

Serving the Active and Retired Members of IAM District Lodge 190

We are pleased that these strong union members decided to affiliate with the IAM... We will work hard for them.

2,400 member independent union at Foster Farms affiliates with District 190

The 2,400 members of the League of Independent Workers of the San Joaquin Valley, an independent union representing production workers and mechanics at the Foster Farms poultry processing plant in Livingston, voted overwhelmingly, in September, to affiliate with District Lodge 190.

"We are pleased that these strong union members decided to affiliate with the IAM," says Directing Business Rep Jim Beno. "We will work hard for them and welcome them to our District."

For years, these workers were

represented by the United Food and Commercial Workers, but they decertified that union two years ago. According to labor law, once the decert vote took place, these workers could not hold another election for a year. The company immediately took advantage of the situation and withdrew many of the benefits the workers had gained over 50 years of being unionized—in some cases, people lost \$1.60 an hour in benefits.

It didn't take long for the workers to decide they needed another union. A workers' committee recruited Ralph Meraz to consult on legal issues and how best to proceed. Meraz had been the Director of Human Resources for Foster Farms for 16 years, before leaving for another position in Mississippi. He was in a unique position—he understood labor law and he knew many of the players, on both sides of the table.

Meraz advised the committee that none of their options would be easy, but their best bet was to form an independent union. Meraz worked with the committee to establish the League of Independent Workers. In October, 2004, they petitioned the



Some of the "leadership team" poses after the votes are tallied. Shaking hands are League President Ralph Meraz and IAM Directing Business Representative Jim Beno.

NLRB for a union election, won that election and were certified by the NLRB to begin bargaining with Foster Farms. As a new union, they printed t-shirts, established a communications structure, and set up a portable trailer to serve as an office.

The League's negotiating committee was making headway, especially on the economic issues. However, after about six months of bargaining, they weren't able to bring an agreement to the membership to ratify.

The biggest sticking point was that Foster Farms refused to include a "union security" clause in the contract, preferring the plant to be "open shop."

For the union, this was a deal-breaker.

Decision to affiliate

The Committee determined that, if the time came, they would need to affiliate with a larger union to gain additional experience and needed clout.

"The Company told us that we were new, not established. So if we could agree to their proposals now, they'd make improvements later," Meraz says. "By affiliating with IAM, we've taken all those excuses away. The IAM is established."

After the committee heard presentations from several different

continued on page 7

League of Independent Workers — Officers

President — *Ralph Meraz*
Secretary-Treasurer — *Ruben Zesati*
First Vice President — *Teto Anacleto*
2nd Vice President — *Amargeet Gill*
3rd Vice President — *Fred Avila*

A 15-member leadership committee meets regularly to set strategies. A group of 120 people, from different shifts and locations in the plant, carry out the communications with the 2,400 union employees.

Special Election Issue: See pages 4-5 for more info

How's the Governor doing so far, and what do you think of this special election?



Mark Bustamante
Grace Honda—San Bruno
Local 1414

"He's lost popularity. I don't like that he's taking money from education when he said he'd help education. I voted for him the first time, but I wouldn't vote for him again. I'm all about the union—I definitely look at the union recommendations before I vote."



George Tompkins
Valley Waste Management—
Walnut Creek
Local 1173

"He was good in his movies, but now he sucks. I heard that he's against the unions, so that's bad. We should not pass Prop 75. We want to be in control of Them, not let Them be in control of us!"

November 8 Special Election

IAM Recommendations

Proposition . . . Recommendation
73 . . . No recommendation
74 . . . **NO!**

NO
on PROP 75

76 . . . **NO!**
77 . . . **NO!**
78 . . . **NO!**
79 . . . **YES!**
80 . . . **YES!**



See pages 4-5 for details about the propositions

Register to Vote — Deadline: October 24
Apply for an absentee ballot — Deadline: November 1
Vote — for your rights as a union member

AROUND THE LOCALS

Local 1101

Five-hour strike nets first contract!

On Friday, August 26th, the members of Local 1101 who work at Capitol Expressway Ford walked off the job at noon. By the end of the day, they had the contract that they'd been working to negotiate for a month.

It all started when Sonic Automotive, Inc. sold the Friendly Ford dealership to Ford Dealer Development in early August. The new principal, through his representative, recognized the Union but proposed an inferior contract.

The proposed agreement called for severe cuts in pension contributions, seniority and vacation accrual. The company proposed that employees pay \$75 per single, \$150 per married, and \$250 per family toward

their health care premiums. In addition, flat-rate times had been cut, and the team system was trashed for a central dispatch system.

While the members had rejected this contract offer, they expected that the talks would continue until a better offer could be reached.

However, when the first payroll checks were distributed on August 25, the employees had a rude shock. The health care contribution deducted for those with a family was a whopping \$900!

The members revolted and demanded a strike vote—which was unanimous. The members then decided to take immediate action. “The members were angry and frustrated,” said Shop Steward Paul Petsche. “We set up a very aggressive picket line.”

The employer contacted Local 1101 to immediately come back to the negotiating table. The members

demanded the agreement they previously had with Friendly Ford. By 5 p.m. that day, the Employer and the union were able to reach and sign an agreement which the members ratified unanimously.

“The members in the shop should be extremely proud,” said Local 1101 Business Representative Jim Schwantz. “This was solidarity at its best.”

Local 1596

Contracts settled

The four truck mechanics at Clover-Stornetta Farms in Petaluma ratified a new four-year agreement. Each year they will get a wage increase of 75¢ and a pension contribution of 8¢. The Company will pay up to 12% of cost increases in health insurance each year as well.

Area Director Tom Brandon

reports that the members at 10 shops ratified the Independent Garage Agreement for the North Bay. The three year agreement covers a cost-of-living wage increase each year and maintenance of costs for health insurance.

Local 1584

More contracts settled

The 78 employees at Veriflo in Richmond have a new three-year contract, but they're not particularly happy with it. A majority of the members voted against the contract proposal, but they were two votes shy of the 2/3 needed for strike approval.

The agreement calls for no wage increases in those three years, an increase of \$70/year in health and welfare coverage, and 5¢/hour each year put into the IAM pension.

continued on page 3

ORGANIZING WINS

Burbank Airport fuelers vote for IAM



New IAM members at GlobeGround in the Burbank Airport, accompanied by Business Rep Kevin Kucera (left) and Organizer Al Lopez (2nd from right). Walter Sullivan (2nd from left) initiated the drive.

In August, the Fuel Agents who work at GlobeGround North America in the Bob Hope (Burbank, Glendale, Pasadena) Airport got organized and ratified their first five-year agreement. It all started when Warren Sullivan, a former member of the Machinists Union and newly hired fuel agent at GlobeGround, contacted Local 1484 Business Rep Kevin Kucera and Organizer Al Lopez.

The IAM's national collective bargaining agreement with Globe Ground contains language that allows for “card check.” This

means that if a majority of the workers indicate their desire for representation by signing cards, the employer will recognize the union and enter into negotiations.

The five-year agreement for the newly organized group of workers has significant wage increases, and an additional holiday and benefit package that only a collective bargaining agreement can provide.

Local 1484 offers special thanks to Warren Sullivan for initiating the process at the Burbank Airport and welcomes the eight new IAM members.

Techs at two Stockton dealerships demand union representation

When some mechanics at Big Valley Ford in Stockton called said Local 2182 Business Rep Skip Hatch. He knew they were ready for union representation. “They told me that this place is so horrible that several of their most highly qualified journeymen techs were actually considering working at Pep Boys because they could get better health care coverage,” Hatch said.

After meeting with the techs several times, the union served a demand letter on the employer on September 12. Hatch reports that the employer's reaction was “unhappy, to say the least.”

On September 30, the NLRB held a unit determination hearing. The company had hired Ned Fine, of Fine, Cope, Boggs and Perkins, an anti-union law firm. “Fine kept us there from 9 a.m. to 7:30 p.m. If nothing else, he did a great job milking the employer's checkbook for

that day,” says Hatch.

The union is awaiting the NLRB's determination of which job classifications are to be included in the unit.

Word spread quickly. Across the street at Stockton Dodge, several techs requested a meeting with the union to talk about their shop. Eleven out of 16 mechanics showed up for the lunchtime meeting on September 23.

“We discussed what unionizing would mean and they decided to move ahead quickly,” says Hatch. “So instead of going back to my office, I went to the local Kinkos and typed up a demand letter. We served that employer after lunch.”

Hatch says that this employer's reaction was “similar to what we got at Big Valley Ford—shock, surprise, and dismay. We look forward to an interesting campaign at both shops.”



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

Debra Chaplan, Managing Editor

Local 1584 hiring an organizer

Local Lodge 1584 in Oakland is looking for a full-time organizer who has demonstrated success in organizing union shops.

If you have organizing experience and are interested in bringing more members into the IAM, call Marg Kolb (510-635-2064). Either fax (510-635-2216) or mail resume to the Local at 8130 Baldwin Street, Oakland, CA 94621.

AROUND THE LOCALS

continued from page 2

"The company was completely negative," says Business Rep Chris Rasmussen. "All they proposed were take-aways. This was a better deal than what we started with, but I know we'll have a big fight ahead of us in three years."

The situation was very different over at Conoco Phillips 66 in Hercules. The 21 members here who maintain the carbon plant got a three-year extension on their contract which includes a 3.5% increase in wages in years one and two, and 3.7% increase in year three plus a \$1,500 ratification bonus.

And over at American Brass & Iron in Oakland, the three pattern makers got a three-year contract which was ratified in September. They'll get cost-of-living wage increases each year, a 15¢/hour increase in the IAM pension contribution, and their health and welfare will be fully paid by the employer.

Local 1173

And still more contracts

Area Director Mark Hollibush reports that the members at Concord Toyota and at Niello Infiniti settled their contracts. "In both cases, they got wage increases, but unfortunately, most of that will have to be used to pay the increases in their medical."

Those who work at Ryder Truck

Rentals in Benicia ratified an excellent three-year contract. "They got a wage increase of \$1.00 the first year, and 85¢ each of the next two years, and the company raised the medical cap high enough that the employees shouldn't have to pay in," says Hollibush.

The contract Dirito Bros. Concord Nissan was settled in August. The members agreed to accept to a 401K plan where the employer put the same amount of money as he had in the AI plan, with no employee matching.

Steve Strom named Local 1173 Shop Steward of the Year

Steve Strom, who works at Antioch Toyota and is a member of the Local's Executive Board, was voted Shop Steward of the Year by Local 1173. "Steve is always the first one to volunteer for a job or picket duty," says Area Director Mark Hollibush. "I look forward to using his talents for negotiations this January when the contract comes due."

Strike at Lithia Dodge

The 25 technicians, parts people, detailers and lot attendants at Lithia Dodge of Concord voted to go on strike on September 22, and have been out there every day picketing and shutting the place down.

Hollibush explains that the employer wanted to reduce their

pension contribution from \$315 to \$50, and did not want to give any help for medical increases over the next three years.

As the *Sparkplug* goes to press, a meeting with the employer has been scheduled. "The company will probably threaten to replace all the guys," says Hollibush. "But that's easier said than done. We know that there's no other talent out there."

Local 2182

Getting equity in Sacramento

The contract for the 85 members of Local 2182 who work on the City of Sacramento vehicles (police cars, dump trucks, fire trucks) as well as on specialized fire department equipment, such as nozzles and breathing apparatus, is all but signed, sealed and delivered. The five-year pact includes wage increases of 4% for each classification each year, with an additional equity adjustment of up to 3% each year. According to Business Rep Skip Hatch, "these workers were way behind the curve—until now."

The contract also includes significant increases in health and welfare coverage, which should fund all or almost all of the costs. It also increases the tool allowance, pays for safety shoes and glasses, reimburses tuition, increases standby pay, provides up to three days of bereave-

ment leave, and eliminates some waiting periods for benefits.

The contract also modifies an incentive program that gives extra dollars to those who have extra certifications. These changes caused some controversy, but have been adopted.

Good deal for small unit

Okay, so only one IAM member works at Tom's Refrigeration in Sacramento, but he got a good contract, which helps the Local in negotiating other contracts at similar shops.

This member will get a 50¢/hour raise each year for three years of the agreement, maintenance of benefits on his health and welfare, an increase in the employer's contribution to the AI pension plan, and implementation of the Michael J. Day Retiree Medical Trust with employer matching.

Claps for Thunder

The eight members at Thunder Machine in Sacramento have a new three-year agreement. "We got maintenance of benefits on the Health and Welfare, which was the biggie," says Hatch. "This is a highly competitive industry, with lots of non-union shops. We're pleased they want to take decent care of their mechanics."

In addition to 25¢ wage increases each year, the company also agreed to add the California Machinists 401K plan and provide a modest increase to their AI pension plan contribution.

Community takes up fight to keep Berkeley Honda unionized

As retired teacher Harry Brill sees it, the community has to be involved in supporting local labor struggles because otherwise labor is too isolated. "This is not a plant with 10,000 people at it; there's just a handful of folks at Berkeley Honda and they just want a decent quality of life."

After being on strike for four months, many of the former long-time Berkeley Honda members who were not re-hired by the dealership's new owner, have found other jobs. They still come to the picket line, but they and Local 1546 are relying on the support from the community to maintain the protest at the dealership.

"Our main goal is to persuade Berkeley Honda to negotiate in good faith," says Brill. "The details of the contract are up to the union and management."



Nat Courtney (right), a 31-year Berkeley Honda tech, addresses the Alameda County Labor Day Picnic. Listening intently is California Labor Federation Secretary-Treasurer Art Pulaski.

Unfortunately, good faith is not a phrase that can be used to describe Berkeley Honda's actions. After meeting on August 23, the company wouldn't schedule a next session until September 19 and then cancelled until October.

"Privately, they told the guys, 'you know you'll never work here again,'" says community activist Judy Shelton. "That's not good faith."

"We're trying to have a continuous series of events. That big rat is becoming a good friend of ours," says Brill. "In addition to gracing our weekly pickets (Thursdays from 4:00-5:30 p.m. and Saturdays from 1:00-2:30 p.m.), the rat has marched in the Solano Stroll and at the "How Berkeley Can You Be" parade.

Brill gives special thanks to the Wellstone Democratic Club for promoting the boycott actions and raising money. He also thanked the Rockin' Solidarity Labor Chorus for bringing music to the picket line.

"This company didn't count on the community picking up the mantle," says Brill. "I'd like to see them flourish—as long as they have a union contract."

According to Local 1546 Business Rep Mike Cook, Berkeley Honda's latest proposal undercuts their own implemented agreement, reducing the wages for mechanics by \$6/hour. "The owner, Tim Beinke, keeps telling everyone, including the City Council and the mayor, that the only issue remaining on the table is pension withdrawal liability. But when we try to explain how the liability works, he refuses to listen. He'd rather mislead the mayor than get the facts," Cook says.

"This owner has acted in bad faith toward the workers, the union and this community. We think his agenda is really to dump the dealership and develop this part of Berkeley using eminent domain," Cook adds. "Hopefully the powers-that-be in this city will remember how he treated us and them."



Community members keep up the weekly picketing in front of Berkeley Honda.



The rat joins the Solano Stroll—an annual community street fair held in Albany each September

What's on the Special Election ballot?

Governor Schwarzenegger calls 2005 the "year of reform," but his main reforms are merely an attack on unions and union members. Instead of working with the state legislature as governors are supposed to do, he has initiated a Special Election that will cost state and local governments more than \$40 million. Following is a review of the measures you'll see on the November 8 ballot.



75 Paycheck deception

NO Defeating Prop 75 is the top priority for public and private unions this election. All members are encouraged to vote NO on Prop 75, and urge their family and friends to do the same.

This initiative would prohibit a union that represents any public employees from using union dues or fees for political contributions unless each member provides written consent on a form mandated by the initiative. That may sound appealing to some, but union members already have that right.

What Prop 75 really does is allow outsiders to decide how you should

run your union. It will tie up unions in so much bureaucratic paperwork that they'll have a hard time speaking out for the rights of their members.

Prop 75 is intended to silence the voice of union members in politics and

prevent us from fighting back against big business. Union

political contributions would be restricted but corporations would be untouched by the initiative. Corporations already outspend labor 24 to 1 in national politics and Prop 75 would make this imbalance even worse.

Prop 75 is a test case. If it passes and silences public employees this year, you can be sure that private employee unions will be next.

NO on PROP 75



International Association of Machinists District Lodge 190

Dear IAM Member:

On November 8 there will be a special election that will impact you directly. Right now, the IAM uses political advocacy to protect the issues that you care about. Proposition 75—the initiative backed by Gov. Schwarzenegger and his corporate contributors—would take unions out of the political process.

What does this mean for you? If Prop 75 passes, the union would not be able to speak out against cuts in spending on our schools, transportation and public safety. Prop. 75 will silence the voice of teachers, nurses, firefighters and our union.

Prop 75 targets public employee unions first—and that includes the IAM. Close to 500 District 190 members work for the City/County of San Francisco, the City of Sacramento and other public entities. If Prop 75 passes, we can be sure that its backers will come after the unions representing workers in the private sector next.

Prop 75 would restrict political contributions from unions, but would do nothing to limit spending by big corporations. Corporations already outspend unions in national politics by a 24-1 margin. Prop 75 would make this unfair imbalance even worse.

Proposition 75 isn't the only attack on unions and working people on the ballot. Prop 74 reduces job security and contract protections for teachers, making it harder to keep good teachers in our schools. Prop 76 gives the Governor unprecedented power to slash the state budget and eliminate funding for services like education and public safety.

These initiatives are all part of Arnold Schwarzenegger's anti-union agenda for the special election. On November 8, vote to protect your voice. Vote "NO" on Prop 75!

In Solidarity,

Jim Beno

Jim Beno, Directing Business Representative

Register to Vote

Deadline: October 24

Apply for an absentee ballot

Deadline: November 1

Vote November 8

for your rights as a union member

SHOP TALK: What do you think of Gov. Schwarzenegger so far? What do you think you should do about it?



Robert Aguilar
Connell Chrysler—Oakland
Local 1546

"He came in with good intentions but got influenced by all the money. He does what he's told, not what he said he was going to do. He's trying to silence unions and take away teachers' jobs. Teachers have a very hard job and don't get paid enough as it is."



Eduardo Mora
Golden Gate Truck Ctr—Oakland
Local 1546

"He's not doing the right job. Instead of taking money from the teachers, he should put more money into the schools and apprenticeship. The union should be involved in politics if the issue impacts us as working people."



Carlos Colonia
Mill Valley Refuse Svc—San Rafael
Local 1414

"I voted for him the first time, but I don't know if I will again. There's a lot of promises but often not much follow-through. The union is the best thing we have. They should not stop the union from being involved in politics, because they watch out for us."



Chris Watson
Crown Chevrolet—Dublin
Local 1546

"I think he's doing a decent job but he could address some of the issues with workers. Prop 75—that's not right. He should keep his hands off unions—they need a free hand in their negotiating policies."

POLITICAL SCENE



November 8 Special Election

Recommendations at a glance

- NO on Proposition 74** Punish New Teachers
- NO on Proposition 75** Paycheck Deception
- NO on Proposition 76** Cuts School Funding
- NO on Proposition 77** Reapportionment
- NO on Proposition 78** Drug Companies' "Bad Prescription"
- YES on Proposition 79** Cheaper Prescription Drugs
- YES on Proposition 80** Affordable Electricity & Preventing Blackouts

74 Punish new teachers

NO This initiative reduces job security and contract protections for teachers. It requires teachers to teach for five years instead of two years before gaining permanent status and contract protections. This initiative does nothing to improve our schools and will make it harder to attract and keep good teachers.

76 Budget power grab that cuts school funding

NO Prop 76 allows the Governor to make devastating mid-year budget cuts if revenues fall below expenditures. It guts Proposition 98, the law voters approved to guarantee minimum funding to our schools. It eliminates the requirement that the state must restore any money owed to schools when education funding falls below the minimum guarantee.

77 Redrawing district lines

NO Borrowing a page from the Texas handbook, Gov. Schwarzenegger wants to require a three-member panel of retired judges to immediately redraw congressional and state legislative district lines instead of waiting for the next census. The Governor has stated that the purpose of this maneuver is to elect more moderates to the Legislature and Congress. The real goal is to boot the pro-worker majority out of legislative power in Sacramento.

78 Phony prescription drug bill

NO Brought to the ballot by big drug companies, Prop 78 is designed to confuse voters so they will vote NO on Prop 79. Prop 78 relies on drug manufacturers to voluntarily lower their prices, covers fewer people, and does not allow the state of California to enforce the program.



79 Cheaper prescription drugs

YES Prop 79 establishes a real discount drug program for up to ten million eligible low and middle-income Californians. Discounts are obtained by requiring drug manufacturers who sell to Medi-Cal to offer comparable discounts to the new program.

Prop 79 allows the State to negotiate directly with the pharmaceutical companies for lower drug prices for millions of citizens, just as the state of Maine does. Californians in need would get cheaper prescription drugs, and the state's taxpayers would save hundreds of millions of dollars.

80 Prevent blackouts & repeal energy deregulation

YES Seniors, consumers and small businesses need reliable electric service at reasonable prices. Prop 80 ensures that all electricity providers are subject to the regulation of the Public Utilities Commission, and that those providers have the certainty they need to make sure we have adequate supplies of electricity in the future.

Think about Prop 75 trying to limit union involvement in elections?



Jesse Colmenarez
Serramonte Ford—Colma
Local 1414

"I don't have much of an opinion, but I know a lot of people are unhappy. It's definitely important for unions to be involved in politics. Unions create opportunities for people like me and they fight for my best interests."



Tom Cordeiro
Goode Chevrolet—Alameda
Local 1546

"I do the daily 9 to 5 so I don't follow politics. But I'm glad that the unions are involved and I think that they should be."



Vo Phung
Goode Chevrolet—Alameda
Local 1546

"I have no comment about the governor because I don't follow politics. But I think unions should be involved in politics. That makes sense."



Richard McQuade
UPS—Concord
Local 1173

"He was put in a rough spot to begin with. He should leave the family issues alone and stick to running the state. I strongly believe that unions should be involved. That's what a union is for—to band together and fight for the members."


MORE LOCAL NEWS
Local 1546
East Bay auto dealers bargain in bad faith

The East Bay Motor Car Dealers Association is attempting to implement what they characterize as their *last, best and final offer*. "It's a terrible offer," says Local 1546 Area Director Don Crosatto. "They have not been bargaining in good faith, and clearly their goal all along has been to bring this process to impasse."

The Association is composed of seven dealers in Alameda County who employ about 150 IAM members and 50 Teamsters and Painters.

Their proposed contract calls for a four-year wage freeze for journeyman mechanics, a \$3.50 pay cut for new hires, a \$2 pay cut for current parts people, and a \$5.50 cut for new hires in parts. In addition, the dealers would cut two holidays, institute a mandatory flat rate structure, and move to a new health plan with co-pays of up to \$600/month for family coverage.

"All of that's bad enough, but that's not even their real agenda," says Crosatto. "That's their wish list. Their real agenda is to get rid of the pension plan." The dealers' proposal is to reduce their pension contribution to \$25 a month. (Currently the average contribution is \$330/month.)

Crosatto says that the employers have a "fanatical obsession" with

the pension withdrawal liability issue. "The Association is trying to pay the lowest possible amount that will not trigger them having to pay to withdraw."

Crosatto believes that since domestic car sales are not doing well, the dealers hope to make up lost sales off the backs of their employees in the still-busy service departments.

During negotiations, the union has been unable to pin down the employers on the specifics of their proposals. For example, the dealers still have not provided specific health and welfare rates because they haven't even chosen a plan.

"They're less interested in meaningful bargaining than trying to force an impasse," Crosatto adds. "Their proposal has more twists and turns than a roller coaster."

Negotiations for this contract started slowly in May, with the pact expiring on July 1. As of September 30, some, but not all, of the employers have implemented this contract.

The union will not bring this offer to membership vote until the Association provides answers to how it will work. While striking is certainly a last option, the union expects to start with informational picketing

In the meantime, the union filed charges with the NLRB. "We're confident that they'll find the illegality of the employers' actions," Crosatto adds.

Update from CBX

As previously reported in *The Sparkplug*, Stockton-based Clutch and Brake Xchange (CBX), burned to the ground on a hot Friday night in July. Without skipping a beat, owner Jim Hitchcock worked the weekend to identify new office and work space, so that the company could open for business on Monday morning. To date, not one employee has lost a day of work as a result of the total destruction of the shop.

However, Hitchcock reports that business is down 30%, probably because customers assume he's out of business. But, it is starting to turn around. Hitchcock says that his insurance companies have been taking care of him and he has purchased a new piece of property for a new building and hopes to close on it soon. When he does, he can move ahead with reestablishing CBX at the new permanent location.

The IAM salutes Jim Hitchcock for being a conscientious businessman and a good employer.

Important Notice: Local 2182 Members
Nomination and election of officers for the years 2006-2008

At our regular meeting on Tuesday, November 8, 2005 at 7:00 p.m., nominations will be held for the following positions: President, Vice President, Recording Secretary, Secretary/Treasurer, Conductor/Sentinel, Executive Board (three to be elected), Trustee (three to be elected), Building Committee (five to be elected), Audit Committee (three to be elected).

Election of officers will be held at the first regular meeting in December, which is December 13, 2005. Polls will be open from 12:00 noon to 9:00 p.m.

The following election regulations will be observed:

Absentee Ballots: Members who reside in outlying district more than 25 miles from the balloting place, members who are ill and confined under orders of a physician,

and members temporarily absent from the City, may be furnished absentee ballots. Any member entitled to receive an absentee ballot shall make written request to the Recording Secretary of Local 2182 by delivering or mailing such request not later than ten (1) days before the election.

Qualifications to become a candidate for election: In accordance with Article XII, Section 2, of the Local Lodge By-laws, to be eligible a member shall attend at least fifty percent (50%) of the regular Local Lodge meetings held during the twelve (12) month period ending the date of close of nominations.

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

Below the poverty line — a new definition


Hurricane Relief Update

Across Mississippi, Alabama and Louisiana—at the heart of where Hurricane Katrina hit in late August, the IAM has more than 2,500 members in 15 Lodges. As of mid-September, IAM pensioners were not receiving their pension checks. Their checks are held at the respective post offices according to the first three numbers in their zip code.

Across the nation, IAM Brothers and Sisters are rushing to get urgently needed assistance to the hurricane survivors, offering donations, clothing drives, housing, and jobs. The labor movement is the first to pitch in and put our union values to work. We are the ones who will keep doing it long after the TV cameras are gone.

While it is impossible to chronicle the thousands of acts of kindness and courage, here is an update about what the IAM and our Brothers and Sisters are doing on a national level.

IAM Disaster Relief Fund Grows

Our IAM members are dedicated donors. They continue to contribute thousands of dollars for the victims of Hurricane Katrina and Rita. Local 1484, through the good works of Community Services Chair Frank Honratto, raised \$1,000 for Hurricane Katrina survivors. Other Locals will report in soon.

Every dollar received from IAM members will be given to our Brothers and Sisters affected by this disaster. Please make checks payable to **IAM Disaster Relief Fund** and mail them to the IAM Community Services Department, 9000 Machinists Place, Upper Marlboro, Maryland 20772.

Clothing/Personal Items Drive

Southern Territory General Vice President Robert Martinez has established two staging areas to send items for victims. We need to be very careful to send CLEAN clothing in good condition, ready to wear. It is very hot, so summer clothing only.

For more information, please contact mcordone@iamaw.org

Worker Centers in the Works

Please inform the IAM Community Services Department about jobs in your area. Also, the AFL-CIO, state federations and central labor councils are setting up Worker Centers in Houston, Texas; Pearl, Mississippi; Mobile, Alabama; Atlanta, Georgia and Baton Rouge, La. At the centers, displaced workers can learn about jobs, get access to computers, benefit from unions' health and welfare services and find basic relief. To volunteer to help at these centers, contact the IAM Community Services Department at 301-967-3433.

Need of Temporary Shelter

Our IAM Sisters and Brothers affected by this disaster need temporary shelter. If you have room in your home, please contact the IAM Community Services Department at 301-967-3433

Union Plus Grants

The Union Plus Credit Card Disaster Relief Fund offers current cardholders facing financial hardship as a result of the hurricane an opportunity to apply for grants of \$500 to \$2,000. The money does not have to be repaid. For information, call the IAM toll free phone number (1-800-961-4745) or the AFL-CIO toll free phone number (1-877-AFLCIO9).



**ASSOCIATED
THIRD PARTY
ADMINISTRATORS**

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

Contact us at 510-836-2484

UNION EVENTS



First annual Frank Souza car show raises \$3K for Guide Dogs

Local 1414 organized the First Annual Frank Souza Car and Bike Show on August 20 at its San Mateo union hall. Between the 33 cars and motorcycles entered in the show and the sales of raffle tickets and t-shirts to the several hundred participants, the event raised nearly \$3,000 to donate to Guide Dogs of America.

Winners in the car & truck categories were:

- 1st Place: Leon Bernal
- 2nd Place: Kirt Stafford
- 3rd Place: Bob Hisle

Winners in the Bike category were:

- 1st Place: Ken Montes
- 2nd Place: Rich Bernal
- 3rd Place: Don Barbe

Local 1414 gives special thanks to the organizing committee: David Taylor, Paul Jones, Richard Bernal, Lee Stafford, Leon Bernal, Don Barbe and Art Gonzalez and to the office staff: Lynda Jensen, Tere Milor, Ann Bodwin. Additional thanks go to the Show Sponsors: Serramonte Dodge-Chrysler-Jeep, Steward Chevrolet of Colma, and Serramonte Ford.

Virginia Souza and family attended the car show and was pleased to see such a large crowd. Virginia Souza donated a large picture of Frank to place in the kitchen where Frank served his world-renowned sausage and homemade wine.



Some winning entries at the First Annual Frank Souza Car and Bike Show in San Mateo.

You Are Invited To Local 1484's 10th Annual Machinists' Union Waterfront Family Christmas Bowling for Fun Night!



- Date:** Saturday, December 3, 2005
- Time:** 6:00 p.m.
- Location:** Fountain Valley Bowl
17110 Brookhurst St, Fountain Valley
(At Warner & Brookhurst)
- Cost:** \$20 per person (No Refunds).
Covers 3 games of bowling, shoe rental, food, soft drinks and lots o' fun.
- \$10 Gift Exchange:** If you'd like to participate, please purchase a gift of no more than \$10 (gift wrapped).

The event is open to all. We encourage you to come and bring your family, friends, co-workers, brothers, sisters and neighbors. All are welcome! We have reserved 30 bowling lanes (120 person limit). This isn't a tournament; you don't have to be an expert bowler or even a decent bowler to have fun.

Reservations and payment should be sent to Frank Honratto or Maria Suarez at the Union Hall ASAP (1216 Avalon Blvd, Wilmington, CA 90744). This is a popular event and tickets are expected to go quickly.

For more info: Contact Entertainment/Community Service Coordinator Frank Honratto at (562) 805-1008 or Maria Suarez, Al Lopez, Kevin Kucera at (310) 835-6688

Local 1173's 3rd Annual Harley Poker Run raises funds

On August 14, 75 people participated in Local 1173's third annual Poker Run. "The weather was perfect, and everybody had a great time—driving through the Delta and at the barbecue after," says Area Director Mark Hollibush. The run raised \$500 for Guide Dogs of America, and \$500 went to the Contra Costa Central Labor Council for their work to stop Propositions 74, 75 and 76. "We thank everyone who volunteered and participated in the event and we look forward to doing it again next year."

Independent union at Foster Farms affiliates with IAM

continued from page 1

unions, they agreed that the IAM best understood their needs and could represent them. "The most important thing for us is communication," says Meraz. "It has to be a two-way street. We think we can get that with the IAM."

On September 11, in a secret ballot election held at the Portuguese Hall and Social Center in Livingston, the 2,400 members of the League of Independent Workers voted by a 97% margin to affiliate with the IAM. The vote was preceded by two meetings; the first was held for the English and Punjabi-speaking members and the second was held for the Spanish speakers.

Benefits of being part of an International Union

The staff from District Lodge 190 will assist this new Local in their formation and will assign a staffer to them. The district will assist them in getting their local office established. "We can provide them with a lot of infrastructure—office, computer, printing, fliers," says Beno. "We also have a legal team on retainer, so we will help with all grievances and arbitrations, as well."

"Our primary objective, first and foremost, is to get the contract set-



Standing in line to vote.

ted. Our top priority is to get back the take-away from the last two years, make some improvements, and ensure there is union security."

Herman Howell will head up negotiations for the IAM, and Beno will be directly involved.

Because the average wage for most of the production workers is \$9.25 per hour, they'll have their own dues structure. For an addition-

al dollar per month, these new members will get a \$25,000 life insurance policy, which in itself is a good benefit that the union can offer.

"We hope to settle without a strike, but it is our last resort," Beno says. He's quick to add that one big difference between the independent union and the IAM is that the IAM has a strike fund which pays \$150 per week. "For some of these

employees, that won't be much less than they're taking home right now."

However, these new IAM members must know that they need to be a member for three months to be eligible for the strike fund. "We're encouraging these workers to join the union voluntarily now so that they can get access to the strike fund if they need it," says Beno.

Because the IAM maintained its affiliation with the AFL-CIO, all members can access the Union Privilege Program, which offers a credit card, loan mortgage, auto insurance and legal services.

Seventy percent of the people in that plant live in the Livingston area, and almost half of the people in Livingston work at or have a family member who works at Foster Farms. "By being such a big entity out there, the union itself will become a political force in that community," Beno notes. "They can expect that politicians will start courting them. We can help them develop that identity."

"We will succeed," Meraz says. "We are determined to finish what we started. We've been on some plateaus the last two years, but the people at Foster Farms have not lost faith. They're ready to go wherever we need to take them."



Waiting for the presentation meeting to begin.

Eleven new journeyman mechanics celebrate completing their apprenticeship

The Automotive Apprenticeship Class of 2005 graduated 28 new automotive mechanics, senior parts technicians and heavy duty mechanics. These members of IAM Locals 1173, 1414 and 1546 and Painters' Local 1176 completed four years of classes and on-the-job learning and are now journeymen in their field.

On Sunday, September 18, their graduation celebration took place in the San Francisco Bay, aboard a Commodore Cruise line. The celebration included a buffet lunch as part of the four-hour cruise. Graduates and their families were joined by union and management members of the Joint Apprenticeship Training Committee and by several of their instructors.

Congratulations to all of the new journeymen. District Lodge 190 and the Apprenticeship Program wish you continued success in your careers.



No homers were batted out of Pac Bell Park into McCovey Cove while these new journey mechanics posed for their graduation picture!

Moving?

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

UNION MEETINGS

District Lodge 190

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

Executive Board Meeting

Fourth Tuesday of each month at 6:30 p.m.
October 25 • November 22 • December 14

General Delegates' Meeting

Fourth Tuesday of each month at 7:30 p.m.
October 25 • November 22 • December 14

Local 801

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

Membership Meeting

Third Thursday of the month at 4:00 p.m.
October 20 • November 17 • December 15
Meetings are held at the Carpenters' Hall, in Reno.

Local 1101

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

Executive Board Meeting

Second Thursday of each month at 5:30 p.m.
October 13 • November 10 • December 8

General Membership Meeting

Second Thursday of each month at 6:30 p.m.
October 13 • November 10 • December 8

All meetings are held at the above address. Check union office for room.

NOTE: New office hours: Mon-Thur. 8 a.m.-5 p.m.
Friday: 8 a.m.-4 p.m.
For Reps: Call ahead for appointment/availability

Local 1173

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

Executive Board Meeting

Second Thursday of each month at 6:30 p.m.
October 13 • November 10 • December 8

Membership/Shop Stewards' Meeting

Third Thursday of each month at 6:30 p.m.
October 20 • November 17 • December 15

Local 1414

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

Shop Stewards' Meeting

First Thursday of each month at 6:00 p.m.
October 6 • November 3 • December 1

Executive Board Meeting

Second Thursday of each month at 6:00 p.m.
October 13 • November 10 • (No meeting in December)

General Membership Meeting

Third Thursday of each month at 6:30 p.m.
October 20 • November 17 • December 15

Retirees' Club

First Wednesday of June, Sept., Dec., March at 11:00 a.m. All are welcome!
December 7 • March 1, 06 • June 7, 06

Local 1484

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

Executive Board Meeting

Third Thursday of each month at 6:00 p.m.
October 20 • November 17 • December 15

General Membership Meeting

First Tuesday of each month at 6:00 p.m.
October 4 • November 1 • December 6

Retirees' Club

Third Wednesday of each month at 1:00 p.m.
October 19 • November 16 • December 21

Local 1528

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

Executive Board Meeting

First Wednesday of each month at 5:30 p.m.
October 5 • November 2 • December 7

General Membership Meeting

First Wednesday of each month at 7:00 p.m.
October 5 • November 2 • December 7

Women's Committee Meeting

Fourth Sunday of each month at 11:00 a.m.
October 23 • November 6 • December 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.
October 4 • November 1 • December 6

Shop Stewards' Meeting

First Tuesday of each month at 5:30 p.m.
October 4 • November 1 • December 6

Executive Board Meeting

Thursday preceding membership meeting at 6:30 p.m.
September 29 • October 27 • December 1

Retiree Club Pot Luck Luncheon

First Wednesday of each month at 12 noon
October 5 • November 2 • December 7

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.
October 20 • November 17 • December 15

Executive Board Meeting

Preceding Monday at 7:00 p.m.

October 17 • November 14 • December 12

Retirees' Club

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

October 4 • November 1 • December 6

Local 1596

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

Membership Meeting

Third Tuesday of each month at 7:00 p.m.
October 18 • November 15 • December 20

Executive Board Meeting

Third Tuesday of each month at 6:30 p.m.
October 18 • November 15 • December 20

Local 2182

967 Venture Court,
Sacramento, CA 95825
800-458-9200

Executive Board Meeting

Second Tuesday of each month at 6:00 p.m.
October 11 • November 8 • December 13

General Membership Meeting

Second Tuesday of each month at 7:00 p.m.
October 11 • November 8 • December 13

Retirees' Club - VISTA CLUB

Third Wednesday of each month at 11:00 a.m.
October 19 • November 16 • December 21