

VOL. 9 NO. I

December 2006/January 2007

Serving the Active and Retired Members of IAM District Lodge 190

After years of struggle, members have contract at Foster Farms

"We got our way. We're back in Foster Farms," said Fred Avila, who has worked at Foster Farms for 33 years as a technician/operator. "The company did all they could to keep us out," the shop steward and union activist added.

"We didn't get the contract we wanted, but we made a strategic decision to ask the employees to accept this agreement so we could be in the plant and start representing the people right away. And then we can work for a better contract next time."

n October, capping off a five-year struggle, the employees of Foster Farms in Livingston voted 851-131 to accept a collective bargaining agreement between IAM Local 2005 and the company.

"Foster Farms told us that a union would never set foot in that plant again," said Local 2005 President Ralph Meraz. "But we're there now. And we look forward to representing our members."



Organizers and members debrief after visiting the plant.

In 2001, the Foster Farms employees were unhappy with the representation they had been getting from their previous union, so they voted to disaffiliate. The company took advantage of the situation by reducing hard-won benefits.

These actions strengthened the workers' resolve to have a strong union. They formed the League of Independent Workers in 2003 and initiated bargaining, but the League couldn't bring a contract to fruition. So they looked to affiliate with a new union and chose the IAM.

In September, 2005, the employees voted overwhelmingly to affiliate with the IAM, but the company refused to recognize the affiliation. After months of pickets, petitions and court dates, the Labor Board and a Federal Judge ruled in favor of the workers' affiliation. Foster Farms had

agement is coming around to the realization that we'll be here," says Meraz. "They're very cooperative. We toured the entire facility and they allow us the flexibility to speak with members on the floor. I'm optimistic. At this point, it's a matter of building trust."

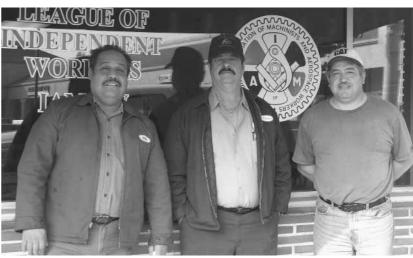
Setting priorities

Meraz explained that the union needs to establish a baseline of how it will represent people. In each area of the plant, from the deli plant to processing to distribution, workers have identified their concerns about line speeds, safety issues, violations of seniority and lack of job opportunities.

"These are our top priorities, but we have to realize we can't fix them immediately," Meraz said. "We're on our way to establishing what we fought for for five years, but it takes time."

As for establishing the union, the next few months are critical. "We'll need to re-sign up all of our members for automatic dues check-off. We also need to select and train stewards and formalize our executive board and meeting schedule. We have several union bulletin boards inside the plant, which will help with communication" Meraz adds.

"The company didn't want us inside," says Anacleto Maldonado, who has worked maintenance at Foster Farms for 23 years. "Now they don't have a choice. We may be the troublemakers, but 80-90% of the people support the trou-



Long-time Foster Farms employees and union activists Mike Melgoza, Fred Avila and Anacleto Maldonado at the Local 2005's Livingston office.

ble we make. They want to know their rights, and we want to help them achieve those rights."

Mike Melgoza, a 28-year mechanic adds "I know that what's fair is fair. We're not too happy with the contract but we want the representation. The union can do that."

Looking at the big picture, Meraz sees that the union is moving from the battlefield to governing. "Now that we have a contract, we enter a different level of operation. Rather than fighting from the outside in, we're building from the inside out."

Meraz says he now sees a lot of enthusiasm from people who never went to union meetings. "They were afraid to label themselves. Now that they see us here, they see we're for real and we're not going away. The final nail will be for everyone to pay dues-then they can demand and expect good services and ensure that we can't go away!"

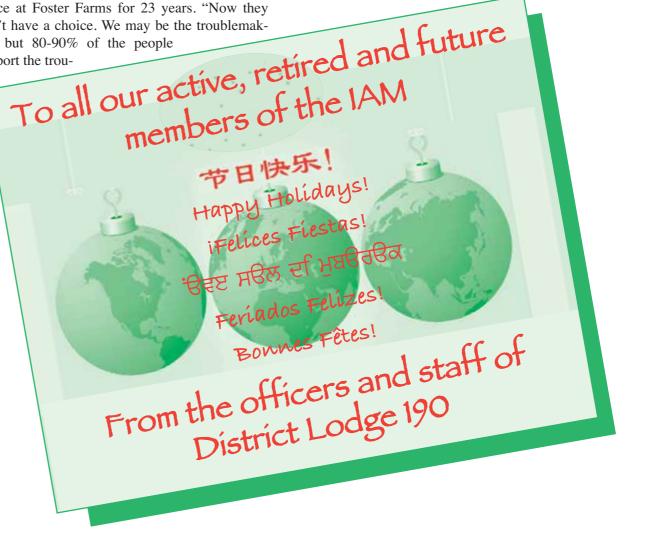
to begin bargaining.

Unfortunately, the company continued to stall and refused to bargain in good faith. The union turned up the heat, peppering Livingston and surrounding towns with workers' rights lawn signs and radio ads. All along, the company claimed that the union didn't have support from the employees, even though more than 1,000 had started paying dues on a voluntary basis and many more were attending meetings.

Get a contract, get inside

Finally, union organizers and activists agreed that the best strategy was for employees to accept the company's final offer. This would enable the union to get access to the plant, start representing their members and build a relationship with the company as equal partners. In October, the members voted overwhelmingly to ratify the union contract.

"Now that we have a contract, I think that man-





AROUND THE LOCALS

Local 653

"Pride" of Local Lodge 653

2006 has been a busy year for us. Now that the affiliation with District 190 is done and the work load is somewhat back to normal, I find myself looking to 2007. What's in store for us?

1) Fight to get health care under control;

2) Service the membership and get ready for negotiations; we have five contracts to open;

3) Organize-we're currently working two campaigns with about 150 new members and looking for more; 4) Train new stewards and organizers.

All this is normal for any year. My goal is to get more members to attend Local Lodge meetings and to get active in the community.

All contracts have been ratified and these rounds of negotiations seem to be harder and I don't see them getting any easier, but with the good shop stewards we have we're ready.

At the holiday season, we need to take the time to enjoy the fruits of our labor and take time to be with family and friends.

On December 20th, Local Lodge 653 will host a holiday social at the union hall after the local lodge meeting. Plan to attend bring the spouse and family. We will have light refreshments. Come spend a couple of hours with your union family.

Tom Rotella and Debbie Bird

Local 1414

Strike averted at SF Chronicle

After 13 months of negotiations, the 31 Local 1414 members who maintain the San Francisco Chronicle's presses ratified a contract instead of going on strike. "The company agreed to all of our terms, including buyouts for five people," explained Area Director Tom Brandon.

Knowing that the newspaper is contemplating subcontracting all of its printing in the future, negotiating

In ConGlobal strike, solidarity stays strong



Local 1484 members on strike at ConGlobal get support from union members who work at the ports of LA and Long Beach at a November rally.

Fifty members who work at Con-Global and are members of Local 1484 are still on strike after three months. "It's a mean and nasty strike," says Business Rep Kevin Kucera. "We know the company is losing lots of money because the amount of trucking in and out of there is at a crawl.

At this point, no talks are sched-

a band, IAM General Vice President Lee Pearson spoke along with several other labor leaders, and one guy brought out his show horses.

Kucera says that member morale is still high, but it's been a tough struggle. "Local 1484's Executive Board recently passed a motion to increase their weekly contribution to strikers by \$100 to supplement the a good severance package was the primary concern for these long-time Local 1414 members. "The contract had previously called for one week for every year worked. We wanted three weeks but settled on two weeks," Brandon explained. "We also eliminated the three-month cap on how long the company pays for health and welfare when our members are collecting their severance package."

The contract, which expires on or before August 31, 2009, includes a wage rate of \$33.37 going up 1.5% in 2008 and in 2009, and two 99¢/hour reductions in what members pay for health and welfare. one immediately and one in six months.

Still union after business changes hands

S&C Ford closed up in November, but the dealership will be taken over by Ford and run by South City Ford, a union dealership. "All too often, a dealership closes and our members are out in the cold. But with this arrangement, our members at S&C will have the same contract as our members at South City," says Local 1414 Business Rep Don Barbe. "This is unusual, but definitely a step in the right direction."

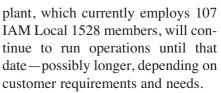
Local 1484

Bragging about the contract at Heavy Transport/Bragg

The 16 members of Local 1484 who work at Heavy Transport/Bragg Crane in South Long Beach and Fontana unanimously ratified a new three-year contract on December 8.

"They got a \$1/hour wage increase, 10¢/hour on the pension and full MOB on health and welfare. For the first year, they won't have to pay in to their health and welfare at all, but will have to pay for any increases above 12% in the next two years," explains Business Rep Kevin Kucera. "It a good settlement and we have to thank our stewards Ron Jobs and Frank Fero who helped with the negotiations."

Local 15<u>28</u>



"We tried to improve on the severance that's in the contract," said Business Rep Gilbert Gonzalez "but the company held firm and agreed only to honor what's in the contract."

The company claims that with the changing markets, the plant is not well-located. They plan to move one of the can lines to the Kingsburg plant, which is under contract with the Teamsters; and they'll move a coater and coil line to their nonunion Antioch facility.

Gonzalez says that some employees will be offered jobs at other existing valley locations and that the company will post all job openings within the company in case anyone is willing to relocate out of state.

"Silgan plans to severance people out in groups of 10-15, so they don't all go at once," Gonzalez added.

Squabbling at IP

If nothing else, the Local 1528 members who work at International Paper in Modesto should feel wanted. Over the past few months they have been urged to leave the Machinists and affiliate with the Graphic Communications Conference, which is part of the Teamsters union.

At presstime, high level talks were taking place between District and International leaders of both unions to call off the raid. An election date at IP has been set for December 15, but the IAM is hoping that it doesn't take place.

"Our goal is to negotiate a truce, rather than raid each other," says Directing Business Rep Jim Beno. "In these raiding situations, nobody wins. We should be organizing new shops rather than warring with each other."

Beno says that District 190 has maintained excellent relations with the Teamsters in Northern California and hopes this solidarity can carry over to Southern California as well.

"Members at IP definitely have some concerns that the IAM needs to take care of," said Local 1528

uled. They tell the Federal Mediator that they want to meet, but somehow they can never commit to making it happen. When the mediator suggested that the employees return to work while the union and company go back to bargaining in good faith, the company said 'absolutely not."

In fact, the company has withdrawn its last, best and final offer. "That leaves the union to beg for it," Kucera said. "But, we are not about to do that."

The union has been working in collaboration with several unions and has employed a lot of strategies. More than 250 people came out to the November rally. We had

International's weekly check of \$150. That'll help some."

Kucera had a long list of people and organizations to thank includin the Teamsters, ILWU, IWW, Norma Lopez at the LA County Federation of Labor, and Steve Neal at LA Community Services, as well as Local 1484 office manager Maria Suarez and Organizer Al Lopez.

And mostly he wanted to acknowledge "the generosity of our members working at various terminals including ITS, MTC and Metropolitan Stevedoring. Our members at SSA, led by Frank Honoratto, raised \$1,935 in two weeks to help the strikers out for Thanksgiving.

Another can plant to close

After at least 40 years in Stockton, Silgan has announced that they're closing their Stockton facility, tentatively June 30, 2007. The Business Rep Gilbert Gonzalez. "But rather than fight each other, I hope the unions come to an agreement that it is better to spend the effort improving conditions for our own members."



Debra Chaplan, Managing Editor ILCA

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

The Sparkplug is the official publication of District Lodge 190 and its affiliated local

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

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



AROUND THE LOCALS

Local 1546

Best contract at TransBay Container

The 17 Local 1546 members at TransBay Container in Oakland have a five-year agreement.

Not only will the agreement call for wage increases of \$1.15/year for the five years totaling \$5.75 in wages, there will be maintenance of benefits and a \$170/month increase in the pension by the end of the term.

"That's all good, but what's even more important is that the company will offer fully-paid retiree medical for any employees who have worked there for 15 years or more. And, in the event that the employee declines that coverage, the employer will pay half the cost of the health insurance in cash. That's really a nifty bonanza," said Area Director Don Crosatto.

Long trial over—decision to come

After 14 days, the East Bay Motor Car Dealers' Association trial finally came to an end in December. Briefs will be submitted to the judge in mid-January and Local 1546 anticipates a decision a few months after that.

Area Director Don Crosatto was on the witness stand for 22.5 hours, all told. The witness list also included Business Reps Craig Andrews and Mike Cook; Robbie Pintos, Shop Steward at Central Chevrolet; and Chris Christopherson from the Painters' Union. Crosatto says that by the last days of the trial, the employers' attorneys so repitious even the judge had enough.

"We feel we established that there was plenty of room to negotiate on the contract and the parties were not at an impasse," Crosatto says. "This means that the employers were not free to unilaterally implement their final offer."

If the union loses the implemented agreement would remain in effect for at least two more years unless

paying back holidays that people lost, restoring the pension to their 2005 levels, paying back the retiree health and welfare plan and the disability plan, and paying the employees any monies they lost due to the Association's unilateral changes.

"We'll just have to wait and see,"

Local 1584

Crosatto added.

Dealing at Niles Machine

In June, more than 90 IAM employees at Niles Machine and Toolworks, located in Livermore, one of Local 1584's largest shops, overwhelming approved a new three-year contract.

"As at most shops these days, health and welfare was a major issue in the negotiations" said Assistant Directing Business Rep Herman Howell. "The employer agreed to maintenance of costs for any and all health and welfare increases for the next three years, which are currently running between \$1.80/hour for single employee and \$5.25 for family coverage."

Another major improvement and the centerpiece of the settlement was the company's SEP/IRA. In the past, the company contributed \$3,864/ year for each employee. In the new contract, this amount was converted into cents per hour and, along with the general wage increase, came to a \$2.11 increase for all employees. The employee can then divert \$1.20/hour of this increase into a 401(k) and the company will match up to a \$2,500/year.

"If employees choose, they can parlay this change into a wage increase and an increased contribution of about \$1,200 into their retirement," Howell said. "This was a good contract all the way around."

Howell wanted to be sure to thank Shop Stewards Kevin Thys, Brodrick Maher, and Ronnie Blackburn for their help and support.

Strong contract at Atlas Pacific

The 19 Atlas Pacific mechanics, the Association agrees to continue who maintain pitting machines at the negotiating. If the union wins, the canneries up and down the valley, Association would have to unwind unanimously ratified their new the implementation—that means

Local 1546 honors Cemex shop steward



George Silva (L) shop steward at Cemex receives the Local 1546 Shop Steward of the Year award at the Local's 20th Annual Stewards Dinner, held on November 11 at the Pleasanton Hotel. Area Director Don Crosatto, seated due to a broken ankle earned while precinct walking on election day, commends Silva for leading his co-workers at Cemex on an incredible 9-day strike against the second biggest ready-mix employer on the face of the earth.

"George is a 38-year member. It would have been very easy for him to take his pension and run, but that's not the kind of guy he is. He helped bind the group together," Crosatto said.

Silva humbly explained that he couldn't have done anything without the nine guys who were out there with him, or support they got from the other union members who work at Cemex.

three-year contract.

The agreement calls for a \$1.15 wage increase in year one, and 50ϕ each in years two and three; the pension contribution increases by 10¢/hour each year; and the health and welfare contribution will be capped at \$1,100, which everyone hopes will cover future increases.

"I really need to thank our three observers who helped me with contract negotiations-Chief Shop Steward Tom Swenger, Jon Iversen and Tim Ebert," said Local 1584 Business Rep Chris Rasmussen. "I think everyone's happy with the deal."

Rexam to cover retirees

A confidential court settlement was reached in the Rexam retiree medical case impacting retirees in Modesto, San Leandro, Washington state and Indiana, reports Herman Howell.

"A decent settlement was reached and benefits will be reinstated, but



the details remain confidential until the Federal court approves the deal."

Van Bebber deal done

The 18 Local 1596 members who work at Van Bebber Brothers in Petaluma ratified a three-year contract in October.

"They'll get wage increases of 4% the first year, 3% in year two, and 2% in the final year. The company will cover maintenance of cost for their health insurance for the full three years, with a 90% dental plan. And their IAM national pension contribution will rise from \$3.65 to \$3.80 to \$3.90/hour. "The company was just not quite ready to hit the \$4 mark,"

Local 2005 makes first political contribution

Local 1528 member named "IAM Sister of the Month"

The IAM Women's Department Lodge 1528 in Modesto. Since has named Catherine Litel of Local joining the IAM five years ago,

Lodge 1528 the U.S. Sister of the Month for November. 2006. Kim Marshall of Local Lodge 1927 was the pick for Canada.

Sister Litel works at International Paper and



currently serves as IAM Sister of the Month Catherine Recording Secre- Litel with California Gubernatorial tary for Local Candidate Phil Angelides.

ences and Conventions, including the 2004 Grand Lodge Convention.

she has held the

positions of Exec-

utive Board Mem-

ber-at-Large and

Conductor-Sen-

tinel. Litel has also

been a delegate to

Councils, Confer-

Labor

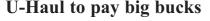
various



With the clout of 2,400 workers behind it, Local 2005 stepped into the political arena by making a \$5,000 contribution from the IAM's National MNPL fund to Congressman Dennis Cardozo's re-election campaign. Pictured (L to R): Ruben Zesati, Teto Maldonado, Congressman Cardozo receiving the check from Local 2005 President Ralph Meraz, and Aurora Meraz.



ORGANIZING WINS



After U-Haul in Fremont tainted the IAM's 2003 organizing drive by firing, threatening and intimidating potential union supporters, the union filed Unfair Labor Practice charges, which languished at the National Labor Relations Board for years. Finally, in the summer of 2006, as the case was about to go to trial, "the company came to their senses and settled," says Area Director for Organizing Jesse Juarez. "We had such a strong case, they had no choice."

The settlement includes back wages and reinstatement offers for 25 laid-off workers. "We're still figuring out the exact dollar amount but the settlement could be as high as \$1.5 million," Juarez said.

On top of that, U-Haul also has to post a notice at the facility explaining the rights of the workers under federal law, and further, the company has to behave itself and obey the law.

The settlement did not include a "bargaining order" which would have forced the company to the table without an election. "The company held out on this. Our concern was that even if we had gotten the bargaining order, the company would appeal and it could be years before we got in there," Juarez explained. "So instead, the door is open for the union to go in and re-organize the shop."

Juarez says that the company has posted its notice "but they obviously haven't learned much from it because they're still pressuring the workers."

U-Haul insisted on a non-admission clause which means that they don't admit to violating the National Labor Relations Act. But union organizers question whether a company would pay out \$1.5 million and post a notice if they didn't engage in unlawful conduct.

Not all of the 25 workers want to go back to work at U-Haul and the company is offering a buy-out package to those who do want to return.

	\sim	-6
-0	Q.	1

What's the maximum amount the NLRB can fine an employer for willfully bribing, threatening, assaulting, or firing pro-union employees?

> A) \$0 C) \$10,000 B) \$1,000 D) Employees' lost salary x3

> > 2

Answer: A. The NLRB does not have the authority to impose fines, revoke licenses, or impose prison time on those who violate the National Labor Relations Act. This can only change if Congress passes the Employee Free Choice Act. See Page 7 for more details!

from American Rights at Work www.americanrightsatwork.org/workersrights/take5polls.cfm

"Do I think U-Haul learned their lesson?" Juarez asks. "No. This company would just as soon pay some bucks to avoid unionization. The international also has a case against U-Haul. We'll go back and try to organize these workers, but I'm sure the company will play the same games again."

Penske workers get union

Ten mechanics and fuelers who work at Penske in Ceres voted on December 1 for IAM representation. Juarez says that the campaign started in November when the employees and the union walked off the job to inform the service manager of their intentions. The issues that brought them to the union are health care, retirement and broken promises—the traditional reasons people organize.

Approximately 90 Penske facilities around the country have IAM contracts, so the union was hopeful that the company would not put up a major anti-union fight. Unfortunately, that hope was somewhat dashed when company reps started begging

The key to a strong union is ORGANIZING and you can help keep District 190 strong!

Do you know people who work in your industry but don't have a union? Talk to people in non-union shops about the benefits of having a contract, a grievance procedure, a pension and good union benefits. If they're interested, ask if one of our organizers can call them. (Remind them that the call will be completely confidential.)

- YOUR Name: _____
- Where you work: _____
- Your phone number: _____
- ORGANIZING LEAD'S Name: _____
- Company: _____
- Home or cell phone Number: ______ Best time to be reached:
- Please return this form to: District 190, 7717 Oakport St., Oakland, CA 94621. (*Feel free to copy this form, or put the info on your own paper.*)



the employees for a second chance, distributing propaganda, threatening workers' jobs, promising changes and trying to bribe them with pizza.

In the end, the employees saw through these phony promises because they weren't in writing, and with a 7-3 margin, they stood firm and voted for union representation.

"Hopefully, we'll go on to the business of negotiating a first contract," Juarez said. "I look forward to it."

Fighting back at Fremont BMW

Responding to a call from techs at Fremont BMW, an AutoNation dealership, Juarez set up a first organizing meeting. A few days before the meeting took place, the company fired a long-term employee and union supporter.

"The union immediately filed charges and the Labor Board issued a ruling against AutoNation for unlawful conduct." Juarez explained. "We have many contracts with AutoNation and we know they have an awful history of unfair labor practices."

Juarez says that the firing chilled the organizing campaign for now, but "we'll have to see what happens in the future."

Outreach to Solano

In October, Juarez and Local 1173 Business Rep Rick Rodgers visited auto dealerships in Solano County to let the mechanics know how to reach the union. "This generated numerous phone calls from mechanics who are interested in improving their wages, benefits and retirement by getting a union contract," Juarez said.

"We organized Fairfield Ford in 2000 but couldn't get a first contract. There was definite interest when we dropped off information this time and then suddenly two of their best techs were fired. We've filed charges, the Labor Board is investigating, and the organizing campaign is on hold for now."

SHOP TALK: What do you think of the 2006 election results?



George Silva Cemex Local 1546

"Schwarzenegger tries to be bi-partisan, but I'd rather see a Democrat in there. Having Congress in Democratic hands will be good for the working people."



Christopher Pasquini East Bay Ford Truck Local 1546

"There were some disappointments and victories. It could be worse—but it could always be better. The new Congress should change things that will hopefully trickle down to the average person."



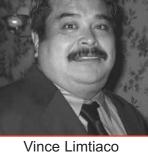
Paul Tavres Golden Gate Truck Center Local 1546

"I guess they went the way the people wanted them to go—it's a Democratic type of thing. It's too bad that the turnout was so low."



Harvey Carlsen Retired Local 1546

"Everybody voted and it came out that way. I don't like some of the results, but some of the people I voted for actually got in. The change in Congress is probably a good thing."



Vince Limtiaco Broadway Ford Local 1546

"It's very good. Hopefully the Democratic Party will help us out on the labor front."



ELECTION ROUND-UP

Working families shake up Washington and California

Working families showed up to vote November 7 and transformed America's political landscape.

In California, labor's endorsed candidates won seven of the nine statewide offices. In the two races that labor lost, Governor and Insurance Commissioner, polls show that the Republican candidates won not because they embraced a hard-right agenda, but because they tried as much as possible to hide the fact they were Republicans.

Arnold Schwarzenegger spent the last several months campaigning on issues that unions have championed for years–a minimum wage raise, prescription drug reform, and education funding.

"Our job will be to keep Arnold focused on doing the right thing for working families," said California Conference of Machinists Secretary-Treasurer Tom Brandon. "We have to make sure he does not return to his pre-election year, anti-union self." Nationally, 69% of union members said they disapprove of President Bush's job performance, according to an election night survey conducted by Peter D. Hart Research Associates. The war in Iraq and the economy and jobs were union voters' top tier issues.

With the House and Senate now led by Democratic majorities, labor has an opportunity to gain positive action on issues such as universal



health care, retirement security, the Employee Free Choice Act (see below), fair trade agreements, safe highways and national security.

And unions now have friends in high places which should offer union members a voice in Washington. Nancy Pelosi (San Francisco) was elected Speaker of the House and will be the first female to serve in that position and Congressman George Miller (Martinez) was appointed to lead the House Education and Workforce Committee.

"This is a great victory," said IAM President Tom Buffenbarger. "It would not have happened without the hard work of IAM members who spent many hours manning phone banks, talking face-to-face with fellow members and visiting union households to make sure union voters understood the issues and got out to vote. The voters did their part, now it's time for the legislators they elected to do theirs."

Employee Free Choice Act may finally have a chance with new Congress

Some 57 million working people say they would join a union if they had a chance, according to a survey from Peter D. Hart Research Associates. But employers routinely harass, intimidate and coerce workers who try to exercise their right to form a union at work.

On April 19, 2005, a bipartisan coalition reintroduced into Congress the historic **Employee Free Choice Act** (S. 842 and H.R. 1696). The act would strengthen protections for workers' freedom to choose to be represented by a union by requiring employers to recognize a union after a majority of workers sign cards authorizing union representation. (This procedure is known as "card check.")

The bill would also:

• provide for mediation and arbitration of first-contract disputes and

authorize stronger penalties for violation of the law when workers seek to form a union.

• allow employees to freely choose whether to form unions by signing cards authorizing union representation.

• provide mediation and arbitration for first-contract disputes.

• establish stronger penalties for violation of employee rights when workers seek to form a union and during first-contract negotiations.

Even with 200 Congressional sponsors and 40 Senators behind it, the bill didn't have enough juice to pass in the Republican Congress. With the new Democratic majorities in the House and Senate, unions are gearing up to pass the EFCA in the coming term. Then, they'll have to organize to override a likely presidential veto.

200 Congressional Reps and 40 Senators have signed on... (32 of California's 53 Reps have signed on...has yours?)

Rep. George Miller (CA-7) *Sponsor Rep. Joe Baca (CA-43) Rep. Xavier Becerra (CA-31) Rep. Howard Berman (CA-28 Rep. Lois Capps (CA-23) Rep. Dennis Cardoza (CA-18) Rep. Jim Costa (CA-20) Rep. Susan Davis, (CA-53) Rep. Anna Eshoo (CA-14) Rep. Sam Farr, (CA-17) Rep. Bob Filner, (CA 51) Rep. Jane Harman (CA-36) Rep. Michael Honda (CA 15) Rep. Tom Lantos (CA-12) Rep. Barbara Lee (CA-9) Rep. Zoe Lofgren, (CA-16) Rep. Doris Matsui (CA-5)

Rep. Juanita Millender-McDonald (CA-37) Rep. Grace Napolitano (CA-38) Rep. Nancy Pelosi (CA-8) Rep. Lucille Roybal-Allard (CA-34) Rep. Linda Sanchez (CA-39) Rep. Loretta Sanchez (CA-47) Rep. Adam Schiff (CA-29) Rep. Brad Sherman (CA-27) Rep. Hilda Solis (CA-32) Rep. Fortney "Pete" Stark (CA-13) Rep. Mike Thompson (CA-1) Rep. Maxine Waters [CA-35] Rep. Diane Watson [CA-33] Rep. Henry Waxman (CA-30) Rep. Lynn Woolsey (CA-6) Senators Barbara Boxer • Dianne Feinstein



Gene O'Connor Hayward Ford Local 1546

"I'm happy with the results. We needed a change. The Republicans were leading us in the wrong direction."



Gary Ogden Broadway Ford Local 1546

"They're good. Turned out well—except for the Governor. Hopefully there will be changes for the positive—I'm sure there will be."



Robby Pintos Central Chevrolet Local 1546

"I think it'll be positive for the country. I think the Democrats will bring everything into check and help the economy move forward. They'll make the decisions necessary for middle class people."



Robert Taylor 98th Ave. Waste Management Local 1546

"We blew it—it's a loss that the Democrats took the House and Senate. I don't know that they'll make things worse or better, but everyone needs to work together to find that happy medium."



Ken Davison Fremont Pontiac-GMC Local 1546

"Excellent. Very good. Glad it happened. It's about time. Maybe we can make a change now. Having Pelosi in as Speaker is a very good thing."

PAGE 6



IAM AND GUIDE DOGS



District 190 honored as GDA raises millions

Hundreds of IAM representatives, members and guests turned out for the William W. Winpisinger Charity Banquet in Las Vegas, NV, to show their support for Guide Dogs of America (GDA), the Sylmar, CA-based organization that provides guide dogs free of charge to visually impaired men and women across North America.

The banquet capped off a recordbreaking weekend of fundraising activities to benefit the non-profit organization founded by an IAM member in 1948, including the 6th Annual Hawgs for Dogs Motorcycle Ride and the 26th Annual GDA Charity Golf Tournament.

"For nearly 60 years, Guide Dogs of America has reigned as the IAM's favorite charity, and for good reasons," said IP Tom Buffenbarger. "Seeing the extraordinary bond that forms between these highly trained



The dress code at the GDA Banquet was not tuxedos but luau shirts, and honorees and officials were treated to matching shirts! (L to R): Former IAM International President George Kourpias; Gift of Sight winners District 190 DBR Jim Beno and Delta Dental's Ken Lohre; and GDA Executive Director Jay Bormann.

dogs and their owners is so special and so heartwarming, that it's no surprise how many people want to donate their time and effort to support this work."

"It was remarkable how many

districts and locals stepped forward this year and surpassed all previous contribution levels," said GDA President Jay Bormann. "Their generosity is simply breathtaking." Early reports are that between the dinner, attended by upwards of 1,100 people, the golf tournament, and the Hawgs for Dogs event, the charity took in more than \$1.6 million in support of its operations.

This year's honorees receiving the prestigious 2006 "Gift of Sight Award" included District 190's own Directing Business Rep Jim Beno, as well as the District's good friend Ken Lohre from Delta Dental of California. The business award went to Jim Malony, Vice President of UPS. "It was a humbling experience to receive such a prestigious honor from an organization dedicated to helping others," said Beno.

District Lodge 190 was proud to present a check for \$125,000 to GDA at the banquet. This contribution was raised primarily from the 2006 Michael J. Day Memorial Golf Tournament, with a small donation from the Local 1173 Poker Run.



UNION PEOPLE

Nat Courtney is master tech and band leader

For most people, their job is what they do. For Nat Courtney, his work as a journeyman technician was a means to an end—his real goal was and is to play music.

Nat, a 31-year Local 1546 member, was shop steward at Doten Honda for 10 of the 25 years he worked there, and led the year-long strike there when the shop was sold.

Nat followed in his dad's footsteps. "He was a New Orleans trumpet player, so there was always music in the house. He also worked in the auto trades, and his day job enabled him to play music in the evenings."

Nat started playing piano at the age of five and took up the drums after his older brother, a drummer, was killed by a drunk driver. By age 15, he was playing professionally with his father's bands. "We did society events: country clubs and ballrooms. My dad passed away in 2003 but I continue the legacy of his big band and still play a lot of functions under his name."

Nat says he has a fondness for 40s style big band music, but he'll play everything from doo-wop to Motown. "There's really no style of music that I don't appreciate."

"I was playing music full time out of high school. I married young, and started my family young." His three kids are now 31, 27 and 14.

"My intention was to retire as an auto tech, and perform my music full time. I knew from the very beginning the benefit of being a union mechanic, including the value of a



Nat Courtney (standing at left) leads the band at Local 1546's Annual Stewards dinner.

great union pension which could enable me to live that dream. Unfortunately," Nat says, "it got ugly at the end with the Berkeley Honda strike—but if I had to do it again, I'd do it the same way."

Nat has been on disability for the

last many months, which means that he cannot play the drums that he loves. However, he can still pull together bands, and compose and arrange music. Watch for him in the future.

SHOP TALK: What do you think of the 2006 election results?



Ted Tsuda Lexus of Pleasanton Local 1546

"I felt they went pretty well. A lot of money was spent on the propositions and that overwhelmed the meaning of some of them. But overally, it turned out okay.."



David Massetti Retired Local 1546

"I love it. A good thing that we took back the Senate and the House. I hate Bush—and Texas! Any union member who votes for Bush should be thrown out!"



Jason Dean Pacific Motor Trucking Local 1546

"I don't know if the changes in the Congress ever really amount to much—the election just puts a new party in charge to do the same old thing."



Bradley Long Coca Cola Local 1546

"A lot of the Democrats who got elected were middle-of-the-road, so we'll see what kind of positions they support. It's good to have a change and go in a new direction."



Ralph Goucher Crown Chevrolet Local 1546

"I'm ecstatic—very happy. Hopefully there will be more jobs in the future and better benefits for workers."

Page 7



IN THE NEWS

OSHA pressures scientist to weaken asbestos warning

Excerpted from an article written by Andrew Schneider,

The Baltimore Sun, 11/20/06

It took six years to get federal worker safety officials to issue warnings to auto mechanics that the brakes they're working on could contain lethal asbestos fibers. But it was only three weeks after the warnings were posted that a former top federal official with ties to the auto industry reportedly pushed to have them removed.

This story, reported by Andrew Schneider of the Baltimore Sun, reveals that former head of the Occupational Safety and Health Administration, John Henshaw, called for the agency to change its warnings.

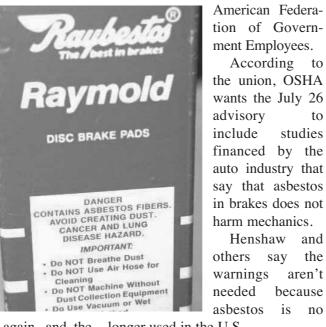
The OSHA scientist who wrote the advisory bulletin about asbestos in brakes, Ira Wainless, refused. Wainless cited dozens of studies, including work at his own agency, to show that

his presentation of the medical risk to mechanics was solid.

> In November, David Ippolito, an official with OSHA's Directorate of Science, Technology and Medicine, told Wainless that he would be suspended without pay for 10 days if the changes weren't made, according to documents.

Wainless refused again, and the longer used in the U.S. advisory bulletin remains online.

"It is outrageous that OSHA would try to intimidate one of its own scientists for doing his job with integrity," said Ed Stern of Local 12 of the



However, the U.S. is one of the few industrialized nations that hasn't banned the use or importation of most asbestos products.

According to

Henshaw and

to

studies

In May, *The Sun* reported an 83%

increase in imported brakes with asbestos over the past decade. Most of these are replacement brakes used by garages and backyard mechanics. Further, an Aug. 31 internal OSHA memo stated: "Some domestic automobile manufacturers continue to use, in certain models, asbestos brake pads and linings."

Rep. Dennis J. Kucinich, an Ohio Democrat who is on the House Committee on Education and the Workforce, said the effort to change the warnings is "what the auto industry and brake industry is doing to defend itself against lawsuits from people who died from occupational exposure to asbestos."

"The people who repair our cars and trucks deserve, at a bare minimum, to be warned," Kucinich said. "In the long run, we need to ban asbestos from the U.S. to catch up with much of the rest of the world."



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 Moving? on this newspaper to your Local Union office.

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

Local 1584 annual veteran awards honor long-time members



Local 1584 held its annual Veterans Award Luncheon at Francesco's Restaurant in Oakland on December 5. This is the Local's opportunity to recognize their longtime members, as they reach their 30, 35, 40, 45 and 50 year membership anniversaries. Congratulations one and all!

SHOP TALK: What do you think of the 2006 election results?



Bill Schecter District Lodge 190 Local 1546

"It should have happened 12 years ago. The pity is that we've been heading backwards for the last 12 years, and now we have to start again from



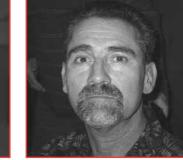
Bob Price Good Chevrolet Local 1546

"Very interesting. It was really an upset-I was surprised. I think it's going to be good. Anything that rocks the house is good!"

Local 1546 "The results were okay. I'm hopeful the House and Senate will work to bring up the quality of jobs."

Bob Stephano

Unemployed



Joe Dias FH Dailey Chevrolet Local 1546

"I was pleased with the results. We needed to get the Democrats in charge. Bush is leading us down a path that's not helping the labor movement. I thought the Governor's race would be closer but was pleased and sur-



Chuck Steele Livermore Disposal Local 1546

"I have mixed feelings. I didn't like that Arnold got back in-other than that, it was all right. The new House and Senate should be good for a change."

December 2006/January 2007

PAGE 8

Local 1528's retirees ARMed and ready

retiree club, ARM (Active Retired Gene Britt. Machinists) in August. About 50 retirees attended the club's first third Wednesday of the month at the meeting and the energy level was high. The Local's women's committee put together a brunch fit for a king or queen.

ARM was founded with the goal of bringing together retirees for fellowship and to support the union. "We plan to do volunteer work for the union, go on picket lines, plan functions, and help on campaigns during political time. For those who aren't motivated in that direction, we'll hold games at the union hall and maybe sponsor bus or motor home trips—we'll do whatever the members want to get together to

Local 1528 launched its new do" explains ARM Vice President

Meetings are slated for every union hall, starting at 10 a.m. and ending by noon. (The December meeting has been cancelled, due to the holidays.)

At the January meeting, they'll teach a dice game called Bunko. "If enough people enjoy it, we can play on a regular basis."

Britt says that the club will be run "by popular demand. Our goal is for people to be active, have ownership and make the club what they want it to be."

For information about getting involved, contact ARM President Paul Hoyt at 209-471-9205.



Gail Voss—Secretary Treasurer Gene Britt—Vice President Jessie Zavala—Recording Secretary Paul Hoyt—President Inset: Hand-made cake with IAM logo

UNION MEETINGS					
DistrictExecutive Board MeetingLodge 1900Fourth Tuesday of each month at 6:30 p.m.December 13* • January 23 • February 27General Delegates' Meeting7717 Oakport StreetOakland, CA 94621510-632-3661ContermineFourth Tuesday of each month at 7:30 p.m.December 13* • January 23 • February 27(*Note: December meeting dates changed for holidays)		Local 1528 713 16th Street Modesto, CA 95354 209-529-9210	Executive Board Meeting First Wednesday of each month at 6:00 p.m. December 6 • January 3 • February 7 General Membership Meeting First Wednesday of each month at 7:00 p.m. December 6 • January 3 • February 7 Women's Committee Meeting		
Local 653 544 West Olive, Fresno, CA 93728 559-264-2815	Executive Board Meeting Third Wednesday of the Month at 5:00 p.m. December 20 • January 17 • February 21 Membership Meeting Third Wednesday of each month at 5:30 p.m. December 20 (Social to follow) • January 17 • Feb. 21		 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. January 17 • February 21 • March 21 Narcotics Anonymous: Every Tuesday, 5:30-6:30 p.m. 		
Local 80 7717 Oakport Street, Oakland, CA 94621 800-655-2182	Membership Meeting <i>Third Thursday of the month at 4:00 p.m.</i> December 21 • January 18 • February 15 <i>Meetings are held at the Carpenters' Hall, in Reno.</i>	Local 1546 10260 MacArthur Blvd., Oakland, CA 94605 510-638-6705	General Membership Meeting First Tuesday of each month at 7:00 p.m. December 5 • January 2 • February 6 Shop Stewards' Meeting First Tuesday of each month at 5:30 p.m. December 5 • January 2 • February 6 Executive Board Meeting Thursday preceding membership meeting at 6:30 p.m. November 30 • December 28 • February 1 Retiree Club Pot Luck Luncheon First Wednesday of each month at 12 noon December 6 • January 3 • February 7		
Local IIO 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. December 14 • January 11 • February 8 General Membership Meeting Second Thursday of each month at 6:30 p.m. December 14 • January 11 • February 8				
	All meetings are held at the above address. Check union office for room.	Local 1584 8130 Baldwin Street	Membership Meeting Third Thursday of each month at 7:00 p.m. December 21 • January 18 • February 15		
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. December 14 • January 11 • February 8 Membership/Shop Stewards' Meeting Third Thursday of each month at 6:30 p.m. December 21 • January 18 • February 15	Oakland, CA 94621 510-635-2064	Executive Board Meeting Preceding Monday at 7:00 p.m. December 18 • January 15 • February 12 Retirees' Club First Tuesday of each month at 12:30 p.m. December 5 • January 2 • February 6		
Local 1414 150 South Blvd.	Shop Stewards' Meeting <i>First Thursday of each month at 6:00 p.m.</i> No meeting in December • January 4 • February 1	Local 1596 4210 Petaluma Blvd. No.	Membership Meeting Third Tuesday of each month at 7:00 p.m. December 19 • January 16 • February 20		

650-341-2689 Ex 650-341-2689 Se Du G T7 Du R t t	No meeting in December • January 4 • February 1 Executive Board Meeting Second Thursday of each month at 6:00 p.m. December 14 • January 11 • February 8 General Membership Meeting Third Thursday of each month at 6:30 p.m. December 21 • January 18 • February 15 Retirees' Club First Wednesday of June, Sept., Dec., March at 11:00 a.m. All are welcome! December 6 • March 7, 2007	4210 Petaluma Bivd. No. Petaluma, CA 94952 707-795-0085	December 19 • January 16 • February 20 Executive Board Meeting <i>Third Tuesday of each month at 6:30 p.m.</i> December 19 • January 16 • February 20
		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 1484 1261 Avalon Blvd. Wilmington, CA 90744 310-835-6688	December 21 • January 18 • February 15	Local 2182 967 Venture Court, Sacramento, CA 95825 800-458-9200	Executive Board Meeting Second Tuesday of each month at 6:00 p.m. December 12 • January 9 • February 23 General Membership Meeting Second Tuesday of each month at 7:00 p.m. December 12 • January 9 • February 23 Retirees' Club - VISTA CLUB Third Wednesday of each month at 11:00 a.m. December 20 • January 17 • February 21