

The IAM District 190 Sparkplug



VOL. 9 NO. 5

August/September 2007

Serving the Active and Retired Members of IAM District Lodge 190

Waste Management finds scabs for 500 Teamsters, 80 IAM members for four weeks

Month-long garbage lock-out finally over



Locked out machinists Todd Crane and Robert Cole at a July 11 rally in front of W/M's Davis Street Transfer Station in San Leandro. "The company told us to go home—there was no work for us. Those trucks need fixing every day; we don't know who's doing it, if it's being done or if it's being done right."

On Monday, July 2, Waste Management of Alameda County (W/M) locked-out 480 members of Teamsters Local 70 and 80 members of IAM Local 1546 who repair the trucks and equipment. About 300 recycling and clerical workers from ILWU Local 6 honored the picketline.

After four weeks of talks, on July 26, the Teamsters and W/M finally reached a settlement, which the members should ratify in time to return members of all three unions to the job on July 30.

As *The Sparkplug* goes to press, the details of the Teamster settlement cannot yet be publicized. "The lock-out is over, but our contract is far from settled," Area Director Don Crosatto explained. "I talked to the company's attorney and I know we still have some major issues to work through."

W/M claimed that the IAM members were "free to cross the line" and go back to work, but on day one of the Teamster lock-out, swing-shift IAM members were brought into a break room, kept there for four hours and then told to go home. Workers on the first and third shifts were called and told not to come to work. The IAM asserts that its members were locked out, and that W/M was disputing that fact only to avoid paying their unemployment.

No strike planned

When the Teamsters and IAM contracts expired on June 30, neither

union had called for a strike and neither had asked other unions to support them with a "strike sanction." Members of both locals were advised by their unions to keep working while negotiations continued.

However, the workers all knew that the company was preparing for a major action. W/M had hired 200 scabs (what the company calls "replacement workers") to follow the Teamster drivers for two weeks to learn their routes. None of the unions expected the company to take preemptive action to lockout the workers before a strike could be called.

Solidarity is the issue

The big media story was that the scabs W/M hired to replace the long-time union members were not keeping up with garbage pick-ups throughout the county, but union reps say that wasn't the whole story.

"This was all about breaking the unions," says Local 1546 Area Director Don Crosatto. While the company claims that the talks had stalled over health care costs and disciplinary procedures, the most important issue for the unions is solidarity—the right to go on strike and to honor each other's picket lines.

According to the *San Francisco Chronicle*, Houston-based W/M took in more than \$13 billion in revenues and rang up more than \$1 billion in profits last year. Since July 3, W/M has spent \$600,000 a day on scabs, hotels, security, and video cameras, to break the union.

"They are large enough and wealthy enough to drive their agenda economically and spend what they need to spend to starve people out and bring in replacement workers," Teamsters Local 70 Secretary-Treasurer Chuck Mack told the *Chronicle*.

"Money is not really the issue," agreed Crosatto. "They've told us that they can cover our health insurance and give us big raises and pension contributions if we just signed away our right to strike. We know, though, that if we did, it could be our last contract—because W/M would try to break us like they're trying to break the Teamsters. They'd start with the smaller locals in smaller communities and work their way up."

Local 1546 has held 10 bargaining sessions with W/M so far, and they haven't even gotten to the economic package. "They're not beating us up over safety rules like they are with the Teamsters," Crosatto says. "But they're trying to change some classifications, such as creating 'super seniority' for some mechanics, which is a non-starter for our guys."

On July 12, nine members of Local 1173 refused to cross the picket line in Contra Costa County when Local 70 Teamsters started picketing W/M's Walnut Creek facility. "They're not locked out and their contract has not expired," says Area Director Mark Hollibush. "But it's about solidarity. When we were at the table nearly two years ago, the company practically dared us to strike. When Teamsters Local 315 said they wouldn't cross our picket line, the company backed down. We have a



Anonymous rat and skunk represent W/M's management at the July 11 rally.

good relationship with Local 315 and will preserve that at all costs."

The ILWU clerical workers were the hardest hit by the lock-out because they have no picket benefits and are not eligible for unemployment. Donations from unions and the community were used to purchase food from the local Food Bank. Members from the three unions helped unload trucks and pack up 250 bags of groceries to be distributed.

Several cities took action against W/M for breach of contract for failing to pick up recycling and trash. Across the county, poor communities are getting the worst service.

The Teamster contract was settled with the help of a federal mediator and Oakland Mayor Ron Dellums. The IAM will go back to the bargaining table soon.



More than 500 union members came to San Leandro on July 11 for a brief rally. Picketing has been going on 24/7 at W/M's facilities across Alameda County.

UNION PEOPLE

District brings on two new business reps for Local 1546

Strike prepares Horrocks to work for justice

Sometimes going on strike can be a life-changing activity, and for Garry Horrocks, the 10-month strike at Berkeley Honda proved to be one of those times. As a result of that strike, Garry became a union activist and decided that he wanted to make all necessary preparations so he could work for the union.

Garry joined the IAM when he was first hired at Jim Doten Honda in 1990. "I went through the apprenticeship program and became a certified journeyman, with all the ASEs and smog license and all that jazz." Garry worked at Doten for about 15 years until the shop got sold. "Within two weeks, the new owners tried to bust the union and we went on strike. The strike was the real impetus for me to start participating in the union."

As he got more familiar with the union reps and the work they did, Garry started to ask about the prerequisites for becoming a rep. He enrolled in the Labor Program at Laney College to learn more about union mechanics. As the strike wore on, Garry took a job at McKeivitt Volvo/Nissan, a block from the



Garry Horrocks

Honda dealership. "That afforded me the opportunity to fully participate with the strike. I set up the inflatable rat every morning outside the dealership at about 6 a.m. and picketed for a few hours before and after work. I also

became involved with the community group that formed around the strike called Berkeley Labor and Community Coalition. They worked on the strike until the end, and we continue to be active in labor struggles across the Bay Area."

Garry soon took on the position of Shop Steward at McKeivitt, joined the Local 1546 Executive Board and got himself appointed as Educator for the local.

When asked what he hopes to accomplish as a Business Rep, he responded quickly, "To quote from the IAM constitution's preamble, 'Those who toil are entitled to enjoy the full extent of the wealth created by their labor.' I hope to facilitate that."

Garry started in early June and will be taking over the shops that Mike Cook serviced in Oakland and the East Bay.

Older has been union activist for 10 years

Steve Older first joined the IAM in 1983 when he went to work at Walnut Creek Toyota. After working there for about nine years, he tried opening his own shop, but after a few years, decided that wasn't for him.

In 1997, he took a job at Lexus of Concord. Although the techs there had voted for union recognition, they couldn't get a first contract with the company. "Those negotiations were what started getting me involved in the union much more heavily," Steve says.

He moved over to work at Concord Toyota, a Sonic Automotive shop, where he served as shop steward for seven years. During that same period, he also served on Local 1173's Executive Board, on the District 190 Executive Board, and on



Steve Older

the Contra Costa Central Labor Council's Executive Board. He's been president of Local 1173 since 2005, and he created the local's web site.

"My involvement with the union makes me want to do more than I can do while still working in the

trade," Steve says. "What I want to accomplish is to be part of the resurgence of the union movement as we know it—to help all the workers out there get fair treatment in their workplace."

Steve started on July 18 and will take over the shops Dave Asplin worked with in Fremont, Hayward, Livermore and Tracy. "It's been an interesting beginning—we've been very busy helping service the 80 members who were locked-out by Waste Management."

In Memoriam

Harry Werner 1909-2007

Harry Werner, a lifelong member, business rep and activist with the IAM in Stockton, died in June at the age of 98.

Born in 1909 on the family farm at Wagon Wheel Hill in North Dakota, Werner came to California in 1927. He served his apprenticeship as an auto mechanic at C.M. Menzies Chevrolet, continuing to work there when it became Chase Chevrolet. In 1937 he became a member of Local Lodge 364. He served as the local's president from 1940-1943 and eventually became its organizer in 1948. In 1949, Automotive Local Lodge 428 was formed and he was elected business representative, a position he held until his retirement in 1973.

Werner was a 30-year delegate to the San Joaquin/Calaveras Central Labor Council, and served as its president for four terms. He also served as a member of the San Joaquin County Joint Apprenticeship and Training Committee for 20 years. In the 1950s and 60s, he was labor representative to the San Joaquin Central Democratic Committee. In 1966 he served a term as president of the California Conference of Machinists.

"When I came on as business rep in Stockton, Harry was already retired," says DBR Jim Beno. "He'd still stop by the union hall to give me the story of the auto dealerships and truck shops in the Stockton area. He probably organized most of them. Harry was a fount of knowledge about the union in Stockton and I found it invaluable to get that history."



Robillard and his trophy-winning elk

Local 1101 member bags elk, wins national hunting recognition

Todd A. Robillard, a member of Local 1101 who works at Moore Buick in Los Gatos, was recently honored by the Boone and Crockett Club, the nation's most prestigious conservation and big-game hunting organization. Todd received a 2nd Award for the tule elk at the Club's 26th Big Game Awards Banquet in Fort Worth, Texas, on June 23, 2007.

Every three years, the finest North American big game trophies taken, entered, and accepted into Boone and Crockett Club's big-game records-keeping program are assembled for public display, followed by a banquet and award presentation. A Judges Panel made up of Boone and Crockett Official Measurers verify each trophy's final score, which is the sum total of a comprehensive series of measurements taken of antlers, horns, skulls, and tusks, depending on the species.

The Boone and Crockett Club has maintained the records of native North American big game trophies since 1932 as evidence of successful game and habitat management programs. The program serves to promote the Club's doctrine of ethical, fair chase hunting.

The IAM District 190

Sparkplug

Debra Chaplan,
Managing Editor



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HEALTH & WELFARE

AI Trustees make important changes to health and pension plans for coming year

The Automotive Industries Trustees' annual meeting was held on June 20. District 190 Directing Business Rep Jim Beno, who serves as a union trustee, makes the following report about changes in the plan for the coming year. If you have any questions about how these changes affect you, please call ATPA at 510-836-2484.

Changes in the AI Health Plan

The trustees were pleased to be able to keep the overall cost increase on the basic health plan down to 4.8%. (This includes medical, prescription drug, dental, orthodontics, vision care and life insurance.) In this day and age, that's a tough number to achieve.

HMO Change: The major change we made to the package was replacing the PacifiCare HMO with Health Net's HMO. (This change will take effect September 1, 2007.)

We researched any disruption to our members in changing HMO networks and found that of the 1,531 primary physicians utilized under PacifiCare, all but five are in Health Net's network—giving us a 99.5% overlap. About 1,808 members currently participate in PacifiCare's HMO—but we think that only 11 will be impacted by the change in the doctor's network. These members will have the option of changing their primary care physicians and remaining in the Health Net HMO, or moving to the Direct Pay medical plan and keeping their current doctors.

Changing health care providers is never easy. The trustees decided, however, that with today's ever-increasing cost of providing benefits, Health Net's HMO bid offered the best economic fit as it provided our members with the best level of medical benefits.

Please do not be confused by the notice you may have received from

PacifiCare offering you COBRA benefits. You will automatically be enrolled in Health Net and do not need to take COBRA coverage.

The Direct Pay Medical Plan: The Trustees approved authorizing routine physical exams every 12 months instead of every 24 months.

Changes in the Dental Plan: Those covered by Delta Dental will see the following improvements, effective on January 1, 2008:

- Added annual implant coverage, up to \$1,250.
- Increased in-network diagnostic/preventive co-insurance from 80% to 100%.

Scheduled Dental Plan: We are updating the scheduled rates based upon the 2007 average rates. The last

time the scheduled plan was changed was in 2001. (These changes will be effective September 1, 2007.)

Retiree Medical Health Care: Retirees are all too well aware that retiree health care plans are not only costly, but they increase in cost at a much higher rate than general health care plans. Those who retire early, before they are eligible for Medicare, pay the most.

Therefore, the trustees decided to ask several carriers to give bids for providing low, medium, and high-premium coverage. We hope to offer retirees a choice based on their own financial abilities, medical needs and health care usage. Those who choose a higher premium plan will have lower deductibles and co-pays, and vice-versa.

Some things don't change

There were no changes to the orthodontics, life insurance or mental health coverage. PacifiCare Behavioral

Health will continue to offer mental health services even though the PacifiCare HMO has been dropped.

AI Pension Plan Update

In previous *Sparkplug* articles, we've talked about the dispute between the employer trustees and the union trustees concerning contribution rate reductions by the employers. The case went before an arbitrator who ruled that he did not have the authority to make a decision on the issue. As a result, the union trustees began the process of suing the employer trustees to compel arbitrating the issue.

However, both sides know that litigation can take years to settle and a decision was needed for the contracts that come due on an on-going basis. Both union and employer trustees came to the same conclusion—they had to make a decision at the annual meeting to avoid unnecessary future litigation costs on both sides.

After much discussion, the trustees resolved this issue by agreeing that an employer could not reduce their highest level of contributions by more than 25%.

Some employers had already ratified agreements with a greater reduction than 25%. Contracts ratified prior to June 20, 2007 with a greater reduction would be the only ones accepted by the Trust Fund. Any contracts ratified after that date cannot exceed the 25% reduction.

The Pension Fund's rate of return was more than 14% in 2006, and the fund has turned a 9.7% increase for 2007, to date. The Trustees are working diligently to eliminate the liabilities created by four bad years in the stock market, and our returns are starting to show it.

Important info about the PacifiCare HMO Plan from the Automotive Industries Welfare Fund

- You will automatically be enrolled in Health Net. If you do not wish to have Health Net, please contact the Trust Fund Office for other enrollment options.
- Your new Health Net ID cards will be mailed around August 20, along with other benefit plan information. Present your new Health Net ID card to your physician for services on or after 9/1/07.
- Destroy your PacifiCare HMO ID card after 9/1/07.
- Your Health Net Group numbers are determined by your Collective Bargaining Agreement.
 - For those with **Plan A** benefits: your group number is 68533.
 - For those with **Plan B** benefits: your group number is 68534.
- There is no change to your Prescription Drug benefits through Prescription Solutions or your Mental Health benefits through PacifiCare Behavioral Health.

For questions about your Health Net benefits or for additional information about Health Net physicians, please contact Health Net at 1-800-526-6694 or visit their website, www.healthnet.com

Diesel program recognizes talented, committed mechanics with scholarships



College of Alameda's Diesel Scholarship winners (L to R): David Gauthier, Calvin Nguille, Ricardo Rodriguez-Gil, Armando Hernandez, and Nigel Gillett.

The College of Alameda's Diesel and Truck Mechanics Program was proud to award five students with \$500-\$1,000 scholarships on July 11. "We want to recognize that these students are a future credit to our trade," says Instructor Mike Robertson. "But as important, we want the companies they work for to recognize their talent and commitment."

The Diesel Department Scholarships are given to students who have excelled in the Diesel Programs.

The committee evaluated candidates based on four criteria: course work, collaboration and assistance in helping others, work in the industry and work in the community.

The scholarship fund is supported by contributions from the Air Resources Board and Caterpillar. The scholarship committee is a joint effort of the Peralta Community College Trust Fund, the College of Alameda, the Alameda-Contra Costa Joint Apprenticeship Committee, the

Automotive Machinists Union, Caterpillar (Peterson Tractor), and Cummins West.

The Committee had many good candidates to choose from this year but could only select a few. They are:

- David Gauthier (Journeyman, Waste Management, \$500)
- Nigel Gillett (Installer, Cummins West, \$1,000)
- Armando Hernandez (Apprentice, Waste Management, \$500)
- Ricardo Rodriguez-Gil (Appren-

tice, TGC 24-hour Truck Center, \$500)

- Calvin Nguille (Not yet a union member; \$1,000)

"We hope this token of support encourages these guys to stay in the industry. We believe they are already an asset to our trade, making diesel mechanics a great career for themselves and others," Robertson added.

Local 1101

Getting to first at Audi Stevens Creek

After about a year and a half, Local 1101 and Audi of Stevens Creek, owned by Penske Automotive, have concluded negotiations for a first contract.

“This contract provides stable working conditions for approximately 22 members,” says Area Director Jim Schwantz. The agreement has a flat rate pay structure, but it still provides for an 8-hour/day guarantee. The contract also includes an employer contribution to the Machinists 401(k) plan that is consistent with all of the other contracts in the area. The company has provided a comprehensive medical program, and is covering the majority of the monthly premium.

“Although the negotiations took longer than usual,” Schwantz says, “the company and the union maintained an excellent working relationship and reached a solid agreement that benefits the members and provides the company a strong foundation to offer future employees, as well.”

Schwantz adds that throughout the negotiations, the company’s representatives understood the value of the employees, which he said was instrumental in reaching such a fair agreement.

“On behalf of Local 1101, I thank all of our members working at Audi of Stevens Creek for their input into these negotiations. We welcome the new members to our union.”

Local 1173

Another first at Team Chevrolet

Ten new members of Local 1173 at Team Chevrolet in Vallejo unanimously ratified their first contract on July 17. “Talks were moving slowly until the owner stepped in,” says Local 1173 Business Rep Rick Rodgers. “Then, we were able to knock out the complete contract after three sets of extensive negotiations. We definitely have a good contract to build on in the future.”

The contract brought significant raises in the economic package; the total package including wages, a 401K plan, bereavement leave and medical cost reductions ranging from \$3.24-\$3.94 in the first year with additional wage raises in the next two years of the contract. However, the techs believe they got what they were looking for most: respect, job security and good flat rate language.

Rodgers and Area Director Jesse Juarez wanted to be sure to credit several people who had a role in getting the unit organized and the contract settled. “First, we have to thank Rob McCurry, our initial point man for organizing. Rob suffered a job termination as a result of having the courage to come forward to start the union drive, and while he’s not back at the shop, he did get a settlement agreement,” Juarez says.

All the employees had the courage to come forward in the midst of adversity, and Juarez was quick to give kudos to Oscar Flores, who did a fantastic job representing his fellow Team Chevrolet techs, Juarez also wanted to recognize owner Kenny Ross. “I give him credit. He did a 180 and decided to do the right thing for his employees.”

Rodgers also tipped his hat to David Rosenfeld, from the law firm of Weinberg, Roger and Rosenfeld, who helped immensely in the legal matters. He also thanked Area Director Mark Hollibush, who had friends in the right places.

“Local 1173 is pleased to welcome the Team Chevrolet team as members of our union,” Rodgers added.

A new offer at Niello Infiniti

As *The Sparkplug* goes to press, the 15 techs at Niello Infiniti in Concord have a unanimous strike vote on the table, and a new proposal to vote on.

“When we met on July 3, the employer proposed reducing the pension contribution to the AI plan to the 25% bare minimum, leaving issues like installer ratios, work preservation, and low wage rates still on the table,” Rodgers explains. “We’ll be voting on the new contract on the 26th, and will report on that in the next issue.”

Battle brewing at Save Mart

When Save Mart took over for Albertsons in Contra Costa County, Local 1173 was hopeful they would

work out a good contract with this new employer. However, as Rodgers says, “It looks like we might have a battle on our hands. They’re trying to lump us with their general grocery industry contracts, but historically, we’re a very different animal.”

Rodgers says the company is lowballing the IAM on wages and health and welfare, and trying to institute a two-tier system for holidays. “We’re seeing the kinds of proposals that we don’t usually see across the table from them.” At presstime, the talks are continuing.

Another dealership closing

When Brentwood Dodge closes on August 31, nine members will get displaced. “We’ll have nine talented Dodge techs looking for work,” says Area Director Mark Hollibush. “The union will do its best to place each and every one of them.”

Hollibush says he’s not surprised that the shop is closing. “This shop was family run. During our recent negotiations, the company shared its financial difficulties—they had put a million dollars into it over the last 3-4 years and they decided that was enough.”

Poker Run a Winner

“Local 1173’s annual Poker Run was very successful,” Hollibush says. On Sunday, July 15, about 50 participants took their motorcycles up the Delta for a beautiful ride and an important cause.

“We had more than 50 participants and raised about \$1,500 for Guide Dogs of America. Lots of folks went home with trophies and raffle prizes. We look forward to doing it again in July next year.”

Local 1414

Contracts galore pending

Representatives Art Gonzalez, Pedro Mendez, “New Guy” Dave Taylor, and “Old Guy” Don Barbe have opened approximately 40 contracts so far in 2007. This year and next will be very busy for these reps, especially considering their other responsibilities.

Local 1414 still has a couple of open contracts that rolled over from last year, including Golden Gate Transit (bus, bridge and ferry divisions). Those negotiations involve 20 other unions in coalition bargaining that includes negotiating all health and welfare benefits, CalPERS pension and shop issues. For the first time in years, our members at Golden Gate held steadfast and succeeded in acquiring significant improvements in their pension.

New people, new challenges

In July, Local 1414 held a Diversity Seminar to address the issue in our ever-changing workplaces. When one of our dealerships added a female technician, it came to light that things we sometimes take

Local 1528 BBQ winner supports women’s committee’s work



Local 1528’s Women’s Committee raised about \$1,200 in a raffle, selling tickets to members of the local and at the Cal Conference. The money raised will help fund the Committee’s food bank and other programs. The prize was a barbeque with all the fixins’ and the winner, seen here with his son, was Corey May, who works at Silgan Riverbank.

SHOP TALK: If you could tell or ask President Bush one thing, what would it be?



Edward Belasco
Silgan-Modesto
Local 1528

“I’m a veteran, so what I have to tell him is ‘Bring our troops home’.”



Frank Peral
Intl. Paper - Modesto
Local 1528

“Find a way to keep jobs here in California. Too many companies are moving overseas. And get out of office!”



Art Hay
JM Equipment - Modesto
Local 1528

“Why are we dragging our feet on Iraq? Why don’t we just go in there and clean house?”



Dan Steen
Intl. Paper - Modesto
Local 1528

“Keep supporting our troops.”



Juan Gomez
Silgan-Modesto
Local 1528

“Why don’t you bring our troops back and put them on the border?”



Dave P
JM Equipme
Local

“Get out of

THE LOCALS



for granted, in terms of how we treat each other, don't work so well when new people with different backgrounds and experience join us at the jobsite.

We cannot achieve and maintain a better future for working families without the full strength brought by brothers and sisters of every description. Unfortunately, even members who work together for years occasionally lose track of these principles. Often, a prank or off-hand comment, leads to "horseplay," and then a worker can find himself in a battle to get his job back. We have some of these cases in the works now.

With the principle that America's union movement must stand as a model of inclusion, the diversity seminar reviewed appropriate worksite behaviors and underscored how to be respectful of our co-workers.

New Serramonte contracts

In June, after six months of negotiations, Local 1414 members at Serramonte Dodge and Acura ratified their new three and four-year contracts respectively, which called for good pay increases, lower co-pays on healthcare, and moving some pension contributions to the 401K plan. In addition, anyone who worked at the dealerships before 2003 got an extra 20¢/hour.

Pedro Mendez, Don Barbe and Dave Taylor negotiated the contract. "We knew there would be a fight because these are both Sonic Automotive shops and we had to strike them three years ago," says Mendez. "Our members rejected the dealerships' first offer. But the company rep, who used to be a Local 1546 member, really seemed to listen to what the bargaining committee had to say. That's what made the difference."

Local 1528

Silgan closes Stockton plant

While eight to nine Local 1528 members are still reporting to work at Silgan's Stockton Can plant to sort parts and product, production at the facility stopped at end of June.

"Of the 119 IAM members that worked there, 12 went to the Antioch facility, three went into management and the several went to the company's Riverbank, Modesto and Riverside plants. Some retired and others found jobs elsewhere," reports Business Rep Gilbert Gonzalez.

The company claims the issue is "logistics" —that the plant was not in a location where they'd build a plant today, even though it has perfect highway access. "More likely," Gonzalez adds, "they had too much capacity. This closure will keep those other plants running more consistently throughout the year."

IAM members fight to keep Hershey jobs in U.S.



As Hershey's prepares to move 575 Teamster jobs from Oakdale to Mexico, IAM members joined the protest at the annual Oakdale Chocolate Fest on May 19 to keep those jobs in the U.S.

Union members are urged to boycott the following Hershey's products:

- Anything with the Hershey name • Almond Joy • Cacao Reserve Cadbury • 5th Avenue • Heath 100 Calorie • Kisses • Kit Kat • Krackel Mauna Loa • Mr. Goodbar • Mounds Nuggets • NutRageous • PayDay Pot of Gold • Reese's • Skor • S'mores Symphony • Take 5 • Thalia • York

Local 1584 (plus)

Machine shops follow master plan

In June, District 190 worked out the CMTA-IAM Master Agreement for many of its machine shops. Local 1584 machine shops as well as many others around the District follow the pattern set by this 50-month contract, tweaking it to meet the individual needs of the employees and employers.

The general agreement calls for wage increases for journeymen and above of 65¢, 50¢, 55¢ and 60¢ for each year; shifting into IAM's Plan B health care plan, fully-paid by the employer for the first two years, with future increases split 75/25. The employers will also increase the pension contribution by 15¢/hour and increase the sick leave plan by \$25.

To date, Ashlock and AB Die Casting, both Local 1584 contracts, have followed this model.

Diamond Manufacturing followed the same pattern with the following exceptions: they increased journeyman wages by 95¢ in year one, 80¢ in year two, and 70¢ in years three and four, and increased the pension contribution by 55¢ over the course of the contract.

Weichart Stamping, a Local 1414 shop, deferred wages into their pension, putting a total increase of 75¢ into their pension over the course of the contract.

Local 1584's biggest shop, George Martin, made the following changes: They increased wages by 40¢, 35¢, 30¢ and 25¢ each year and maintained the right to stay in the Plan A health care plan; however, they can move into Plan B at any time. They increased the health and welfare rate caps by \$91.53 the first year and \$75 the second year. They increased the pension contribution by 30¢, added increases in shift premiums, increased the sick leave benefit by \$50 and opened up the Machinists 401K plan.

Local 2005

Back pay settlements spur membership drive

Local 2005 is pleased to announce that 1,428 employees in Foster Farms' maintenance department got an average of \$1,000, with a high of \$9,000, in backpay for second lunches (for working more than 10 hours,) that the company had not previously paid for. This cost the company close to \$2 million for the three-year period. Victories like this should help us reach our membership goal of 70-80% by the end of 2007.

Spicing up membership meetings

Business Rep Ralph Meraz announced that the local plans to have a speaker at future general meetings. Topics that appear to have the most value to our membership include legal rights, work comp law, citizenship preparation, immigration laws orientation, finances, and health and welfare programs.

In addition, shop stewards are receiving intensive training—both at the Local and at the Winpisinger Center in Maryland—so that they can provide better service and support to our members and non-members in the plant. "When the stewards get trained, they come back with a renewed feeling of solidarity and brotherhood and sisterhood, which is passed on to other members in the plant. We are getting excellent feedback, even from naysayers, and as a result, our membership has grown," Meraz added. We have had more signups this month than in the past months and membership morale is at a high."

The local is now planning a solidarity picnic for all members of the bargaining unit and their families on September 16. Watch for flyers with more information in the coming month.

be?



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nt - Modesto
1528

aq."



Linda Garza
Silgan-Modesto
Local 1528

"What are you thinking?! This presidency has certainly not been a stellar performance."



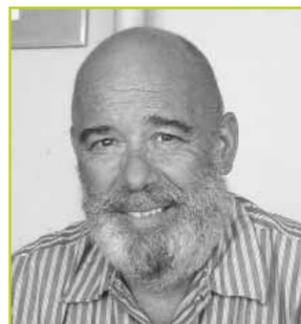
Cathy Litel
Intl. Paper - Modesto
Local 1528

"If you're such a patriot, how can you let so many U.S. companies go overseas and take our jobs?"



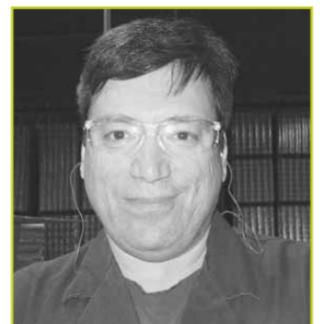
Rick Moffett
Silgan-Modesto
Local 1528

"I'd ask him, 'Knowing what you know now, would you go back into Iraq?'"



Rick Waters
Intl. Paper - Modesto
Local 1528

"How can we eliminate the two-term limit for the presidency so you can run again?"



George A. Juarez
Silgan-Modesto
Local 1528

"Why are gas prices so high? Why aren't we using more alternative fuels?"

EMPLOYER PROFILE

Congratulations to G&H Diesel Service for 30 great years

Local Lodge 653 would like to extend our congratulations to G & H Diesel Service for celebrating 30 years in business! Hank and George have worked hard and appreciate all the work their employees have done to make their business a success. As an independent truck repair shop in Fresno, it was not always easy but they have made it and look forward to many more years in California's Central Valley. This shop has always been 100% union, from the owners to office staff, parts techs and mechanics. Below is a short note from owner George Duker



The G&H Diesel team: (Standing LtoR):Debbie Duker, Terry Crouch s/s, Steve Boltannan, Randy Dickens, Jim East, Bill Harrington, Juan Avila, Jon Allen, Chris Bays; (Kneeling): David Duker, Jack Morton, Lacey the dog, Dan Ingrao, Rod Gomez, Chris Moose, and Jose Moreno

Henry Tedball & I, George Duker, were employed at Fresno Truck Center in August 1977 when the employees voted for a strike. Not knowing what we were going to do, we started looking for side jobs to help us survive.

Hank had a couple of jobs and so did I, so we teamed up together and on August 16, 1977, we applied for a business license. Today, after 30 years, G&H Diesel Service is known all over California.

What a great feeling for our employees and for us!

Yes, everyone asks us why we are a union shop. The answer is easy: to get good qualified help you have to

have a good health plan and benefits, such as a pension plan, for your employees.

Most employees, when they are young, don't understand the value of benefits; they just want the money. But after 10 or 15 years in the union, they begin to understand.

Don't think it was easy for us. We struggled hard to keep it going, but our dedicated employees—the ones who work hard every day—have made the shop what it is today.

And we've had to keep up with the times, purchasing new equipment for the office, shop and parts department.

From the techs in the shop to the

tow truck driver, and from the office to the parts department, this 30 years of celebration is for you!

Also, I would like to thank all of our customers for such loyal support over the last 30 years. Most of our customers have become close friends with both of our families. Most of our customers have been with us since we started—like Aaron Taylor, who retired two years ago and Buddy Elder, who retired four years ago. These people still come

around and we go out for lunch. Also, thanks to Bill and Kadah Haase for building such a beautiful shop to help our business grow.

Henry Tedball retired last year and we are going through negotiations for a buy-out. A partnership is only as good as the two people in it and both of us were very honest with each other and worked well as a team. Thanks Hank for all the good times!

Sincerely,
George Duker

UPS & IAM team up for Guide Dogs and United Way

In its effort to boost worker participation in the United Way campaign, managers of UPS/California joined union leaders and shop stewards at the Guide Dogs of America's (GDA) Sylmar training center.

"More than 30 of us spent a beautiful late June day touring the center, meeting the puppies and trainers, and getting re-committed in our support for Guide Dogs of America and the United Way," says Local 653 Business Rep Tom Rotella. "Getting the tour helped motivate us all to get our shops online for payroll deduction to help support the efforts of the guide dog program."

UPS' Scott Lavery explained that the month of August is when the company asks its UPS employees to sign up for United Way payroll deductions for the year. "We



District 190 DBR Jim Beno and Local 653 steward John Dronyk at GDA's Sylmar training center.

hope to increase UPS' participation in United Way as we help this great IAM-sponsored program."

GDA Executive Director Jay Bormann was pleased to give the tour to the IAM reps and members and to UPS. He thanked the

group, stating that the GDA program and facility "are made possible by people like you all and your voluntary contributions."

Whether or not you work for UPS, if your company has a United Way campaign, you can easily support Guide Dogs of America. Ask your shop steward, manager or union rep how you can give the gift of sight. (And when you write in the name of your designated charity, be sure to specify *Guide Dogs of America*, so your donation doesn't go to any other group.)

IN THE NEWS

Labor Secretary insults U.S. workers

In a recent issue of *Parade* magazine, Department of Labor (DOL) Secretary Elaine Chao lectures American workers on how they can stop losing their jobs to foreign workers: "American employees must be punctual, dress appropriately and have good personal hygiene."

In the article, "How Safe Is Your Job?" Chao says U.S. workers could lose a job to a foreign worker not because the foreign worker is cheaper, but because he has better workplace skills and discipline. American workers "need anger-management and conflict-resolution skills, and they have to be able to accept direction," she continued.

This is the same Labor Secretary who led the fight to cut overtime pay in 2004, allowed meetings between DOL officials and anti-union consultants and virtually transformed the agency charged with protecting American workers' rights into a compliant corporate lapdog. Chao even went after her own workforce when she attempted to outsource 250 DOL jobs to nonunion contractors.

SHOP TALK: What would you ask or tell President Bush?



Ernie Walk
JM Equipment - Modesto
Local 1528

"I'm retired military and have been against this war from the git-go. I'd ask him 'why the hell did you have to kill as many as you have in Iraq for your legacy? Were those lives worth it?'"



Arlene Williams
Silgan-Modesto
Local 1528

"I'd just say, 'Stop the war!'"



Joe "Junior" Luis
JM Equipment - Modesto
Local 1528

"I'd tell him to fix the health insurance system."



Dolores Gullatt
Silgan-Modesto
Local 1528

"Why on earth did you get us into this big mess? Why is everything that you're involved with such a mess?"



Luis Estrada
JM Equipment - Modesto
Local 1528

"The schools need to be reformed—that's our future. The kids need to learn more about respect, especially for the family."



Local 1414's Annual Picnic
Saturday, October 6
10 a.m. to 5 p.m.
San Bruno Park

BBQ and beverages will be provided.
 Fun and games for the kids.

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All Local 1414 members and your families are urged to attend.

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A flyer (including directions to the park) will be available soon.

A.R.M. — (ACTIVE RETIRED MACHINISTS)
SPAGHETTI FEED FUND RAISER
 FOR LOCAL LODGE #1528 RETIREES CLUB

Saturday August 11, 2007
5:00 p.m. to 8:00 p.m.
 Local Lodge 1528
 713 16th Street, Modesto, CA 95354

We will have raffle tickets, door prizes and GOOD FOOD!
 Raffle will be held at the top of each hour beginning at 6:00 p.m.

Adults \$5.00 Children 6 and under Free.

For more information call Gail Voss at (209) 521-0269

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

Local Lodge 1173

Nominations: Thursday, November 15, 2007, shall be held at the regular Membership/Shop Stewards' Meeting. Nomination of Officers, Executive Board Members, Audit Committee and Delegates to California Conference of Machinists will be held at Local Lodge 1173 Headquarters, 1900 Bates Avenue, Suite H, Concord, California.

Election: Thursday, December 20, 2007, shall be held at the regular Membership/Shop Stewards' meeting.

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

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

Local Lodge 1414

Consistent with the IAM Constitution and Local Lodge Bylaws, your Local Lodge Officers, Trustees, Executive Board, and Delegates (except District Lodge Delegates) positions are open for elections as follows:

Nominations: Nominations for these positions shall be held at the Regular Membership Meeting on September 20, 2007. All nominees must be present to accept or have submitted a letter with the Union accepting nominations. Nominees must be members in good standing for one (1) year and have attended at least 50% of those Regular Membership meetings.

Election: The elections shall be conducted from 8 a.m. to 8 p.m. on Thursday, October 18, 2007 at your Union Hall. Please contact Local 1414 for more information.

Local Lodge 1596

Nominations: Tuesday, November 20, 2007, shall be held at the regular Membership Meeting. Nomination of Officers, Executive Board Members, Audit Committee and Delegates to California Conference of Machinists will be held at Local Lodge 1596, 4210 Petaluma Blvd. No., Petaluma, California.

Election: Tuesday, December 18, 2007, shall be held at the regular Membership/Shop Stewards' meeting.

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

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

To get an absentee ballot for your Local Lodge election

Eligibility: In accordance with Election of Officers, Article II, Section 3 of the IAM Constitution, members who reside in outlying districts more than 25 miles from the designated balloting place, members who are either confined because of verified illness or on leave qualifying under U.S. and Canadian family leave laws, or on vacation, or on official IAM business approved by the Local Lodge, District Lodge, or Grand Lodge, or on an employer travel assignment, or reserve military leave, as the case may be, shall be furnished absentee ballots.

Any member entitled to vote by absentee ballot must request a ballot in writing (see below).
 The Request for Absentee Ballot must be delivered to the Recording Secretary of your Local Lodge in person or by mail no later than thirty (30) days prior to the election.

Completed Absentee Ballots must be received by the Local Lodge:

- Local 1173:** prior to closing of the voting booth on December 20, 2007.
- Local 1414:** prior to closing of the voting booth on October 18, 2007.
- Local 1596:** prior to closing of the voting booth on December 18, 2007.

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

- "Please send me an absentee ballot."
- Name • Address • City/State/Zip • Book # • Your signature

You must also include the reason you are making the request.

SHOP TALK: What would you ask or tell President Bush?



Kevin Davidson
 Silgan-Modesto
 Local 1528

"I want to know when we can get all our people out of Iraq and home safe with their families."



Maria Broussard
 Silgan-Modesto
 Local 1528

"I'd ask him how it feels to know that the economy is worse than when he started and people are losing their homes and paying too much for gas? On top of that, we're at war."



Patrick Clements
 Intl. Paper - Modesto
 Local 1528

"With all the corporate and record profits since you've been president, why are working people getting no raises and why do we have to pay so much for health insurance?"



Art Mara
 Silgan-Modesto
 Local 1528

"I'd tell him to resign tomorrow. I'd ask him 'what is your plan for ending the Middle East crisis and turning this economy around like it was before 2000?'"



Roy Freeman
 JM Equipment - Modesto
 Local 1528

"We need better health care insurance. The insurance companies charge outrageous prices, plus the deductibles."



*23rd Annual Michael J. Day
Memorial Guide Dogs of America
Charity Golf Tournament*
Friday, August 24, 2007

Francesco's Restaurant
Alameda Municipal Golf Course Pardee & Hegenberger, Oakland
1 Club House Memorial Drive, Alameda No-Host Cocktail Party: 4:30 p.m.
South Course Dinner: 5:30 p.m.
Sign-In: 9:00 a.m. Entry Fee: \$300 per person/
Shotgun Start: 11:00 a.m. \$1,200 foursome
Includes: Greens fee, golf balls,
tee prizes, awards dinner

For more information: 510-635-2060



**ASSOCIATED
THIRD PARTY
ADMINISTRATORS**

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

Contact us at 510-836-2484



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

UNION MEETINGS

District Lodge 190
7717 Oakport Street
Oakland, CA 94621
510-632-3661

Executive Board Meeting
Fourth Tuesday of each month at 6:30 p.m.
August 21 • September 25 • October 23
General Delegates' Meeting
Fourth Tuesday of each month at 7:30 p.m.
August 21 • September 25 • October 23

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 15 • September 19 • October 17
Membership Meeting
Third Wednesday of each month at 5:30 p.m.
August 15 • September 19 • October 17

Local 801
7717 Oakport Street,
Oakland, CA 94621
800-655-2182

Membership Meeting
Third Thursday of the month at 4:00 p.m.
August 16 • September 20 • October 18
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 9 • September 13 • October 11
General Membership Meeting
Second Thursday of each month at 6:30 p.m.
August 9 • September 13 • October 11
Check at union office for meeting room.

Note change in office hours:
Mon-Thurs: 7:30a.m.-4:30 p.m.; Friday: 7:30a.m.-4:00 p.m.

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 9 • September 13 • October 11
Membership/Shop Stewards' Meeting
Third Thursday of each month at 6:30 p.m.
August 16 • September 20 • October 18

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 2 • September 6 • October 4
Executive Board Meeting
Second Thursday of each month at 6:00 p.m.
August 9 • September 13 • October 11
General Membership Meeting
Third Thursday of each month at 6:30 p.m.
August 16 • September 20 • October 18
Retirees' Club
First Wednesday of June, Sept., Dec., March at 11:00 a.m. All are welcome!
September 5 • December 5

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 16 • September 20 • October 18
General Membership Meeting
First Tuesday of each month at 6:00 p.m.
August 7 • September 4 • October 2
Retirees' Club
Third Wednesday of each month at 1:00 p.m.
August 15 • September 19 • October 17

Local 1528
713 16th Street
Modesto, CA 95354
209-529-9210

Executive Board Meeting
First Wednesday of each month at 6:00 p.m.
August 1 • September 5 • October 3
General Membership Meeting
First Wednesday of each month at 7:00 p.m.
August 1 • September 5 • October 3
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.
August 15 • September 19 • October 17
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 7 • September 4 • October 2
Shop Stewards' Meeting
First Tuesday of each month at 5:30 p.m.
August 7 • September 4 • October 2
Executive Board Meeting
Thursday preceding membership meeting at 6:30 p.m.
August 2 • August 30 • September 27
Retiree Club Pot Luck Luncheon
First Wednesday of each month at 12 noon
August 1 • September 5 • October 3
Alcoholics Anonymous: Every Saturday, 9 a.m.

Local 1584
8130 Baldwin Street
Oakland, CA 94621
510-635-2064

Membership Meeting
Third Thursday of each month at 7:00 p.m.
August 16 • September 20 • October 18
Executive Board Meeting
Third Thursday of each month at 6:00 p.m.
August 16 • September 20 • October 18
Retirees' Club
First Tuesday of each month at 12:30 p.m.
August 7 • September 4 • October 2

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 21 • September 18 • October 16
Executive Board Meeting
Third Tuesday of each month at 6:30 p.m.
August 21 • September 18 • October 16

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 14 • September 11 • October 9
General Membership Meeting
Second Tuesday of each month at 7:00 p.m.
August 14 • September 11 • October 9
Retirees' Club - VISTA CLUB
Third Wednesday of each month at 11:00 a.m.
August 15 • September 19 • October 17