

The IAM District 190 Sparkplug



VOL. 8 NO. 6

October/November 2006

Serving the Active and Retired Members of IAM District Lodge 190

Local 2005 mobilizes community for Foster Farms workers

Marking the one year anniversary of their vote to affiliate with the IAM, close to 1,000 workers from Foster Farms' Livingston chicken processing plant marched through the town on September 24 to show support for the union.

"Local 2005 members are committed to a fair and decent collective bargaining agreement," said District 190 DBR Jim Beno. "And that includes a closed-shop provision."

"Our members helped make Foster Farms the largest poultry corporation in the west," said Area Director for Organizing Jesse Juarez. "They deserve to be treated better."

Also speaking at the rally before the plant gates were IAM Western Territory GVP Lee Pearson and Local 2005 plant workers who delivered remarks in Punjabi, Spanish and English.

"This company seems set on running non-union, even though more



Close to 1,000 Foster Farms employees, family members and neighbors marched through Livingston to show their support for the union's efforts to negotiate a decent contract.

than 70% of the people voted to be represented," Local 2005 President Ralph Meraz reflected after the rally. "We sit down at the negotiating table with the company on a regular basis and our talks are always cordial. But we're not making progress."

The company claimed that the union didn't present their final offer

to the membership for fear that the members would accept it. But that claim was proven false on August 23. Members voted on the offer and out of 1603 voters, only 41 voted to accept the contract.

Give back takeaways

"We're not asking for anything

new," Meraz said. "While many items have been settled, our key issues are still union security, holiday and overtime pay, sick leave and work week premiums. These had been gained over the last 50 years but the company took them away when the previous union was decertified."

Members have been working hard to gain community support for their cause. "We leafleted on September 3 at several malls in Merced, Turlock, and Modesto" Meraz said. "Our lawn signs are up in Atwater, Livingston and the Merced area—they're everywhere! Livingston city officials are backing the members because they know the more we can achieve the more everyone will benefit."

"Our members do not want to let the company sleep. They're working and fighting and will continue to fight as long as necessary."

As *The Sparkplug* goes to press, the union is trying to schedule another meeting with the company.

★☆☆ VOTE in the NOVEMBER elections ★☆☆

★ See pages 4-5 for more info and IAM endorsements ★

The 50 members of Local 1484 who work at ConGlobal in Wilmington went on strike on September 8 at midnight. With incredible solidarity from members of their Local, and from the ILWU, Teamsters and other AFL-CIO unions, the strikers are standing strong—three weeks and counting.



ConGlobal strikers are joined by other Local 1484 members for picketing outside the container company's gates.

"The issues which led to the strike are health and welfare, wages, pension, and concessions from the last negotiations," explains Local 1484 Business Rep Kevin Kucera. "The company was in bad shape three years ago and we tried to work with them. Our members gave back huge dollars worth of holidays and vacations."

Since then, Kucera reports, the company had turned things around. "Our members deserve to get back what they lost, and they should be able to take part in the company's profits. But the company is not even willing to meet us halfway."

Further talks were planned when Kucera notified the company that the members took a strike

vote and 90% voted to go out, if a decent settlement couldn't be reached. The next morning, the federal mediator informed Kucera that ConGlobal was no longer interested in getting back to the table.

Kucera says that things are virtually shut down at ConGlobal. Since the strike started, the company has only been able to bring in three employees from out-of-state. Prospective employees are not willing to cross the picket line and only a few anti-union trucking companies have crossed, so far.

The union reports several incidents where management or non-union truckers have tried to run down strikers, forcing the union to call out the

raised almost \$2,000 for the strikers. The level of solidarity displayed by the brothers and sisters of Local 1484 is beyond words," Kucera added as he gave special mention to Local 1484 President Fernando Amalcar Perez for raising the most money of any steward. "Fernando used to work for this company. He's been instrumental in devising strategies to spread the word to trucking firms and other vendors so they don't cross the picket lines.

The ConGlobal pickets have been running from 6 a.m. to midnight seven days a week. "We'd like to say that this will end soon, but at this moment, we just don't know," Kucera said.

LAPD on several occasions.

On the positive side, SSA, ITS, MTC, and Metropolitan Stevedoring have each been sending 15-20 guys a day to join the strike in solidarity, on their lunch hour or after work. "They've brought out pizzas and tacos, and have

AROUND THE LOCALS

Cemex mechanics strike for solidarity and win

After being on strike for seven days over the right to honor other unions' picket lines, the nine members of Locals 1546 and 1173 who work at Cemex ratified a two-year contract extension in August.

"You showed the company your solidarity. You showed them your skill level. You showed them you wouldn't let anyone else fight your battles," said Local 1173 Area Director Mark Hollibush at the ratification meeting.

"From the beginning, we were simply looking for parity with the Teamsters—a \$2/hour wage increase and enough money to cover health and welfare increases," explains Local 1546 Area Director Don Crosatto. "Eventually that's what we got, but it took seven days of striking, two days of federal mediation, guerrilla pickets at union jobsites around the East Bay, and incredible solidarity from a variety of unions."

Cemex is a new employer for the IAM having bought out RMC Pacific in 2004. When negotiations started this year, the company proposed a new contract that included cuts to work rules, co-pays on benefits and other takeaways. The members immediately rejected their offer.

"The company then came back with a better package than they gave Teamsters: \$5.85 over three years plus a \$2,500 signing bonus," explains Crosatto. "The only thing we had to agree to was to waive our right to honor another union's picket line." Crosatto says that the com-

ny's ultimate goal was to break the solidarity between the numerous unions on their yards . . .

"To their credit, our members saw through it immediately" Crosatto said. "Despite the big bucks, the members unanimously rejected this next offer and passed a strike vote."

When the company's next offer was even worse, the members decided to walk.

Using alternative tactics

For many years, the contract has barred unions from honoring another union's picket line for the first 15 days. Instead of mounting a traditional picket line in front of the facility, which other unions could not honor, the members realized that the 15-day language did not apply out in the field. Therefore, they went out to jobsites as early as 3 a.m. where Teamsters were pouring concrete. "The company didn't know where we'd pop up—it was like guerrilla warfare!" Crosatto says.

Much of the success of the effort comes from the tremendous cooperation of Teamsters Locals 853 and 315. When none of the drivers would cross the picket line, Cemex had to bring in supervisors to drive the trucks. The salesmen were besieged by angry contractors who didn't want a picket line at their union jobs.

The IAM also had tremendous cooperation from Locomotive Engineers and the Longshoremen's unions who ensured that no cement was picked up by rail or ship, no doubt



The nine Cemex mechanics thoroughly review their new contract before voting to ratify it on August 24.

costing the company a lot of money.

Within two days, Cemex called for federal mediation, but they were still not offering anything better. Five days later, they requested mediation again. Within an hour or two,

the company agreed to everything the union had asked for originally.

"In this company's first trip to Northern California, we definitely showed them the strength and solidarity that exists here," Crosatto adds.

A MEMBER'S VIEW

Nine Davids to One Goliath

by Garry Horrocks

In a classic David and Goliath story, nine of our brothers from Local Lodges 1173 and 1546 decided to take a stand and fight for solidarity.

Our nine Davids went up against a Goliath from Mexico named Cemex, the largest cement company in the world, a multinational corporation with an insatiable appetite for gobbling up smaller cement companies. In 2004, Cemex acquired RMC which had 25 plants in the Bay Area alone.

The reason I find these guys inspiring is that they did not stand up and walk away from the table for money, benefits, or even better working conditions. They stood up and walked for solidarity! They would not accept language in their contract that would have prohibited them from honoring other workers' picket lines within the same plant. They had the foresight to recognize the company's divide-and-conquer strategy.

Having been on strike myself for almost a year at Berkeley Honda, I realize that these nine guys and their families felt alone, afraid, and uncertain of their future.

I went to the Oakland strike line one Monday morning around 7:00 a.m. and found one man sitting in his car alone, his trunk open with picket signs sticking out. When I explained that I had come to help, he relaxed, and I recognized relief in his eyes. As we talked he grew more confident to hear that other union members were on his side and that people he didn't even know wanted to help him, his family and his cause.

I still remember that feeling when I was on strike. People came out of the woodwork to stand in solidarity with us just because it was the right thing to do. That restored my faith in humanity.

Being on strike is a catalyst. It offers one the opportunity to deeply reflect on what you are made of. It allows one to make a choice: sell out to the corporations for a few dollars or hold out for a greater reward—your interconnectedness with your fellow man. That interconnectedness is the unspoken bond that holds us together in union.

Our nine Davids exemplify that bond.

UNION PEOPLE

Breckenridge brings experience and commitment to Local 1101 Business Rep position

District Lodge 190 welcomes Richard Breckenridge as our newest business rep for Local 1101. Richard started in September, just as Business Rep Jim Schwantz went out on paternity leave to help care for his new twins.



Richard Breckenridge looks forward to using his experience to help members.

Richard comes to the staff from a nine-year stint at Chris's Chrysler Dodge World, (previously Stevens Creek Dodge) in San Jose.

"I moved up here from Southern California where union dealerships are few, if any," Richard says. He got involved with the union pretty quickly, serving as shop steward for about five years, getting elected and serving as a trustee on the Local's Executive Board for more than two years, and then serving as vice-president for three years.

Richard says that his shop stewards' training enabled him to work closely with Area Director Glenn Gandolfo and Jim Schwantz over the years.

"When Stevens Creek Dodge sold to Chris's, the new owners demanded numer-

ous takeaways. This was an out-of-state company that wanted to run the shop by Colorado rules—they didn't care what we or the union thought. So, we went through a seven-and-a-half-week strike. As a result of the strike, we got back about 75% of the stuff they said we'd never have, so we did okay with that," Richard explains.

"My experience with the whole process at Chris's made me interested in being a business rep if the position ever came open," he adds.

The IAM District 190 Sparkplug

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

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Debra Chaplan,
Managing Editor



AROUND THE LOCALS

Local 653

Hedricks Collision employees join union

Local 653 is pleased to welcome 11 employees at Hedricks Collision Center in Clovis, who voted to unionize and ratified their first contract on August 1.

"This whole campaign happened very fast because the guys were motivated and stood together," says Business Rep Tom Rotella. "From when the organizing campaign started until the contract was signed was a quick 14 weeks. And they got good wage increases, the AI Health plan, \$2.85/hour into the IAM pension, eight holidays and vacation is now up to three weeks."

Local 801

Three long days lead to good contract at LB&B

The negotiating team for LB&B in Fallon was expecting a battle royale over their new contract. Instead, they're pleased to report that after three days of marathon negotiations, they reached an agreement for a new five-year contract.

"We got significant improvements in wages with some classifications and members getting as much as \$1.75 per hour improvement in their package in year one," says Area Director Mark Martin. "I want to convey my appreciation to brother Reggie Rutan on the negotiations committee for his assistance in getting this done."

Local 1173

Poker Run for Guide Dogs

Local 1173 is pleased to announce that its fourth annual Poker Run, held on August 20, was the most successful yet. With 70 participants riding through the Delta and enjoying a great barbecue back at the union hall, the Local was able to donate \$1,000 to Guide Dogs of America and another \$1,000 to MNPL.

"We gave our Guide Dogs check to DBR Jim Beno at our September 21 membership meeting," says Business Rep Rick Rodgers. "Everyone felt great being able to make that presentation directly."

Pension, 401K at Drill Tech

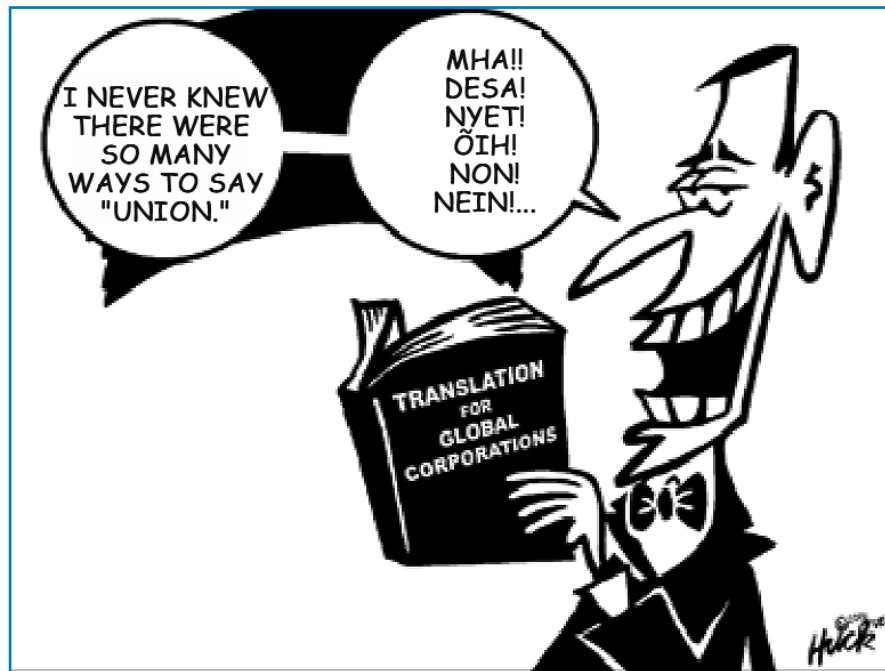
On August 1, the two Local 1173 members at Drill Tech Shoring in Antioch ratified a new two-year contract that included a \$1/hour wage increase each year; maintenance of costs for all medical coverage without any co-pay; and the addition of the Machinist 401K plan.

"In this day and age, sometimes just retaining the pension you have feels like a win," Rodgers said.

Holding firm at Macy's

Although Macy's Transmission in Concord has seen better times, the company is working closely with Local 1173 to create a fair deal for their members. On August 23, the four employees ratified a one-year contract that includes a wage freeze now, with an wage opener in January.

"The company agreed to pay all medical increases and we were able to keep the pension contribution and add the Machinist 401K plan," says Rick Rodgers. "The owner is a good guy and tries hard—but they're just struggling. If he can pull it off, he'll definitely give our guys a raise in January," Rodgers added.



Local 1546

Ford Store ordered to pay pension

The National Labor Relations Board ruled in favor of the IAM Local 1546 in an important case against The Ford Store in San Leandro.

In November, 2005, the company notified the union that they would no longer pay into the pension program. In response, the union filed an NLRB charge and the case went to trial.

In September, the NLRB ruled that the company had declared a bargaining impasse improperly and should not have implemented its plan to withdraw from the pension. "Therefore there was no impasse," says Business Rep Craig Andrews. "Therefore the company is obligated to pay all pension monies that they stopped paying the last year."

Andrews says that this issue is very similar to a case against the East Bay Motor Car Dealers Association that will be going to trial on October 3-6. "Therefore, we think this decision sets a very good precedent."

Oakland port contracts settled

Thirty Local 1546 members who work at Marine Terminals ratified a five-year agreement that increases their wages by \$1.15/hour each year and adds a \$20/month pension contribution each year.

"The real home run was getting

the employer to fully pay the retiree health and welfare premium for anyone with 15 years of service to the company," says Area Director Don Crosatto. "This is potentially a huge expense. The company stepped up to the plate on that one."

The 63 members at SSA also ratified their contract in August. Their hourly wages will increase \$1 each year. SSA tackled the retiree health and welfare issue differently, by putting a lot more money into the Mike Day Retiree Investment Trust. "We also got much improved jurisdictional language out of that contract," Crosatto adds.

Local 1596

MGM celebrates 50 years

To celebrate their 50-year anniversary in business, MGM Brakes in Cloverdale will honor their current and past employees at a dinner in October.

"We look forward to celebrating MGM's 50th anniversary with our employees, retirees and the Board of Directors right here where it all began...in Cloverdale," said Bob Stutsman, plant manager.

MGM Brakes is a division of Indian Head Industries, headquartered in Charlotte, NC. "The founders of MGM Brakes set a high standard of quality, innovation and safety. It's been a great ride the past 50 years and we invite the supporters of MGM Brakes to come along for a great safe ride for the next 50 and beyond," said CEO Ron Parker.

"This is a decent company," added Area Director Tom Brandon. "They've resisted pressure to offshore their manufacturing. Our members and the Cloverdale community definitely appreciate it."

Local 2182

Only owner changes

The corporate entity that owned Noranda Recycling has changed. The new company is called Extrada Copper out of Canada. Extrada has indicated that they are pleased with the performance of Noranda Recycling and no changes are anticipated.

Dump Hubacher's cookie cutter approach

Negotiations at Hubacher Cadillac continue to be very challenging. The company wants sweeping changes which include flat rate with no guarantees, higher health and welfare co-pays, pension takeaways, and other issues that are significant to our members.

"As a high-productivity dealership that sells more Cadillacs than any other in Northern California, it's cookie cutter flat-rate approach makes no sense," says Area Director Mark Martin.

Novel and dumb ideas

Mark Martin reports that Crystal Cream has proposed sweeping changes that would severely impact Local 2182 members who work at the dairy.

"They're working with a corporate bean counter who has come up with such novel concepts as leasing a fleet with a maintenance agreement instead of having our members do the work. We have been successful in demonstrating the foolishness and expense of those proposals" Martin said. "If they're not aware, the company should be clear that any attempt to diminish our work jurisdiction will be met with strong resistance."

Local 1584

It's all up at Georgia Pacific

The 12 Local 1584 members who are mechanics and electricians at Georgia Pacific in Antioch ratified a four-year agreement. The pact started with raising the electricians wages by \$4.29 and the mechanics wages by \$1—and then added increases of 2.5% or 3% in each of the four years.

"This company brings in people and trains them, but doesn't pay enough to keep them. We suggested that they bring up the wages so they could keep people—and they did," said Business Rep Chris Rasmussen.

The employees' health and welfare co-pays are going up, however, the company will provide good increases in the IAM pension contribution and they increased the company match for their 401K plans.

An extension is good

Myer's Container, in Richmond, once employed 160 IAM members, but now they're down to four. "Everybody is getting older and thinking about retiring. We weren't sure what direction made sense, so everyone agreed that extending the current contract gave us time to mull it over," Rasmussen explained.



Cal Conference of Machinists
 ☆ ENDORSEMENTS ☆

Statewide Offices

GOVERNOR
Phil Angelides (D)

LT. GOVERNOR
John Garamendi (D)

SECRETARY OF STATE
Debra Bowen (D)

ATTORNEY GENERAL
Jerry Brown (D)

CONTROLLER
John Chiang (D)

TREASURER
Bill Lockyer (D)

INSURANCE COMMISSIONER
Cruz Bustamante (D)

BOARD OF EQUALIZATION
 District 1 **Betty Yee (D)**
 District 4 **Judy Chu (D)**

Ballot Propositions



PROPOSITION 1A — YES

Transportation Funding Protection. Legislative Constitutional Amendment.



PROPOSITION 1B — YES

Highway Safety, Traffic Reduction, Air Quality, and Port Security Bond Act of 2006.



PROPOSITION 1C — YES

Housing and Emergency Shelter Trust Fund Act of 2006.



PROPOSITION 1D — YES

Kindergarten-University Public Education Facilities Bond Act of 2006.



PROPOSITION 1E — YES

Disaster Preparedness and Flood Prevention Bond Act of 2006.



PROPOSITION 83 — No Recommendation

Sex Offenders. Sexually Violent Predators. Punishment, Residence Restrictions and Monitoring.



PROPOSITION 84 — YES

Water Quality, Safety and Supply. Flood Control. Natural Resource Protection. Park Improvements. Bonds.



PROPOSITION 85 — NO

Waiting Period and Parental Notification Before Termination of Minor's Pregnancy.



PROPOSITION 86 — NO

Tax on Cigarettes. Initiative Constitutional Amendment and Statute.



PROPOSITION 87 — YES

Alternative Energy. Research, Production, Incentives. Tax on California Oil.



PROPOSITION 88 — NO

Education Funding. Real Property Parcel Tax.



PROPOSITION 89 — No recommendation

Political Campaigns. Public Financing. Corporate Tax Increase. Contribution and Expenditure Limits.



PROPOSITION 90 — NO

Government Acquisition, Regulation of Private Property.

Dates & Deadlines

Register to vote:

October 23

Apply for an absentee ballot:

October 9-31

Voting by absentee ballot:

Ballots must be received by the county registrar or turned in to a polling place by November 7.

Election Day:

Tuesday, November 7

To register to vote online:

http://www.ss.ca.gov/elections/elections_d.htm OR contact your business rep.

Because District Lodge 190 now has members across the state, it would take an entire issue of The Sparkplug to provide endorsements for all state assembly, senate and U.S. Congressional races. For a list of labor's endorsed candidates in your area, contact your Business Rep, your local Central Labor Council or go to:

www.calaborfed.org

For easy links to all the candidate websites go to:

www.caltvoter.org

SHOP TALK: Graduating apprentices are asked for one piece of advice for n



Ramon Nieto
 Ron Price VW—
 South San Francisco
 Local 1414

"Do your best!"



Terry Thomas
 Fremont Nissan
 Local 1546

"Work hard and stay committed."



Mark Welter
 Salel Automotive—
 San Leandro
 Local 1546

"Turn your card in on time!"



Ramiro Posadas
 Coach USA—
 San Francisco
 Local 1414

"Put in more effort on your homework and turn it in on time."



Jose Sanchez
 Ron Goode Toyota—
 Alameda
 Local 1546

"Just work hard at it. Keep the log of what you do."

A few key races to watch out for

Many of the races you'll be voting on are not particularly contested due to the way districts have been drawn. Here are a few races that union members—if we vote in numbers—have the power to decide.

Governor

Phil Angelides



Phil Angelides was the first politician to oppose Arnold's pension privatization scheme and as State Treasurer, he strengthened pensions for more than one million workers. He joined unions in our fight to stop Arnold's meal break take-away, and has pledged to restore millions in compensation for injured workers. Phil has cracked down on corporations that move offshore to cut jobs and cheat on taxes.

Arnold Schwarzenegger



Here are just a few ways Arnold Schwarzenegger has been an anti-worker governor: He moved to take away pensions from public workers. He tried to drop death benefits for widows and orphans of fallen police and firefighters. He sought to take away workers' right to a meal break. He reduced compensation to permanently disabled workers by 50%. He vetoed bills to limit offshoring of California jobs after taking contributions from companies that outsource.

In this election year, Arnold has the swagger, but next year it could again be a dagger. All IAM members are strongly urged to vote for Phil Angelides for Governor.

Due to federal election law, District Lodge 190 can only publicize its endorsements of candidates for federal office (U.S. Senate and Congress) to its members. Therefore, this page — which included write-ups of some key races — has been edited for the web. See your printed issue of *The Sparkplug* for more endorsements.

6 things Arnold Schwarzenegger doesn't want you to know

(So spread the word!)

- 1** Arnold Schwarzenegger is a "wolf in sheep's clothing" this year. The 2005 Special Election that he championed was all about gutting worker rights and union power. Now, when he's up for re-election, his last-minute image change and bill signings are merely an attempt to get our votes. Who will he be next year?
- 2** The record doesn't lie. Arnold has been one of the most anti-worker governors in California history. He has cut workers' comp benefits for permanently disabled workers by 50%, tried to eliminate secure pensions for more than one million workers, and even tried to take away our right to a lunch break.
- 3** Arnold Schwarzenegger CANNOT be trusted — he's still taking millions from corporate special interests. If he wins in November, he'll be right back to doing favors for his corporate donors — he's even said he'll go after our pensions again!
- 4** Phil Angelides has a vision and a plan to put California back on track. He has pledged to increase school funding, make health care more affordable and rebuild our infrastructure.
- 5** Phil Angelides has a long record of standing up to corporate interests. As Treasurer, he led efforts to fight corporate fraud and recover taxpayer money from Enron and WorldCom, and helped keep good jobs in California by cracking down on corporations that offshore jobs and evade their taxes.
- 6** We know we can count on Phil Angelides because he has been on the side of workers from day one. Phil Angelides stood up to Schwarzenegger's attacks on our pensions and spoke out against the Special Election.

—California Labor Federation

New and future apprentices



Radcliff Mongbeh
Fitzpatrick Chevrolet—
Concord
Local 1173

"Put in your four years and do the best you can."



Leo Ramirez
Honda of Oakland
Local 1546

"Stay in the program. It's a good program so take advantage of all you can."



Jason Rohrbach
Stewarts Auto Body—
Richmond
Local 1546

"Find a good shop to get into, with a decent journeyman to teach you. It may be hard to find. I was fortunate because I had five good years."



Jesus Arreola
Bill Brandt Ford—
Brentwood
Local 1173

"Keep an open mind and take other journeymen's suggestions. You're always learning new things—it never ends. School never ends."



Guy Louis
Penske Truck Leasing—
San Leandro
Local 1546

"You're going to get what you put into it. The more time and dedication you put into it is what you'll get out of it."

UNION NOTICES & EVENTS

Local 653 Fishing Trip

Saturday, November 18
Chris' Landing — Monterey

\$60.00 per person

Leave at 6:30 a.m. sharp

Space is limited
First come, first served!!!

For more info and to sign up,
please call Debbie or George at
559-264-2825

Moving?

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

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

Notice to Local 1101 Members

Election for Local Lodge officers

In 2006, Local 1101 will be holding its nominations and election for officers. Under our Constitution and Bylaws, notice is hereby given for Nominations and Elections for the following offices:

- 1) President, Vice President, Recording Secretary, Secretary-Treasurer, 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 November general membership meeting, which will be held on November 9 at 6:30 p.m. The election for the positions will take place at the December General Membership meeting on December 14 at 6:30 p.m. The meetings will be held at 3777 Stevens Creek Blvd., Santa Clara. (Check at Suite 320 for the meeting room.)

Notice to Local 1546 Members

Dear Sisters and Brothers:

Under our Constitution and Bylaws, notice is hereby given for Nominations for the following offices: President, Vice-President, Recording-Secretary, Secretary-Treasurer, Sentinel-Conductor, Three (3) Trustees, Three (3) Members of the Audit Committee, Five (5) Delegates for the California Conference of Machinists, Five (5) Delegates to the California Federation of Labor AFL-CIO, Seven (7) Delegates for the Alameda County Central Labor Council, Three (3) Delegates for the Contra Costa Central Labor Council, Two (2) Delegates for the San Joaquin-Caleveras Co. Central Labor Council, and Eight (8) Members of the Executive Board. The Term of Office is for a period of three (3) years.

The nominations will take place at our regular meeting on Tuesday, November 14, 2006 no later than 9:00 p.m. in our building at 10260 MacArthur Blvd., Oakland, CA 94605.

Nominations will be made orally from the floor and the names of all nominees will be read by the Recording Secretary at the close of nominations.

The election will be held on Tuesday, December 5, 2006 at the Union Hall: 10260 MacArthur Blvd., Oakland, CA 94605. The polls will be open from 8:00 a.m. to 8:00p.m.

Requests for an absentee ballot should be forwarded to the Recording-Secretary no later than 30 days before the election. Members who reside more than 25 miles from the designated balloting place, or are confined because of verified illness, on leave qualifying under family leave laws, on official IAM business or on employer travel assignment or military leave shall be eligible for an absentee ballot.

Fraternally,

Keith Hamilton, Recording Secretary, East Bay Automotive Local 1546

Notice to Local 1173 Members

In accordance with Article I, Section 8 of the Constitution and Article E of the local lodge bylaws, there shall be a general membership meeting held for the purpose of voting on the proposed local lodge dues rates for 2007.

The membership meeting will be held on December 21, 2006, 6:30 p.m. at Local Lodge 1173. Only members present and in good standing will be eligible to vote.



**ASSOCIATED
THIRD PARTY
ADMINISTRATORS**

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

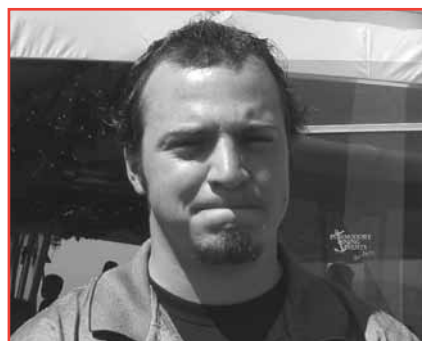
Contact us at 510-836-2484

SHOP TALK: Advice for new and future apprentices



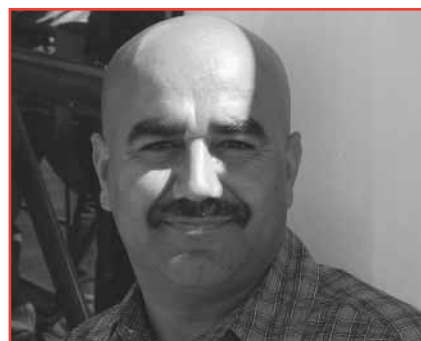
James Byron
Bayshore International—
San Mateo
Local 1414

"Pay attention to Mike Robertson; he can teach you a lot. Mike's the man. Grasp all the knowledge you can—take advantage of that opportunity."



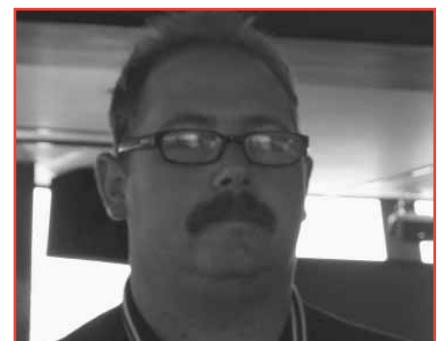
Anthony Marks
Fremont Pontiac-GMC
Local 1546

"Just work hard. You learn stuff through education. Everyone talks about problems and you can trade information."



Nasir Mohammad
Hayward Ford
Local 1546

"Be honest with yourself about what you're learning, and learn all you can—especially about heavy duty—because it's getting tougher and tougher out in the field."



Jesse Wilson
Diablo Lincoln-Mercury—
Concord
Local 1173

"I went through a trade school so I only needed one class—but it was good. I recommend it. I know some other guys who went through the whole program and they're good techs."

WORKPLACE PROFILE



IAP manager Stan Nalley, IAM Business Rep Pedro Mendez, and IAP PM Supervisor Arnold Brunswick stand together in front of Hangar One.

IAM members maintain Moffett Field systems

Many types of work go on at Moffett Field, ranging from high-tech research, supercomputing and support of America's space and aeronautics programs to the everyday work of ensuring that the basic plumbing, electric and other systems all function correctly. It's the latter set of work duties for which the 50 IAM Local 1414 members are responsible.

The story begins...

Moffett Field was commissioned in 1933 as a naval air station to support a "lighter-than-air program" that involved training pilots to fly blimps and servicing aircraft. In 1939, the NASA Ames Research Center was established on land northwest of Moffett Field.

In 1942, the station began a "heavier-than-air" program to support World War II fighter planes. After the war, Moffett Field became the largest naval air transport base on the West Coast.

In July 1994, the airfield was closed and Moffett Field was transferred to NASA Ames Research Center.

Moffett Field's "Hangar One," built in the 1930s for the USS Macon, and the row of World War II blimp hangars rank as some of the largest unsupported structures in the country. Plans to convert Hangar One to a space and science center were put on hold in 2003 with the discovery that the paint on the outside was leaching toxic chemicals and that substantial amounts of asbestos existed in the structure.

And today...

The 1,800-acre facility houses the largest wind tunnel in the world and a research center that employs more than 4,500 people in the fields of nanotechnology, fundamental space biology, biotechnology, aerospace and thermal protection systems, and human factors research.

IAP, formerly Johnson Controls, has the contract to maintain the systems throughout Moffett Field, including the airfields, runways, taxiways, air conditioning, HVAC, high and low

voltage, plumbing and alarms. IAP is also the main emergency response team for the Center. "It's a 24/7/365 operation" explains Stan Nalley, facilities manager for IAP.

Nalley has been doing this kind of work for more than 25 years and has overseen IAP's operations at Ames and Moffett Field since 2000. "This is a good group of employees. We have a lot of ground to cover, but they understand what needs to be done and they do it." Nalley has worked with many unions in the past, and says he finds the IAM to be a good partner.

"The guys are happy out here" says head shop steward Paul Souza. "We have a good contract and we don't generally have many problems. The union is out here to make sure it's a safe environment and that we follow the rules of the collective bargaining agreement." Souza says that morale is good, although you can never keep everybody happy. "But (Business Rep) Pedro Mendez has been responsive when we've needed him."

Human Relations Manager Jodi Green agrees. This is her first HR position in a unionized company and she says she loves working with the union. "It's good to know what all the rules are to be able to discuss them. We feel it's important to bring the union in on decisions we have to make, so we do it right the first time."

Lead electrician Ismael Garza says that everything at Moffett is unique because it's so old. "We have to scrounge up parts to keep the antique electrical stuff going. Even though new equipment uses less power, they often want to keep the old stuff because it's historic." Garza says that Ames people often call him in when they're starting a new experiment to make sure that they can get ample electricity in that particular building for their project.

With so many of the IAM members marking their 15th and 20th year working at Moffett, everyone agrees that a major challenge will be to find new techs with enough experience to take their places when they retire.



Paul Souza, head shop steward, has been an HVAC technician at Moffett for 18 years and is responsible for condition assessments. "I've seen a lot of changes out here. We've gotten downsized, so everyone has to do more, but overall, it's a good place to work. The government's a good customer."



Jerry Baldwin, an HVAC mechanic at Moffett for 17 years, recently won the \$2,500 safety award. IAP's incentive program makes quarterly awards to one person out of any group that went for six months without a recordable injury. "I haven't had an injury in my 17 years here, knock on wood."



Jamie Ugto is the facility's chemical water treatment czar. He has to monitor chemical levels to eliminate bacteria growth in the 27 towers, 53 boilers and close loop chillers around the base. "I am protecting our equipment. But as a one-man show, it's hard when I go on vacation."



Ismael Garza, lead electrician for high voltage, sits at his desk area that's filled with plants and a fish tank. "There's never a dull moment here."



Danny Mendota, shop steward, has been at Moffett for 20 years and currently maintains the alarm systems. "With 300 different panels, we keep plenty busy."



Carl Johnson has kept busy as an HVAC technician for the last 12 years. "As soon as you get the cooling system set, it's time for heat."



Efren Callenta (L) has maintained Moffett's boilers and Facilities Control Management System for 11 years. Andy Angeles has worked on the energy management system for 18 years. Here, they're working together to inspect all the safety parameters of the boiler and do the annual cleaning. Efren did similar work when he was in the Navy; Andy started at Moffett as an apprentice.



At Moffett for only one and a half years, Roy Diederichsen is one of the new guys. "It's much less stressful working for a large corporation than it was having my own business—and we have great benefits."

IAM welcomes another class of apprentices into journeyman status



Graduating apprentices from Locals 1173, 1414 and 1546 were joined by their families, apprenticeship instructors and members of the Joint Apprenticeship Committee, for a San Francisco Bay cruise on September 17. The weather was perfect for a delightful lunch and a brief ceremony during which apprentices collected their certificates of completion and union jackets.

Graduates who made it for the boatripe included: Ramon Nieto Alvarenga, Jesus Arreola, James Byron, Guy Louis, Anthony Marks, Nasir Mohammad, Radcliff Mongbeh, Ramiro Posadas, Leonardo Ramirez, Jason Rohrbach, Jose Sanchez, Terry Thomas, Mark Welter, and Jesse Wilson.

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 24 • November 28 • December 13*

General Delegates' Meeting

Fourth Tuesday of each month at 7:30 p.m.
October 24 • November 28 • December 13*

(*Note: December meeting dates changed for holidays)

Local 653

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

Executive Board Meeting

Third Wednesday of the Month at 5:00 p.m.
October 18 • November 15 • December 20

Membership Meeting

Third Wednesday of each month at 5:30 p.m.
October 18 • November 15 • December 20

Local 801

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

Membership Meeting

Third Thursday of the month at 4:00 p.m.
October 19 • November 16 • December 21
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 12 • November 9 • December 14

General Membership Meeting

Second Thursday of each month at 6:30 p.m.
October 12 • November 9 • December 14

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.
October 12 • November 9 • December 14

Membership/Shop Stewards' Meeting

Third Thursday of each month at 6:30 p.m.
October 19 • November 16 • December 21

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 5 • No meetings in November or December

Executive Board Meeting

Second Thursday of each month at 6:00 p.m.
October 12 • November 2* • December 14

General Membership Meeting

Third Thursday of each month at 6:30 p.m.
October 19 • November 9* • December 21

Retirees' Club

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

* Note meeting date changes in November

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 19 • November 16 • December 21

General Membership Meeting

First Tuesday of each month at 6:00 p.m.
October 3 • November 7 • December 5

Retirees' Club

Third Wednesday of each month at 1:00 p.m.
October 18 • November 15 • December 20

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 4 • November 1 • December 6

General Membership Meeting

First Wednesday of each month at 7:00 p.m.
October 4 • November 1 • December 6

Women's Committee Meeting

Please contact local 1528 for times and dates of monthly Women's committee meetings

Retiree's Club

Third Wednesday of each month at 10:00 a.m.

October 18 • November 8 • December 20

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.
October 3 • November 7 • December 5

Shop Stewards' Meeting

First Tuesday of each month at 5:30 p.m.
October 3 • November 7 • December 5

Executive Board Meeting

Thursday preceding membership meeting at 6:30 p.m.
September 28 • November 2 • November 30

Retiree Club Pot Luck Luncheon

First Wednesday of each month at 12 noon
October 4 • November 1 • December 6

Local 1584

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

Membership Meeting

Third Thursday of each month at 7:00 p.m.
October 19 • November 16 • December 21

Executive Board Meeting

Preceding Monday at 7:00 p.m.

October 16 • November 13 • December 18

Retirees' Club

First Tuesday of each month at 12:30 p.m.
October 3 • November 7 • December 5

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 17 • November 21 • December 19

Executive Board Meeting

Third Tuesday of each month at 6:30 p.m.
October 17 • November 21 • December 19

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.
October 10 • November 14 • December 12

General Membership Meeting

Second Tuesday of each month at 7:00 p.m.
October 10 • November 14 • December 12

Retirees' Club - VISTA CLUB

Third Wednesday of each month at 11:00 a.m.
October 18 • November 15 • December 20