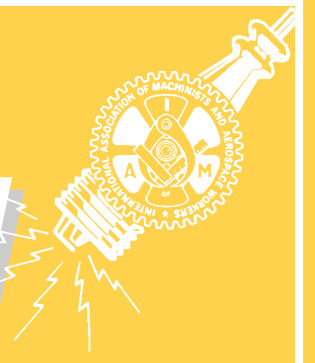


The IAM District 190 Sparkplug



VOL. 8 NO. 5

August/September 2006

Serving the Active and Retired Members of IAM District Lodge 190

Foster Farms Broke The Law!

Foster Farms, family-owned and operated from the Foster's home town of Modesto, has been repeatedly found guilty of violating federal laws in the treatment of workers at their Livingston, California chicken processing facility. Several rulings issued by the National Labor Relations Board (NLRB) mirror the verdict handed down by the federal district court in Fresno telling the company to start bargaining in good faith.



Foster Farms employees voted on September 11, 2005 for the International Association of Machinists to represent them. The company stalled until a court order finally forced them to honor their employees' wishes. Many employees have worked at Foster Farms for 20-30 years.

- ★ Foster Farms failed to honor a legally-recognized and democratically-conducted union election.

- ★ Foster Farms failed to bargain in a meaningful way with the employee representatives, even after being ordered to by the NLRB and a federal court.

- ★ Foster Farms has coerced, threatened, suspended and demoted employees who showed support for the union.

- ★ With revenues of more than \$1.5 billion, Foster Farms is the largest private employer in Merced County. Yet the company has reduced benefits to workers, including sick leave pay-outs; overtime provisions; and Sunday, workweek and holiday premiums.

Call Foster Farms (1-800-255-7227) and remind the company to obey the law. Tell them that you will not purchase their products until they become a good neighbor and a good employer.

This public service message has been brought to you by the International Association of Machinists. If your rights on the job are being denied and you want to increase your voice at work, contact us at 510-632-3661 or visit our website at www.iamdistrict190.org

District 190 ran this ad in six Bay Area newspapers, but couldn't get the Modesto Bee to run it as is, "because we do too much business with Foster Farms."

IAM steps up tactics to get Foster Farms contract

For two years, Foster Farms has claimed it would never recognize the union and the union would never set foot in its Livingston plant. Now, this chicken processor has had to eat its words.

In April, a Federal District Judge in Fresno ordered Foster Farms to bargain with the IAM on behalf of the 2,400 employees. "The company said they didn't have to talk to us at all but, due to the court order, we've had five bargaining sessions so far," says District 190 Directing Business Rep Jim Beno.

"We've worked out some things but some major outstanding issues remain unresolved," Beno says. These include having union security in the contract and winning back

some of the takeaways that the company instituted three years ago when the employees dumped their previous union.

On a positive note, one of the union's first demands was to go on a plant tour; that demand was met on July 13 when four union reps went on a nearly three hour tour of the facility. "They said we wouldn't set foot there, but we certainly did," Beno says.

As *The Sparkplug* goes to press, Local 2005 members will meet on August 6 to review the progress of the talks and to set their strategies. "Strike action is definitely possible," Beno says. "In addition, the union has been taking alternative actions to keep pressure on the company and

we're definitely prepared to step those up."

The birds and The Bee

The union ran the half-page ad shown above in six Bay Area newspapers in June. "We wanted to run it in the *Modesto Bee*," says Beno, "but that paper demanded numerous text changes and delayed notifying us of its qualms for weeks at a time. They claimed they had to be extra careful because they're Foster Farms' hometown paper."

Ultimately the union decided not to make the changes the paper demanded and to use the money on other campaigns, including running ads on a major Central Valley radio station.

Lawn signs stolen

Across Livingston, Merced and Modesto, employees posted close to 1,000 lawn signs that say: "Foster Farms Broke the Law. Support the workers for a fair contract."

"We know that those signs got the company's attention," Beno says. "In fact, several members reported their signs were being stolen. Upon further investigation, we learned that the culprit was Ron Foster, himself, who ordered Foster Farms employees to remove the signs."

Beno believes that all the employees want is some respect from this company. "The employees have been very patient in this process, but their patience is wearing thin."



UNION PEOPLE

After 18 years, cancer finally gets Ed Logue

Ed Logue, Jr., a friend of the Machinists Union, died on July 1 after an 18-year fight with cancer.

Ed was a proud third generation member of the Machinist Union. A 30 year member, he held many offices. In 1983, he was elected Business Representative and assigned to then Local 824 in Richmond. Employers and members knew him as a tough but fair negotiator. Ed was elected Directing Business Representative of the former District Lodge 115 in Oakland in May 1985 and held this position for seven years. In 1991, he decided to make a career change and went into marketing and sales of health insurance.

Ed served on the board of The Working Group, a non-profit organization that produced the TV series *We Do the Work* and other media about working people and their unions. He was also very active in promoting cancer screenings and cancer prevention education.

"He was a great friend who never forgot his Machinist roots," says District 190 Assistant Directing Business Representative Herman



Ed Logue, Jr.
1945-2006

Howell. "He was a class act, honest and loyal with a wacky sense of humor. He always had a big impact on those who knew him and will be missed very much."

Ed is survived by his wife, Patrice; his son, Paul, and a large and loving family. He requested that any donations in his honor go to the organization that helped him so much in his journey with cancer: Healing Journeys, P.O. Box 221417, Sacramento, CA 95822; www.healingjourneys.org.

State of the District report comes to a Local Union meeting near you

District Lodge 190 Directing Business Rep Jim Beno will be traveling the state over the next few months to bring the "State of the District" report directly to local union leadership and members at their regular monthly meetings. Scheduling has proved a challenge because so many locals meet on the same day of the month.

Among other topics, he will:

- Review the district's organizing program and update each local's organizing committee on the organizing programs currently in process;
- Report on the status of contract negotiations in the specific local;
- Cover the political issues coming up in the November election;
- Update members on the health and welfare fund and the pension fund;
- Review district staffing issues;
- Hold an open forum to field questions and deal with any particular problems and issues faced by the members at each local.

Jim Beno's 'State of the District' schedule

Local 1414	July 20
Local 1546	August 1
Local 1528	August 2
Local 2182	August 8
Local 1101	August 10
Local 1596	August 15
Local 1484	September 5
Local 653	September 20
Local 1173	September 21
Local 1584	October 19
Local 801	to be scheduled

The IAM District 190

Sparkplug

Debra Chaplan,
Managing Editor



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IAM member appointed to key city commissions

The Mayor and City Council of Modesto, California have appointed 23-year IAM Local 1528 member Joe Rocha to serve on the city's Equal Opportunity/Disability Commission and its Human Rights Commission.

"Congratulations to Joe for his hard work that has been rewarded by these appointments," said Western Territory GVP Lee Pearson. "It is a wonderful opportunity for Brother Rocha to reach out and help all people who need a hand. His experience as a leader in his local and his training at Placid Harbor will serve him well."

Joe joined the IAM in 1982 when he got his job at Silgan Containers. He has served Local 1528 members as a shop

steward, chief shop steward, negotiating committee member and member of the local lodge executive board. Rocha has attended several classes at the Winpisinger Center and has shown tremendous dedication to his fellow workers and to the union.

"This proves that good things happen to good people. Joe has

worked tirelessly for the people at his site, and equal rights issues have always been a passion with him," said Local 1528 Business Representative Gilbert Gonzalez. "He will do a great job on this commission. The IAM has one of its own in a position to help a lot people. I really am proud of Joe, and wish him all the best."



Local 1528 member Ron Rocha named to Modesto's Equal Opportunity/Disability Commission and Human Rights Commission.

U-Haul on trial for denying union rights

More than two years after District 190 organizers launched a campaign to represent the workers at U-Haul in Fremont, the company's illegal tactics to deny a fair election are finally going to trial on August 14.

"We had a strong committee and were certain we would win the election," says Area Director for Organizing Jesse Juarez. Unfortunately, the company resorted to a variety of what the union contends are illegal tactics, including firing or laying off union supporters before the election.

"At this point, we're seeking a bargaining order," explained Juarez. "It's saying that U-Haul broke the law and tainted the process so completely, we could never have a fair election. Therefore the company will have to come to the bargaining table."

Same issue in Las Vegas

A year before District 190 tried to organize the Fremont U-Haul facility, the IAM held an organizing drive in Las Vegas, and similarly, the company fired several union supporters before the election was held. The Labor Board ordered reinstatement of these employees; however, the company continues to appeal the rulings and it keeps losing.

One of the key witnesses against the company was a manager who testified that he was told to fire at least 10 union supporters and then falsify the records to cover up the illegal firings. Ultimately he did lay off or fire 20-25 workers the week before the election. However, he

refused to falsify the records and was fired as a result.

The administrative law judge in the Las Vegas case ordered that all of the fired or

laid-off workers be reinstated with back pay—and included this manager in the deal. "This same manager will be testifying in our trial. So stay tuned, because he knows where the skeletons in U-Haul's closet are," said Juarez.

The union expects that this will be a lengthy trial. "The Labor Board agent has a good feeling about the evidence and believes he will be able to present a very strong case for the union," Juarez added. "This time I'm pretty confident. This case could cost the company millions of dollars in wages and settlement charges, and then the 45-50 U-Haul employees will become members of Local 1546 and we'll start bargaining for their first contract."



ON THE WATERFRONT



SSA contract sets bar for future port contracts

After sitting in negotiations for about 120 hours over a 17-day period, Local 1484 and SSA Terminals finally reached an agreement. The four-year contract was ultimately ratified by the 155 IAM members who work at the Ports of Los Angeles and Long Beach.

"We feel very positive about this deal," said Business Rep Kevin Kucera. "With a solid majority voting for ratification, the members got solid wage improvements, full maintenance of benefits, and significant language improvements. This contract should set the bar for all the other port contracts we negotiate."

Some of the new language in the contract includes:

- Jurisdictional language that covers every aspect of every department, like chassis, reefer, tires, cranes, etc.
- A health and safety program to help the company and the workers mitigate accidents.
- Technological change language – if new technology is introduced that requires new skills or knowledge, the employer will give the current employees the opportunity to get training.
- Augmented apprenticeship language.
- An employees' assistance program for alcohol and drug abuse.

Other improvements include new wrongful discharge language; non-discrimination language; new language around jury duty; the addition of Cesar Chavez' birthday as an extra holiday; an increase in vacation days after 16 years; clarification

on sick leave with a posting in the employees' paycheck; check-offs for union dues, MNPL and Guide Dogs of America; bulletin board language; a tuition reimbursement plan; and, according to Kucera, "many more bells and whistles."

SSA agreed to full maintenance of Health and Welfare benefits for all active workers, and they initiated a wellness program. In addition, the company will pick up premium copays for retirees.

Finally, employees will see their wages and pension contribution to increase by \$1/year in each of the four years of the agreement.

"I am really proud of the committee and the hours they put in," Kucera said. "One of our bargaining sessions started on Thursday at 10 a.m. and didn't end until Friday morning at 8:30."

Kucera says that the contract had expired on July 1, but the union agreed to an extension because the talks were productive. The settlement was ratified on July 10.

"We made no concessions, but it was definitely a fight to get what we got. We kept the company at the table and just continued to meet," Kucera adds. "We met and met and met. We met on every weekend starting in late May."

Prior to the start of formal bargaining, the union negotiating com-

mittee met once or twice a week for about three months. A membership survey and a review of past grievances served as the basis for formulating our proposals.

"We had an elected committee of three members who stayed through the grueling bargaining sessions, checked back with the subcommittee and the members at large, and made sure we stuck to our priorities. I'd really like to thank Dan MacIntyre, Richard Duke and Pete Gonzalez for their hard work on this," said Kucera. He also wanted to thank and acknowledge the subcommittee: Frank Honoratto, Jack Irving and Eddie Rizzo.

MTC meets the challenge

A week after completing the SSA contract, the negotiating team was meeting with MTC. This shipping company, also at the ports of Los Angeles and Long Beach, employs about 80 Local 1484 members.

"We got a really good agreement here, too and it was ratified by an overwhelming majority," Kucera reports. "This pact is competitive with the SSA agreement."

The general highlights of the MTC contract include: retiree medical coverage, full maintenance of benefits of the health and welfare for active members, an improved dental plan, a wage increase of \$1.15 each year over the term of the 5-year agreement, an increased pension

contribution of 60¢ the first two years, and 55¢ the next three years.

The contract also includes new language that expands the jurisdictional scope; new vacation language after 15 years; jury duty language and much more.

"These talks weren't as tough as at SSA, but they were lengthier than anyone remembers," Kucera said. "Of course I have to thank our MTC committee for their great work: Robert Agoginian, Mark Van Risen, and John Chico Gallegos." Members at MTC ratified their contract on July 14.

Local 1546's negotiations with SSA at the Port of Oakland are still ongoing. "At this moment, we're close, but not quite there yet," says Area Director Don Crosatto. "We've got the same economics as they got in L.A. but we're still fighting on the issue of payments for retiree medical. We'll get a proposal to vote, but if it's not good enough, we won't recommend it. The company will get the message."

Still talking in Oakland

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"We've got the same economics as they got in L.A. but we're still fighting on the issue of payments for retiree medical," Crosatto adds. "We'll get a proposal to vote, but if it's not good enough, we won't recommend it to the members. The company will get the message."

Long-time IAM members at Maersk forced into different union

The end of the tunnel may be approaching for the 35 workers who work for Maersk at the Port of Oakland. These Local 1546 members found themselves caught up in a corporate shellgame in June, 2005 when Maersk agreed to subcontract its maintenance work to PMMC, a company with a wall-to-wall ILWU contract.

"There were a lot of shenanigans and shady deals behind this new corporate arrangement," maintains Area Director Don Crosatto. "We pursued this issue with the Labor Board because our long-time members suddenly found themselves working under a substandard ILWU contract."

One of the biggest problems for the members is that many of them are long-time employees who are starting to have their retirement dates in sight. They will all have to work a number of years more than they originally anticipated before being eligible for their pension.

By moving to the ILWU, though they remain vested in the IAM pension plan, they won't be adding service credits under the "rule of 85." In addition, they'll have to work another



These former IAM members are at the Local 1546 union hall to say they would rather stick to their long-time union. (L to R): Francisco Paredes, Manuel Guevara, Bobby Payne, Ron Letcher, Dan Martinez, Arthur Hernandez, Nha Le.

er five years to get vested in the ILWU plan, or else, any money invested in that plan is wasted.

One member lost his job for seven months in the transition, and was only hired back under threat of a lawsuit. All of the IAM members lost vacation pay, holiday pay and double time, no longer available under the new ILWU contract. "These benefits had been in the IAM

contract for years," Crosatto said.

After an exhaustive investigation of the case—including looking at the ownership and overlapping boards of directors at PMMC and its predecessor company, PCMC, the Regional Labor Board finally decided to send the case to the Labor Department's Division of Advice in Washington, D.C. "This office has research attorneys charged with

looking into the really complicated cases. They determine whether a case has enough merit to go forward to trial," Crosatto explained.

"The Region sent the Division of Advice tens of thousands of pages of documents about this case," Crosatto says. "We were concerned that it would languish in their office for years, but we've just learned that they're moving ahead. And by Labor Board standards, they're actually moving pretty quickly. One of their attorneys has the case and is starting to look for clarification."

Taking the case to Denmark

Local 1546 has enlisted the support of the IAM's International Department. "We're going to make-up a flyer that tells our members' stories and have them deliver it to the Danish Metalworkers Union. The union represents the employees at Maersk, a Danish company, and may be in a better position to put pressure on the company to pick a company with a Machinist contract and do right by these long-time employees."

Local 653

Staying cool in Fresno

"The theme is staying cool! Fresno has been so hot, the streets are melting and trees are falling," reports Local 653 Business Rep Tom Rotella.

The job at hand has been negotiations. While Rotella says that he is very close to getting a final offer with CMI, Sara Lee, and Zacky Farms, he's not with Fresno Chrysler-Jeep, Freedom Ford and G&H Diesel. But he's hopeful to have these contracts done by the time *The Sparkplug* goes to press.

In a good news/bad news story, Hedrick Chevrolet of Clovis is opening their body shop in a bigger building. However, they are trying to do away with the union and the current union contract. The union has filed charges with the Labor Board and has a pending grievance with the company that has since moved to arbitration.

Keeping up with today's technology

The automotive mechanic's job is ever-changing, with new tools, new technology and new work. Service managers, owners and the manufacturer are requiring more training and certificates. Mechanics need to keep current, both by getting certified in new areas and by investing in new tools.

What's happening where you work? What is your dealership doing to get you trained? Is it paying for time for on-line studies and tests? Is it paying extra for passing tests and getting certificates? What is your employer doing to encourage you to take classes and get certified?

Email your comments to iama653@comcast.net or tomrotella@comcast.net.

Local 801

Good deal in the Galley

The 18 galley workers who currently work for Saperstein Services at the

Naval Air Station in Fallon settled a new three-year agreement in July.

"Shop Steward Mary Waller and I negotiated directly with the owner," says Area Director Mark Martin. "We ended up with a favorable settlement that included wage increases of approximately 4.5% each year, and with protections on the cost of health and welfare where the employer will pick up the cost of any increases for the term of the agreement."

Fight looms with LB&B

Local 801's contract with LB&B Associates expires on September 30, but the union is already anticipating a tough time. "We may have to file charges against the employer," says Mark Martin.

These 18 employees work on refueling at the Naval Air Station in Fallon, but the company seems to be out of gas. "We've sent them certified mail that they've refused to accept. We've filed charges against the company with Department of Labor. I just can't say that we anticipate a smooth series of negotiations."

Check cards at Motor Cargo

When UPS bought up Motor Cargo and Overnight Trucking to create the company UPS Freight, they agreed to "card check neutrality," which means that if a majority of employees sign cards saying that they want to join the union, the company will recognize the union.

In July, Mark Martin held an organizing meeting with a group of nine truck mechanics from Motor Cargo in Reno. "Seven of them have told me that they're ready to sign cards to join the union," Martin says. "We anticipate a successful campaign."

Local 1101

Vacation plus

Area Director for Local 1101 Glenn Gandolfo is set to go on vacation August 3, and will be retiring not long

after. Business Rep Jim Schwantz is swamped with contracts. If you need to see a Business Rep, please call the office at 408-551-2280 to set up an appointment, and Jim will meet with you as soon as he can.

Local 1173

First contract for parts techs

The six Parts Department employees at Bill Brandt Ford in Brentwood joined the techs at that dealership as members of Local 1173, and as of July 24, they have ratified their first contract.

"Of course, it would have made the most sense to start with the contract we have for the techs and make adjustments for this new unit, but the company refused to do that," says Area Director Mark Hollibush. "So instead, we had to start from scratch."

Hollibush says that the three-year contract includes substantial immediate improvements to the employees' wages, retirement, and medical coverage.

"I want to thank John Cisneros who represented the shop members at the bargaining table. His help was invaluable. He didn't just look after himself; he made sure that the contract was negotiated fairly for everybody," Hollibush adds. "And kudos to all the members for sticking together and securing that first contract."

Local 1484

Strike at port looming?

At presstime, the 40 Local 1484 members at Marine Dockside and 30 members at Oceanwide in Wilmington are facing a possible strike. "Our agreement expires on July 31 at midnight," says Business Rep Kevin Kucera. "We're still talking but are pretty far apart."

Local 1528

Best IP deal in nation

Although International Paper has



been under contract with the IAM for years, the Teamsters recently attempted to "raid" the Modesto plant and claim its 88 members.

While that effort was ultimately unsuccessful, the threat put the IAM negotiators on their toes.

As a result, the Local 1528 members at IP now have the best wage and benefits package of any of IP's contracts nationwide. "Our health and welfare co-pays were reduced to \$48/month from \$180 and we got \$1/hour more in wages," says Business Rep Gilbert Gonzalez.

"We still have an outstanding grievance about the temp worker policy, which we anticipate going our way."

Members ratified the agreement on July 23.

Local 1546

Honoring the picketline

When Cemex purchased RMC in 2004, the Mexican-headquartered company became one of the 10 largest cement and aggregate companies in the world, operating in 90 countries.

The company is known for doing things "the Cemex way," which made unions apprehensive about whether they would agree to maintain their

SHOP TALK: What does Labor Day mean to you and how do you cele



Dan Gil
Crown Chevrolet—Dublin
Local 1546

"Besides being a day off...Labor Day makes me appreciate the fact that we are able to work and make a living."



Robby Pintos
Central Chevrolet—Fremont
Local 1546

"It's a culmination of the working force and struggles that those before us had to go through, like the Triangle Shirtwaist Fire and the general strikes. I usually go to the lake, take out the boat and do a barbeque."



George Maroulas
Hayward Ford
Local 1546

"Labor Day is a day to give thanks for working and celebrate with family."



Mike Wong
Hayward Ford
Local 1546

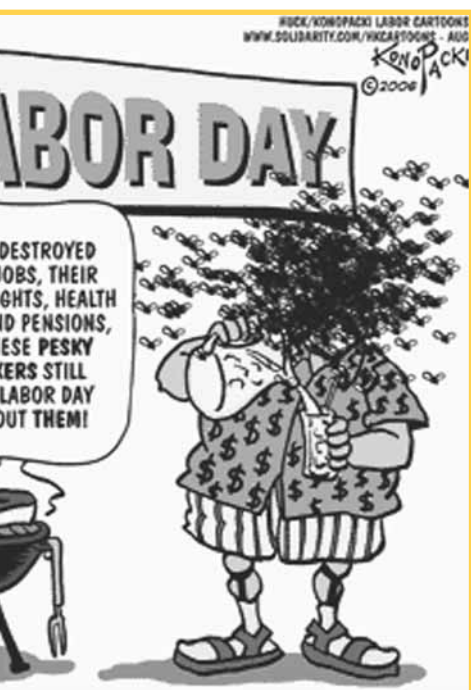
"Enjoy my time off in honor of the time I work. I usually go fishing."



Gary Horrocks
McKevitt's Volvo-Nissan—Berkeley
Local 1546

"It's a reminder that we must always fight against the corporations to bring the power to the people. I'll go to the Labor Day picnic and do some politicking."

THE LOCALS



us the right to honor picket lines altogether. The members quickly voted this proposal down.”

“When the iron fist didn’t work and they saw they couldn’t intimidate us, they tried the velvet glove,” Crosatto said. “Their next proposal included keeping our parts person, dropping all the negative economics and giving us the same deal as the Teamsters extended to a third year, plus they added a \$1,000 signing bonus.” But because of the picket language, proposal two was also rejected unanimously, so the company came back a third time, increasing the signing bonus to \$2,500. This, too, was rejected unanimously.

“At this point we have a package of \$5.85 over three years plus \$2,500 in signing bonuses and we’re heading to a strike,” says Crosatto. “It might sound crazy but the reality is that our accepting the no-picketing clause would signal to the company that they could demand it in next year’s negotiations with the Rock Sand & Gravel contract. Once that language is in place, they can start picking off the smaller bargaining units. Ultimately, the company would be holding all the cards.”

Crosatto gives a lot of credit to the members for clearly understanding what this is about, and not being fooled by having all this money dangled under their noses.

“It would be easy for many of our members who are getting close to retirement to just take the money and run,” Crosatto adds. “But our most senior employees are the most adamant about fighting over the principle to help other people.”

The Cemex contract expired July 1. Strike sanction is in place and the IAM has been promised the full support of the Teamsters and the Operating Engineers.

“The employer has requested that we sit down with a mediator,” Crosatto says. “We’ll give them a bit more time, but not much.”

union contracts without a major fight.

Earlier in 2006, Cemex joined the employers’ association in negotiating a two-year contract extension with several Teamster locals. Because the IAM historically received the same economic package as the Teamsters, “we were pleased to see that they were able to get raises of \$3 in wages and \$1.25 in health and welfare,” says Area Director Don Crosatto.

Unfortunately, when the IAM contract came due, instead of offering the same package, Cemex proposed a laundry list of takeaways for the nine Local 1546 members in the East Bay and five Local 1414 members in the West Bay. The takeaways included denying pension for new hires, increasing the health and welfare co-pays as well as making many operational and work-rule changes. Cemex also wanted to remove the parts tech from the bargaining unit.

The issue of greatest contention, however, was their proposal to take away the IAM’s right to honor other unions’ picket lines. “Back in the ‘90s, in a time of weakness when there were few jobs, the unions agreed to a bad policy that said one union couldn’t honor another union’s picket line until they’d been out for 15 days,” Crosatto explained. “Now, they wanted to deny

Local 1584

Rexam stays true to form

A U.S. District Court issued a preliminary injunction against Rexam to reinstate medical and prescription drug benefits for its retirees in three states, including members of Local 1584 in California. Not surprisingly, the company is appealing this June 14 decision.

The court said that the retirees were likely to succeed on the merits of their claim that Rexam breached the terms of collective bargaining agreements with the IAM by terminating the retirees’ medical and prescription drug benefits. In addition, the court said the retirees were likely to suffer irreparable harm if they did not get an injunction requiring the reinstatement of their benefits. “Almost all of the retirees state that they have no ‘income’ other than pension and Social Security, and that they are not sure how they would pay for large medical expenses,” the court noted.

“True to form, the company is once again appealing the decision in order to squeeze the retirees out of their medical benefits,” says Herman Howell. “These retirees had worked for the company for 20, 30 years. They had signed contracts promising lifetime benefits—the company can’t just take these away because it feels like it.”

Local 2182

Income boost at AMR

With locations in Sacramento and San Leandro, Locals 2182 and 1546 teamed up to negotiate with American Medical Response (AMR). Business Reps Skip Hatch and Craig Andrews got an agreement that the members ratified in July that provides for significant improvements in wages, benefits and most importantly, on-call pay.

“The company will pay \$3/hour for each hour that a person is on-call and available to come in. This can result in significant improvements in income,” Hatch explained.

Lifting wages at forklift company

The 18 members of Local 2182 who work at Toyota Materials Handling just ratified a new four-year deal. “It includes increases in wages and benefits averaging 95¢/hour per contract year,” said Area Director Mark Martin.

“I’d like to thank our committeeman Mark Moxon for his assistance in the negotiations,” Martin added.

Health costs out of sight

When Local 2182 went into a contract reopener with the City of Sacramento for health and welfare coverage, everyone was in for a rude surprise. Kaiser Permanente announced they would be increasing premiums by 25% effective January 1.

“Kaiser has changed the way they evaluate groups,” Mark Martin explained. “Previously, they used a broad community standard to set group rates. Now they’re rating each individual group based on its individual experience.”

Martin says that this is the first increase that will be modeled that way, but as a result, “the City got hammered,” due to the age of its workforce and the high ratio of retirees to active employees.

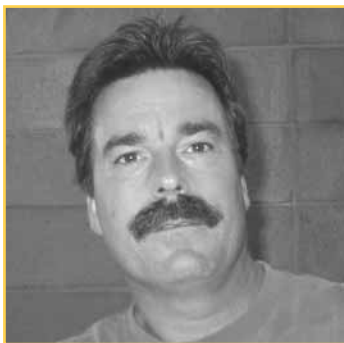
“We’re investigating a wide range of other alternatives, such as going into CalPERS.”

Challenging road ahead

Negotiations are just getting under way at Ubacher Cadillac in Sacramento, but it won’t be a smooth drive. “The employer is proposing such changes as flat rate, changing to the company’s health insurance plan, and modifying employee participation in the 401K plan,” said Skip Hatch.

“We expect a challenging road ahead to guide the employer to a favorable contract.”

brate it?



John McGlinchy
Berkeley Honda
Local 1546

“Labor Day honors those who built this country. I don’t do anything that day—I rest.”



Phillip Stewart
East Bay Ford Truck—
Oakland
Local 1546

“I’m a refugee from United Airlines, so to me, Labor Day means we’re in trouble. We all need to pay more attention to union matters because you never know what’s around the corner.”



Tom Allamanno
Albany Ford
Local 1546

“It’s a day to reflect and remember and plan ahead. It’s nothing special to celebrate.”



Chris Pasquini
East Bay Ford Truck—
Oakland
Local 1546

“It’s for celebrating the labor movement. It doesn’t mean the same thing as back when the movement was first formed, but it’s still a good celebration. I’ll barbeque, relax and enjoy the day.”



Fred Miller
Retired
Local 1546

“Most people think it’s just a holiday, but it’s a celebration of the labor movement in this country—which people should appreciate more than as just a long weekend. If not for the labor movement, I’d still be working...and I like being retired.”

UNION NOTICES & UPCOMING EVENTS



*22nd Annual
Michael J. Day Memorial
Guide Dogs of America
Charity Golf Tournament*

Friday, August 25, 2006

Alameda Municipal Golf Course

1 Club House Memorial Drive, Alameda

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

Francesco's Restaurant

Pardee & Hegenberger, Oakland

No-Host Cocktail Party: 4:30-5:30 p.m. • Dinner: 5:30 p.m.

Entry Fee: \$300 per person/\$1,200 foursome

Includes: Greens fee, golf balls, tee prizes, awards dinner

For more information: 510-635-2060

Notice to Local 1101 Members

Election for officers approaches

In 2006, Local 1101 will be holding its nominations and election for officers. Following are the available positions as well as the qualifications to run for office:

- 1) Officer positions are President, Vice President, Recording Secretary, Secretary Treasurer and Conductor/Sentinel, three Trustees and three Auditors.
- 2) The Executive Board consists of eight additional members, who must also be elected.
- 3) The term of office for all of the above-named positions is for a period of three years. To be eligible for office, a member must be in good standing for a minimum of one year prior to the nomination.
- 4) A member must have attended at least 50% of the general membership meetings one year prior to the nominations. Also, a member must be actively employed for six months prior to the nomination. Nominations are held at the general membership meeting in November. The election for the positions is at the December general membership meeting.
- 5) New officers will be sworn in to office in the month of January.

4th Annual Fighting Machinists Local 1173 Poker Run

Sunday ◉ August 20

Sign-in ◊ 8:30 a.m.

Run Starts ◊ 10 a.m.

Join us for a scenic ride through the Delta

Sign in at Local 1173: 1900 Bates Ave., Concord

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

Includes pins (for first 100 sign-ups) coffee & donuts in the a.m. and afternoon meal. Also, 4 Trophies & Raffle.

\$25 CONTRIBUTION PER PERSON

(Proceeds benefit Guide Dogs of America & MNPL)

For more information: 925-687-6421

Moving?

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

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



**ASSOCIATED
THIRD PARTY
ADMINISTRATORS**

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

Contact us at 510-836-2484

SHOP TALK: What does Labor Day mean to you?



Francisco Paredes
PCMC—Oakland
Local 1546

"When we were covered by the IAM contract, it was a day off. Now [with the company change and the shift to ILWU,] it's a non-working holiday. We don't get a full day's wage paid. I'll count all my pennies."



John Costa
PCMC—Oakland
Local 1546

"It's just a day to think about everything labor has achieved, to reminisce about labor's past victories, and to think about the struggles that need to be won today."



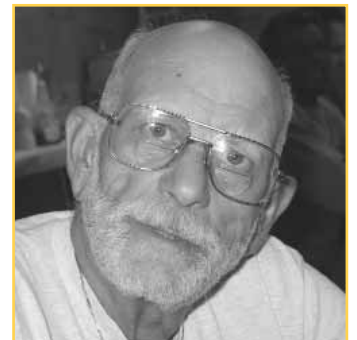
Bob Ecklund
Fabco Automotive—
Livermore
Local 1546

"It's a time to stop and reflect on the past—what our parents went through with the depression and the labor movement after World War II. I usually spend the day with family."



Larry Stewart
Fabco Automotive—
Livermore
Local 1546

"It's a time to reflect with your family and think about those who passed on before us who were in the early labor movement...the founding brothers who brought up the union through the rank and file. I'm always with family."



Bud Beal
Retired
Local 1546

"It's a time to celebrate labor's accomplishments. Picnics are fun but I miss the big Labor Day parades. They let the public know what labor is all about. If it wasn't for labor, we wouldn't have the standard of living we have today—we'd be in bad shape."

LABOR NEWS

Labor Board may kick “supervisors” out of unions

The National Labor Relations Board (NLRB) is set to rule on three cases collectively known as “Kentucky River”—and the ruling could literally take away bargaining rights from hundreds of thousands of employees.

In 2001, the Supreme Court ruled on the Kentucky River cases that the status of a supervisor is based on whether a worker uses “independent judgment.” In his dissent, Justice Stevens argued that construing the term “supervisor” broadly will eliminate professional employees from National Labor Relations Act (NLRA) protections. This is exactly what many fear the Bush Labor Board will do.

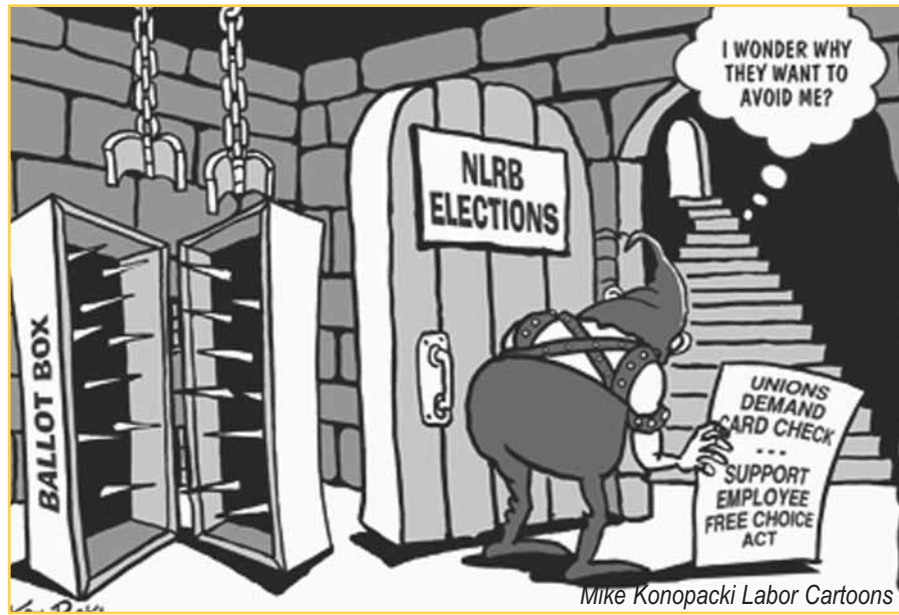
If the Labor Board enacts the Kentucky River definition of supervisor, employers will have the right to deny anyone they deem to be a supervisor the right to be a union member.

The Kentucky River cases are about nurses, but the impact of the Labor Board’s decision would extend well beyond the health care field. If the Labor Board alters the definition of “supervisor,” shop foremen, building trades workers, newspaper and television employees, port workers and many others could be prohibited from forming unions.

Meanwhile, the Labor Board has refused to hear oral arguments on the cases—and has heard no oral arguments on any cases—a fundamental part of any due process, since the Bush administration took office.

Limiting the number of workers who qualify for union membership has been a goal of Big Business interests since the 1930s, when the NLRA was first passed.

In 1947, a Republican Congress passed the Taft-Hartley Act which banned supervisors from forming unions. Under Taft-Hartley, a supervi-



Mike Konopacki Labor Cartoons

sor is defined as “...any individual having authority, in the interest of the employer, to hire, transfer, suspend, lay off, recall, promote, discharge, assign, reward or discipline other employees, or responsibility to direct them, or to adjust their grievances, or effectively to recommend such action if...the exercise of such authority is not of a merely routine or clerical nature, but requires the use of independent judgment.”

In the decades following Taft-Hartley’s passage, corporations have continued to expand the meaning of “supervisor.” The Kentucky River cases take this broad definition of a supervisor to a whole new level.

Union members demonstrated across the nation in July to demand that the NLRB hold oral arguments on this case before making another bad decision. For more information about what you can do, go to: http://action.americanrightsatwork.org/campaign/nlrb_hearings

(Excerpted from America at Work blog — by Tula Connell)

Americans pay more for health care, get less

The U.S. spends more on health care per capita than any other similar country, yet has the largest uninsured population, according to a report by the Economic Policy Institute (EPI).

Some 16% of the U.S. population, or 45.8 million people, did not have any form of health insurance coverage in 2004. Of the nearly 46 million without health insurance, more than 10 million are children.

Ireland, Austria and Finland spend about half of what the United States spends, as a percentage of gross domestic product, but cover 99-100% of their populations, the report found.

The AFL-CIO and its affiliates are working for passage of a universal system that provides coverage for all Americans. On July 25, Rep. Pete Stark (D-Calif.) joined efforts by Rep. John Conyers (D-Mich.) and others in Congress with a universal health proposal, and unveiled his new AmeriCare legislation, a plan that will provide all Americans with access to affordable, comprehensive health coverage.

Stark describes the plan as “...a practical proposal to ensure that everyone has affordable health insurance. AmeriCare is based on the principles that the U.S. health system should cover everyone, be affordable, and be meaningful. AmeriCare builds on what works—both employer coverage and Medicare.”

(Excerpted from America at Work blog — by James Parks)

Chicago workers win against Wal-Mart

On July 26, the Chicago City Council approved an ordinance that requires “Big Box” stores like Wal-Mart and Home Depot to pay their workers at least \$10 an hour with benefits.

“Passage of this ordinance is a victory for all the communities and working men and women in Chicago. It sets a national standard for making sure individuals earn a living wage with benefits in exchange for day’s work,” said Dennis Gannon, president of the Chicago Federation of Labor and Industrial Union Council.

Chicago’s new living wage law applies to retailers with stores larger than 90,000 square feet that are part of companies with at least \$1 billion in sales annually. Under the bill, minimum hourly wages in those stores would jump to \$9.25 in 2007 and to \$10 in 2010 and then be indexed to inflation. Firms also must pay \$1.50 an hour in benefits—such as health care—starting in 2007 and \$3 an hour in 2010.

Wal-Mart and other retailers and business groups mounted a massive lobbying campaign and media blitz to defeat the wage bill. Chicago Mayor Richard Daley, who opposed the bill, has not said if he would veto it. But the 34-15 vote should prove to be veto-proof.

The vote may have huge implications for communities across the county. “This landmark policy decision expands the scope of living wage laws beyond city employees and contractors and transforms it into one that can be used to create standards in industries, like retail,” said a statement by Adrienne Shropshire of New York Jobs with Justice.

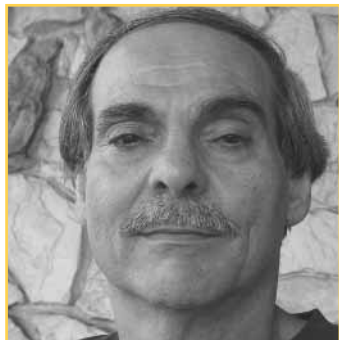
(Excerpted from America at Work blog — by Mike Hall)

SHOP TALK: What does Labor Day mean to you?



Daniel Bist
Safeway Dist Ctr—Tracy
Local 1546

“It’s a celebration of working people...but I’ll be working. We just got Labor Day as a holiday in our last contract, but I have to work it anyway.”



Tom Myers
Retired
Local 1546

“It doesn’t mean much anymore. I liked to go to the Labor Day picnics out at the Fairgrounds—the politicians were there and it was a big deal.”



Mike Ramun
Retired
Local 1546

“It’s a day off. It’s a day to honor the people before us who sacrificed to get the benefits we have now.”



Steven Dearborn
Waste Management—
Oakland
Local 1546

“To honor the people who made the sacrifice to get the labor movement where it is today—which is not in a good place. I go to work on Labor Day—we still have to pick up garbage.”



Mike Amido
Retired
Local 1546

“It’s a day off of work—but then I don’t work anymore anyhow.”

The Iraq war comes to Local 1546; stewards look at war's costs

War and peace were the topic of discussion at Local 1546's July Stewards' meeting. U.S. Labor Against the War's (USLAW) national organizer, Michael Eisenscher, was the guest speaker. Eisenscher has been a labor organizer for close to 40 years and is currently an AFT member who teaches economics at Laney College.

USLAW, initially called the Labor Committee for Peace and Justice, started not long after 9/11. From its initial 70 individual members, USLAW's members now represent four million union members.

A few of USLAW's accomplishments include getting the AFL-CIO to pass a resolution calling for the rapid withdrawal of U.S. troops from Iraq,

sponsoring a nationwide tour of Iraqi trade unionists, and organizing the largest labor contingent in U.S. history to participate in the April, 2006 rally in New York opposing the war.

Support the troops

USLAW is clear: the best way to support the troops is to bring them home from Iraq. To date we've lost 2,500 U.S. soldiers, and counting. Another 18-20,000 soldiers have been injured. And estimates of the toll on Iraqis who have died or been injured range from 50,000 to more than 100,000—with 1,000 killed in July alone.

According to a June Gallup poll, 2/3 of the American public want the U.S. out of Iraq. 79% of the troops themselves say they want the U.S. to leave that country, 21% of whom say they should leave immediately.

When Eisenscher asked the stewards how many feel safer now than before the war, only one out of the group of 60 said yes.

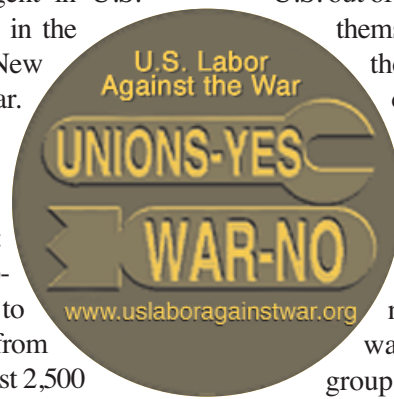
The estimated current full cost of the war is staggering; in addition to the \$300 billion the administration has requested for daily operations, the cost of caring for our wounded soldiers, replacing armaments, and

much more is estimated to total **\$1.2 trillion**. Paying that sum back will take one million dollars a day for one million years!

IAM members were encouraged to think about more productive ways this money could be spent—such as improving our schools and health care system and creating good jobs.

"It's not what you do, but do something," Eisenscher said as he offered some suggestions for what union members can do to end the war:

- Join USLAW as an individual. www.uslaboragainstawar.org
- Contact your congress members, especially Dianne Feinstein.
- Sign the Voters for Peace pledge: www.votersforpeace.us



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.
August 22 • September 26 • October 24

General Delegates' Meeting

Fourth Tuesday of each month at 7:30 p.m.
August 22 • September 26 • October 24

Local 653

544 West Olive,
Fresno, CA 93728
559-264-2815

Executive Board Meeting

Third Wednesday of the Month at 5:00 p.m.
August 16 • September 20 • October 18

Membership Meeting

Third Wednesday of each month at 5:30 p.m.
August 16 • September 20 • October 18

Local 801

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

Membership Meeting

Third Thursday of the month at 4:00 p.m.
August 17 • September 21 • October 19
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.
August 10 • September 14 • October 12

General Membership Meeting

Second Thursday of each month at 6:30 p.m.
August 10 • September 14 • October 12

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

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.
August 10 • September 14 • October 12

Membership/Shop Stewards' Meeting

Third Thursday of each month at 6:30 p.m.
August 17 • September 21 • October 19

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.
August 3 • September 7 • October 5

Executive Board Meeting

Second Thursday of each month at 6:00 p.m.
August 10 • September 14 • October 12

General Membership Meeting

Third Thursday of each month at 6:30 p.m.
August 17 • September 21 • October 19

Retirees' Club

First Wednesday of June, Sept., Dec., March at 11:00 a.m. All are welcome!
September 6 • December 6 • March 7, 2007

Local 1484

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

Executive Board Meeting

Third Thursday of each month at 6:00 p.m.
August 17 • September 21 • October 19

General Membership Meeting

First Tuesday of each month at 6:00 p.m.
August 1 • September 5 • October 3

Retirees' Club

Third Wednesday of each month at 1:00 p.m.
No meeting in August • September 20 • October 18

Local 1528

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

Executive Board Meeting

First Wednesday of each month at 5:30 p.m.
August 2 • September 6 • October 4

General Membership Meeting

First Wednesday of each month at 7:00 p.m.
August 2 • September 6 • October 4

Women's Committee Meeting

Fourth Sunday of each month at 1:00 p.m.
August 27 • September 24 • October 22

Narcotics Anonymous: Every Tuesday, 5:30-6:30 p.m.

Local 1546

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

General Membership Meeting

First Tuesday of each month at 7:00 p.m.
August 1 • September 5 • October 3

Shop Stewards' Meeting

First Tuesday of each month at 5:30 p.m.
August 1 • September 5 • October 3

Executive Board Meeting

Thursday preceding membership meeting at 6:30 p.m.
July 27 • August 31 • September 28

Retiree Club Pot Luck Luncheon

First Wednesday of each month at 12 noon
August 2 • September 6 • October 4

Local 1584

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

Membership Meeting

Third Thursday of each month at 7:00 p.m.
August 17 • September 21 • October 19

Executive Board Meeting

Preceding Monday at 7:00 p.m.

August 14 • September 18 • October 16

Retirees' Club

First Tuesday of each month at 12:30 p.m.
August 1 • September 5 • October 3

Local 1596

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

Membership Meeting

Third Tuesday of each month at 7:00 p.m.
August 15 • September 19 • October 17

Executive Board Meeting

Third Tuesday of each month at 6:30 p.m.
August 15 • September 19 • October 17

Local 2005

416 Main Street
Livingston, CA 95334
209-394-7822

Meetings of the general membership are held at the Livingston Portuguese Hall, usually on the Second or Third Sunday of the month.

• English & Punjabi—at 1:00 p.m.

• Spanish & Portuguese—at 2:30 p.m.

Check with the Local office to find out the meeting schedule.

Local 2182

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

Executive Board Meeting

Second Tuesday of each month at 6:00 p.m.
August 8 • September 12 • October 10

General Membership Meeting

Second Tuesday of each month at 7:00 p.m.
August 8 • September 12 • October 10

Retirees' Club - VISTA CLUB

Third Wednesday of each month at 11:00 a.m.
August 16 • September 20 • October 18