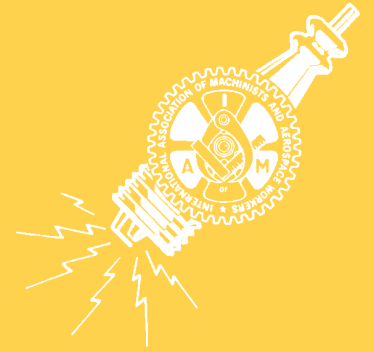


The IAM District 190 Sparkplug



VOL. 9 NO. 4

June/July 2007

Serving the Active and Retired Members of IAM District Lodge 190



Don Crosatto (upper left) answers long-time IAM members' questions about the NLRB ruling and its impact on their seniority, benefits, and union affiliation.

NLRB finds port mechanics belong back in IAM; huge back pay, benefits settlement to come

“I thought all along that we would win,” says Area Director Don Crosatto. “I just never thought it would take this long.”

After a 27-month investigation by the National Labor Relations Board’s Division of Advice in Washington, D.C., Local 1546 finally received the word on May 5 that they’ve long been awaiting. The NLRB has issued a formal complaint against PCMC for violating the IAM’s bargaining rights, refusing to bargain, and colluding with the International Longshore and Warehouse Union (ILWU).

Back in April, 2005, a third-party employer called PPMC, an IAM employer, suddenly became PCMC, an ILWU-only employer, and the 40 IAM members in Oakland and the 80 members in Tacoma had to join the ILWU. They immediately lost a wide range of benefits that they had gained from having an IAM contract for 40 years. The union filed charges, contending that PCMC and PPMC were actually the same entity and not a new employer, as claimed, and therefore the whole switchover was illegal.

After exhaustive investigation, the NLRB finally agreed with the union and issued their ruling, which is the equivalent of an indictment.

The company was given 20 days to settle the case, and if they had done so, they would have been able to get a 20% discount on the millions of dollars of back wages and pensions that they owe. But, they missed that deadline. Instead, a federal court date has been set for September, when the final settlement will be decided.

Ruling makes IAM members whole

The NLRB ruled that the company must honor the IAM contract that expired in 2005. They have to bring back the IAM to represent the mechanics in Oakland and Tacoma, and they must restore each member back to the wage and benefit levels they were entitled to in 2005.

“We figure that the company owes our pension fund more than \$1 million plus interest, and they owe the Seattle Machinists Pension Fund more than \$2 million. In addition, they’ll have to make each member whole for overtime and holiday benefits they would have received under the IAM contract, which will add up to thousands of dollars per member,” Crosatto said. Members will also have their seniority in the IAM restored. “And the ILWU will have to cough up back-dues on each person—about \$3,500 apiece.”

The company can still appeal the September court ruling, but they run the risk that the damages will just keep increasing the longer this drags out. “If they’re willing to work with us, we can offer to let them take a period of time to pay off the damages. But if they keep fighting, we’ll just say that they have to pay it off in one fell swoop,” Crosatto added.

“This was an important fight that may have taken more of my time than anything I’ve done with the IAM,” Crosatto adds. “It wasn’t just jurisdictional – our members suffered real harm. One member who has cancer couldn’t collect disability because he hadn’t had pension paid for more than a year.”

Crosatto said that he hoped that PCMC and the ILWU would figure out how to settle this case quickly and quietly, but, he added, “we’re prepared to issue lots of subpoenas before the September trial and launch a major PR campaign that will come just as the ILWU is going into negotiations with the Pacific Maritime Association. Clearly, anything we do will be a major distraction to their talks.”

tion to their talks.”

PCMC employees met at the Local 1546 hall on June 5 to review the ruling and ask questions. Crosatto advised them to each compute, to the best of their ability, what they lost over the last 27 months in holidays, overtime, and shift differentials. This information will give the union a good ballpark estimate of what members are owed.

After 9 year battle, Broadway VW must bargain

On April 18, Local 1546 got word from the 9th Circuit Court of Appeal that Broadway VW violated the law and has to resume bargaining.

The story starts in 1997, when the Local organized the dealership and the then-current employees voted for union representation in an NLRB election. “We negotiated for almost a year, during which time the employer had every excuse for why they couldn’t give wage rate increases to most of the people,” remembers Area Director Don Crosatto. “Toward the end of the year, they handed out 50¢ raises to select individuals without bargaining. Not surprisingly, these were the same folks who got together a petition to decertify us.” The company broke off bargaining at the end of 1998.

The union filed unfair labor practice charges but the case didn’t go to trial for another year. “Unfortunately, we went before a judge who was more than ready to retire,” says Crosatto. “His decision was

that ‘By virtue of the fact that I could walk through the shop, I should have known that some people received wage increases.’ Needless to say, we appealed on the basis that this ruling was ridiculous – you can’t tell that someone got a raise by looking at them.”

The Labor Board sat on the case for four more years but ultimately reversed the judge and decided in the union’s favor. The employer appealed to the 9th Circuit. They upheld the Labor Board’s decision and ordered the employer to begin bargaining.

“It goes to show how ridiculous this whole system is,” adds Crosatto. “The Apollo program—from the time JFK announced it to getting the first man on the moon—didn’t take this long!”

Three of the original techs are still working at Broadway VW. “The place doubled in size and now has about 38 people in the unit. We’re in the process of setting dates to negotiate,” Crosatto said.

UNION PEOPLE

Cook retires to set sail into the sunset

Mike Cook says he was hired for his first union job at Frank Hurling Chevrolet in Sacramento because they thought he'd be the company's lead scab. "Boy, did they get me wrong," he adds with a laugh.



Mike Cook relaxes after a union meeting

"They were having trouble negotiating a contract that expired later that month, (July, 1981). When the shop steward explained the situation to me, I immediately told him that I came from a family that had been union for 35 years, had already worked in three unions, and would never cross a picket line." The steward asked Mike to tell the boss, which he did. Three days later, the contract was settled. "That was my first settled contract."

Three years later, when the contract was due to expire, both the shop steward and assistant steward went AWOL. "I said, 'somebody's got to do it,' so I did. And that was my first experience with a union-busting campaign." Cook says that he beat back two decertification efforts and filed multiple unfair labor practice charges. "We got the contract, but it was a brutal challenge, to say the least."

In 1985, Cook was asked to become a business rep and swiftly declined. But when the position reopened a few months later, he said 'yes', and on Groundhog Day, 1986 became a business rep for Local 2182. In 1988 he transferred to Local

1305, and when that Local merged with Local 1414, he was temporarily transferred to District 777 in Long Beach and later to Local 1101 for a short stint.

1546 is solid

Cook came to Local 1546 in 1996 and has been there ever since. "Of all the Locals I've worked at, the members here are the most involved and most solid," Cook says. "I'm leaving, but you guys stay solid. Solidarity works. I've never seen it fail."

When asked for a comment, Directing Business Rep Jim Beno laughed and said "when you look in the dictionary for 'offensive bargaining,' you can find Mike Cook's picture. We used to use him as a threat—'hey, if we can't come to agreement, we'll send Cook in.'"

And Cook agrees. "I always saw myself as a pit bull. I'd get hold of an issue and wouldn't let go until we won it. I only experienced three strikes in my career. We won the first two and while the third resulted in a contract, I wouldn't really call it a win."

Cook's last day at work is June 19. Then he'll go back to doing physical work, "finishing up projects around the house in preparation to sell it and working on our boat." Cook and his wife bought a boat that's big enough to comfortably live on and handle the ocean. "In about a year, we'll sail into the sunset—literally!"

Dear Brothers and Sisters,

It is with a heavy heart that I write to you. One of our Brothers, Johnny Jimenez, lost his beloved four year old daughter on June 1, 2007 due to a tragic circumstance. Adriana Helena Jimenez, born on March 31, 2003, leaves her parents and four siblings in deep sorrow over her untimely and tragic passing.

Brother Jimenez currently works as an Apprentice Technician at Carl Chevrolet in San Jose. Brother Jimenez is a second-year apprentice struggling to make end meet while raising his family; he lost many work days to make arrangements for the death of his daughter.

In the true spirit of what we stand for as a Union, and with the compassion we all have for our fellow brothers and sisters, Local 1101 is requesting that every member who can make a donation to Brother Jimenez and his family in their time of need.

Please forward any contribution you can to: **United Labor Bank, 2550 N. First Street, Suite 102, San Jose, CA, 95131. Account #0370000407. Attention: Ricka Lucia.**

Fraternally yours,

Jim Schwantz

Area Director, IAM District 190, Local 1101

Local 1414 members take top Penske honors

Congratulations to Chris McGoldrick and Rob Stilleson for winning the Penske Tech Challenge for the Northwest Area and participating in the U.S. Western Region Championship. The two members of Local 1414 work at Penske in South San Francisco. More than 1,500 technicians from 850 shops throughout the country compete each year.

The competition is designed to provide employees with an opportunity to test their knowledge and skills through written and hands-on assessments. The challenge features two separate competitions including a Preventive Maintenance competition, in which participants compete individually to identify vehicle



(L to R) AMM Al Greenway, DSM Tom Anderson, Chris McGoldrick and Robert Stilleson

defects and the Vehicle Diagnostic and Troubleshooting competition, in which teams of two use the Penske Shop Diagnostic Computer to read active fault codes, diagnose and repair electrical, air conditioning and engine problems found on a vehicle.

Land Rover to honor top techs, including Local 1173 member, on Caribbean cruise

Congratulations go to Mark Beaudrow, a Local 1173 member, for winning his regional competition and becoming a finalist in the national 2007 Land Rover Guild Competition, held in New Jersey this past May. The company will announce the competition winner this November, when they take all the finalists on a Caribbean cruise.

Beaudrow has worked at Cole European in Walnut Creek for 20 years, and became a Master Technician in 1998. His work specialty is electrical and driveability diagnostics. "I absolutely love being a technician," he says.

Mark has competed in this com-

petition four times and was a runner-up the last three years. Basic entry qualifications include having eight ASE certificates and an ASE LI certificate, completing eight Land Rover required classes and passing a 50-question written skills test. The top eight or nine technicians from each of four geographic regions qualify to go to the national competition. Out of 1,355 Land Rover techs across the U.S., only 35 ultimately compete in the annual event.

Grueling 2-day test

During the two-day competition, the techs are challenged to diagnose three different vehicles that have

been "bugged" by an official from Land Rover. The techs each have one hour to find the trouble built into the vehicle and then repair it using factory-approved methods. Points may be deducted from a tech's final score if he did not use all of the factory-taught procedures to find the vehicle's faults.

After two days of grueling competition, Mark finished in the top 14 of the 35 techs and is in the running to win the top technician award. "I competed to win," he says. "I refused to give up when the competition got tough. I knew if I was persistent I would do fine."

Beaudrow likes to build computers and describes himself as a computer geek. "The competition was a culmination of all of my preparation from the last four years. The acknowledgement I received from my peers at the end was worth all of the effort I put in."

When not building computers or working on cars, Beaudrow is involved with the Boy Scouts and has been the Eagle Board Chairman for the Iron Horse District for three years. He was instrumental in get-



Mark Beaudrow loves being a technician and competes to win.

ting Cole European to participate in KAPOW (Kids and the Power of Work) for the last eight years. KAPOW introduces youngsters to the work environment and the different duties and requirements of each profession. "I have been very fortunate in my life and my goal is to give back to the community," he adds.

Beaudrow was quick to thank the dealership's owner, Mr. Cole, and General Manager Babcock for providing him the opportunity to be successful at work. "The dealership is a top notch place to work and they really care about their employees."

The IAM District 190

Sparkplug

Debra Chaplan,
Managing Editor



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ORGANIZING WINS

Airgas employees vote 'Union: Yes'

On May 17, the eight employees at Airgas in Torrance voted to be represented by Local 1484.

"We went through a full-fledged NLRB election and, of course, the employer played all their typical games," said Organizer Al Lopez. "But in the end, the employees wanted the benefits a union brings."

The Teamsters tried to organize this shop twice, but had not been successful. "A few folks are still around from those past campaigns, and they remember the company's broken promises and shared them with the newer workers," Lopez added. "In union drives, we always try to warn workers about the games that employers play, but you can't beat getting the real scoop from workers who lived through it."

At this point, the union is just waiting for the Labor Board to certify the election and then they'll start negotiations.

Employees put union tiger in Putnam Jaguar's tank

The eight employees of Putnam Jaguar in Redwood City voted on May 30 for Local 1414 to represent them.

"Their main issues are getting decent health care coverage and not moving to a flat rate pay system. And of course, they want respect and dignity on the job," says Business Rep Pedro Mendez.

Local 1414's Don Barbe and Pedro Mendez were instrumental in the organizing drive.

Working to get back in at Stevens Creek Chrysler-Jeep-Dodge

When this union shop was sold in November, 2006, the new owner only hired back two of the techs and the shop went non-union. "The owner told them that they'd have to take a withdrawal card from the union to get a job at his dealership," said Local 1101 Business Rep Richard Breckinridge, who himself had worked at this dealership before getting his job with the union.

A month later, the first employee signed a card calling for a union election, and by March, when the union called their first meeting, 10 techs attended and signed cards.

Management found out about that meeting almost as soon as it was concluded and started holding one-on-one meetings with employees to

convince them not to support the union. Next, they called out two guys they thought were ring leaders and fired one of them.

Since that time, seven of the 10 union supporters have gone to the NLRB to give statements about how the company has threatened their jobs and threatened to close the shop.

In June, the NLRB stipulated that the service writers should be part of the unit, but the union kept in the unit two employees the company had challenged. The election has been set for June 26, however it may ultimately be blocked because the company committed so many unfair labor practices.

When will they ever learn?

In August of 2003, the employees of U-Haul were set to have an election, but at the last minute, the company fired two of the key activists. The union filed unfair labor practice charges, and won. The company appealed, and the case is now—four years later—still awaiting a hearing in the 9th Circuit Court.

In the meantime, in August, 2006, U-Haul agreed to a settlement where they would make whole many employees who were laid off prior to the union campaign.

But that didn't stop U-Haul from continuing their egregious anti-union actions. In January, 2007, the company fired two more union activists, one a 10-year employee and the other, a 14-year employee. Both were given the excuse that their efficiency was low, even though a new computer system had just been installed and employees were all advised that it would take several months to calibrate the system correctly and they shouldn't worry about low efficiency numbers.

Being fired is one thing, but then the company fought these employees' efforts to collect unemployment. The union advised them to appeal. "I'm very pleased to report that they both won their cases, and will, at least, be able to collect unemployment," says Area Director Jesse Juarez. "At the same time, we filed more charges with the Labor Board. It appears they'll issue another complaint against U-Haul for firing these guys for union activities."

"Unfortunately, without the Employee Free Choice Act, companies like U-Haul will continue to violate the law, and we'll be constantly fighting for the most minimal of rights," Juarez added.

IAM transportation rally draws thousands to capitol; candidates call for labor law reform



There's a rat in Washington, D.C. and it's not just the one living in the White House. IAM and other union members rally with the rat that's destroying union transportation jobs.

On May 17, the IAM led transportation workers from more than two dozen unions in a rally on the National Mall in Washington, D.C. to declare "Enough is Enough" over Bush administration policies that have plagued air and rail workers since 2001. The rally coincided with the union's national legislative conference.

"This nation's air and rail workers suffered one grievous assault after another under the present administration," said IP President Tom Buffenbarger. "Hundreds of thousands of workers lost jobs, pensions and health care while CEO's and senior executives gorged themselves with outrageous compensa-

tion packages. It's time for a president who isn't deaf and blind to this kind of rampant injustice."

Five Democratic presidential candidates—Joe Biden, Hillary Rodham Clinton, John Edwards, Dennis Kucinich and Bill Richardson—told the crowd they will look after working people's agenda in 2008 and beyond, including signing the Employee Free Choice Act (EFCA), if elected. The EFCA would reform labor law to make it easier for workers to form unions and is one of labor's top legislative priorities.

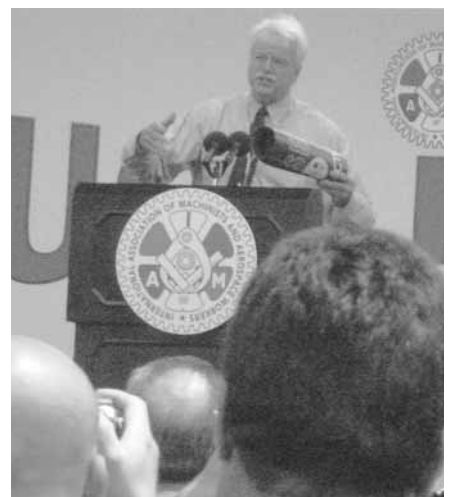
In response, the workers let the candidates know that they and their unions will hold elected officials

accountable for correcting the problems caused after years of neglect and partisanship by the Bush White House.

In addition to the candidates, a dozen members of Congress and former Transportation Secretary Rodney Slater spoke.

Western Territory GVP Lee Pearson said, "I think it's great that so many activists showed up to say 'Enough is Enough'. We've had enough lies, we've had enough corruption, we've had enough corporate irresponsibility, and we've had enough of these big companies manipulating the bankruptcy codes and hurting our members. American families are not the enemy, and we deserve better. We will keep sending this message until

the rest of this country joins us in demanding some measure of decency from our leaders."



Contra Costa's Congressman George Miller, who introduced the EFCA into law, addresses the rally.

Transportation workers are asking the 2008 presidential candidates to promise to:

- Appoint individuals who support workers' rights to national labor boards, such as the National Mediation Board (NMB), which oversees labor issues in the rail and airline industries.
- Protect and defend workers' pensions. 195,500 workers have lost their pension plans over the last six years due to airline bankruptcies.
- Promote and enhance Amtrak, America's passenger rail system. Amtrak is chronically under-funded. Amtrak employees have not received a wage increase since before Sept. 11. The Bush administration's push to privatize the system has left the rail carrier's continued existence in jeopardy.
- Support aviation legislation that ensures good jobs in the private and public sectors, honors workers' bargaining rights and strengthens the safety and security of the aviation system.
- Fight for laws that would make security training mandatory for front-line transportation workers.
- Counter the effects of globalization on the transportation industry, which include outsourced jobs and threatened safety and security standards.
- Boost investment in our public transportation, highway system and ports.

Local 653

Talks abound in Fresno

Negotiations for 2007 contracts have begun at Hedrick's Chevrolet and at Kings County Truck Lines/Ruan Transport. Contracts scheduled to open soon are Commercial Manufacturing, Sun-Maid Growers and Peerless Pump. "We'll keep you posted as things progress," says Business Rep Tom Rotella.

The local is also currently in negotiations with a new shop, Bailes Welding/Truck Repair. "We're always looking for shops to visit, so that we can chat with the mechanics about the benefits of being in a union. If you have any connections with people at non-union shops, contact me at the union office," added Rotella. "Help your union grow!"

Local 1173

Back pay victory for trainees

"It's always a struggle when we're dealing with Sonic Automotive," says Local 1173 Area Director Mark Hollibush. "When we learned that two trainees at Concord Toyota did not get promised raises on time, we went to the company and asked them to pay up. Instead of just doing the right thing, we had a long drawn-out battle." The union finally prevailed in getting them their back pay in May—about \$1,600 for one guy and \$1,100 for the other.

Slow roll at Team Chevrolet

Since winning the election in February by a vote of 7-3 at Team Chevrolet in Vallejo, progress on getting a first contract has been slow. "We've had four bar-

gaining sessions," says Rodgers, "but it seems clear that the company told their lawyer to confuse and frustrate the process. There's still no union security on the table, which is a major issue for us."

To date, the company has terminated two union supporters, which is illegal, and the union has filed unfair labor practice charges. They also didn't supply the union with necessary documents for bargaining, which resulted in the union filing more charges.

The Contra Costa Labor Council joined with Local 1173 for a June 2 rally to notify the public about how this employer treats his employees. In addition, the Council blast faxed out the employers' phone number so people could call him and demand that he rehire the two workers he fired. "I'm told he's received a lot of calls," says Area Director Jesse Juarez.

"He's denying his employees their basic democratic right to organize," Rodgers added. "But we're unified and will hammer them as hard as we can to get them to do the right thing."

Juarez added that the union does not want to spend the next 10 months out there picketing, "but we'll do what we need to so that these employees can get the respect they deserve and the union they voted for."

Keep your tool inventory current

Also at Concord Toyota, one tech discovered that many of his tools were stolen. At first, the company refused to reimburse him for his lost tools even though he had complied with the contract and provided them with a complete tool inventory. "I had to enforce the contract to get them to pay for the missing tools," says Hollibush. Eventually, he was reimbursed close to \$2,000 for those tools.

"This is an important lesson and warning," Hollibush adds. "This is the reason that it's so important

to provide an updated tool inventory to the employee. In the absence of that, this tech would not have been reimbursed what he was due."

First talks with new employer at old shop

Local 1173 is now in negotiations for a new contract with Save-Mart, formerly Albertsons, formerly Luck Stores. "It'll be our first negotiations with this employer. We have 16 members who work in the warehouse and the truck shop," says Hollibush. "We look forward to a good contract with the employer, and we expect to preserve our pension and medical plan."

Another dealer down

Business Rep Rick Rodgers reports that Butle Conti Dodge in Lafayette closed on May 30 after 4 years. "George Conti passed away in January," explains Rodgers. "As an owner, he had a lot of respect for the union. It's very sad to see a change in the guard."

Meet & greet and hope for smooth talk

Rodgers reports that his committee at Niello Infiniti in Concord had their first "meet and greet" meeting to open contract negotiations. "We've been dealing with this family for decades, but had a conflict in 2003 and had to picket for a few days before reaching an agreement. We hope that won't have to happen this time, but we'll do what it takes."

Local 1414

IAM scholarship winner announced

Thomas Gartner III, the son of long-time member Thomas Gartner, Jr. who works at the *San Francisco Chronicle* in Union City, won a 2007 IAM scholarship. Thomas went to Napa High School.

Local 1484

Rigging a deal

Negotiations are concluded and the eight Local 1484 members at Rigging International in Carson have a new 3-year contract that includes a generous wage increase and full maintenance of benefits for health and welfare.

Still talking at Ventura Transfer

Business Rep Kevin Kucera is "pessimistically-optimistic" that he can reach agreement with Ventura Transfer, a transportation company located in Wilmington. "This company has been in business for more than 13 years and that's saying a lot since few trucking companies have survived over the last 10-20 years," Kucera

IAM and Labor Council demand a contract at Team Chevrolet in Vallejo



Even with balloons, a jumper for the kids and "picket sale" signs, Team Chevrolet couldn't sell one car on June 2, when the IAM and the Contra Costa Labor Council had their first rally. The dealership asked one salesman to dress like a chicken, but the chicken quietly disappeared when the union brought out the big rat! Local 1173 is hopeful that the company will respect its employees' wishes for union representation and agrees to a decent and fair contract quickly.

SHOP TALK: Why is it valuable to be involved & active in the union? What v



Al Anderson
Sunnyvale VW
Local 1101

"I first got active during the 1989 strike. As President of the Local, I say it's important to come to meetings and be active in the union to know your rights, responsibilities and benefits as a union member."



Keith Hill
Sunnyvale VW
Local 1101

"I'm involved with the union because it's our future. Not just for the old-timers but for the young kids coming up. We need more people involved to set direction, so the few don't decide for the majority."



Victor Lopez
Sunnyvale VW
Local 1101

"Yes, I'm involved. It's important to make changes and look for solutions. You get great information about what's going on with the other dealerships, not just in our Local but also in other Locals. A picnic would be good, for the whole family."



Steve Mizzi
Sunnyvale VW
Local 1101

"I'm involved as shop steward. It's important to guide the younger folks into the union, like I was guided by my elders. Being involved is how you learn the process of unions and what they do for you."



Greg Anderson
Sunnyvale VW
Local 1101

"I've been in the union for 27 years but I don't go to meetings, mostly because I live out of town. Maybe we should have a picnic; maybe we should get a newsletter more often."



Sam
Sunnyvale VW
Local 1101

"I occasionally go to meetings. With the Americans the last of the We need more about the unions."

THE LOCALS



explains. "They're a fair but tough company to negotiate with. Our members have voted to strike, but I'm hopeful that we won't reach impasse."

ConGlobal members pay less H&W

Local 1484 members who work at ConGlobal were on strike for nearly six months, which is the bad news. The good news is that they finally got a contract (reported in the last issue of *The Sparkplug*), and the better news is that Union Heritage Trust (PacFed) will subsidize their health and welfare so that those members will have no out-of-pocket costs.

Members donate TV for union trainings

When the local planned its April stewards' training, they weren't looking for a Hollywood-style show, but thought they could at least show some ideas. Unfortunately, the TV died, so they were out of luck. Since then, Stewards Roger St. Dennis and Scott Lewis took up a collection at ITS and then purchased a 42" LCD flat screen, so the union can show communications clips received from the IAM and do future training. Thank you!

New terminal in revived Port of West Sac opens as union shop

When Pan Pacific Cement inaugurated its 800,000 MT terminal at the Port of West Sacramento in May, it was the first new operation at that port in at least a dozen years. Local 2182 is pleased that the company wanted to open its doors in the right way, by ensuring that all of their mechanics are IAM union members.

"They approached us," says Business Rep Skip Hatch. "We negotiated a good contract that covers the four mechanics they've started with, and we'll be there when the company grows substantially in the coming years."

The City of West Sacramento took over the terminal and is working to make it a thriving operation. A Cemex Cement facility is due to open in early 2008, and Primafuel has just broken ground on its state-of-the-art bio-diesel facility.



Photo from KCRA-TV

One of the two wayward whales, Delta and Dawn, is seen in this photo in front of Pan Pacific Cement's two storage units.

Local 1528

New contract at Silgan Riverbank

On May 1, the members at the Silgan Containers Riverbank plant ratified a new 3-year contract by a vote of 115-23. The contract calls for wage increases of 3.25% in the first year and 3% in the second and third year as well as pension increases of \$.10 for each year of the contract.

"We were able to add severance language to the contract, which was important, as this employer is losing its Stockton facility in June," explained Local 528 Business Rep Gilbert Gonzalez.

Health insurance was the biggest issue. Due to the rising costs of the insurance we move this group into Automotive Industries Plan B. The employees will have maintenance of benefits for the first 16 months of the contract, and they hope that they set the cap high enough to ensure they can continue the M.O.B. for the term of the contract. "We were also able to get extended coverage of medical for those employees on layoff," Gonzalez adds.

Unfortunately, Silgan seemed to be taking a page from the Southern California grocery employers' rulebook, and tried to set up different structures for current employees and new hires. Silgan consistently went after the new hires by trying to get us to agree to replace the pension with a 401K plan, eliminate the sixth week of vacation, and institute a five-year peri-

od to get to full wage rate. In addition, they wanted everyone to pay at least 25% of the medical costs. In the end the new hires will have to pay 5% of the cost of their medical. Their hire-in rate stayed the same, as did their vacation.

"We have to protect our new members as well as our existing members. These employers continue to try and take away the rights and benefits that we won in previous negotiations," said Gonzalez. "I would like to thank my committee, Sam Cook, Dave Parker, Earl Fife and Bob Wolfe, for a job well done."

Local 1596

New contract at Larkfield

Local 1596's 14 members who work at Larkfield Body and Paint in Santa Rosa ratified a five-year agreement. "I think that the members are happy with it," says Area Director Tom Brandon. "They know that health and welfare costs are skyrocketing, so they agreed to take a wage freeze the first year to cover the them, and then they took a COLA for years 2-5."

Another one at Novato Toyota

The 18 members who work at Novato Toyota just unanimously ratified their new 3-year agreement, which includes hourly wage increases of 50¢ the first year, and 45¢ in years two and three. They'll also get a bonus each October. "Yes, the membership was happy," adds Brandon.

And the talks continue

Brandon reports that he's currently in talks with AMAC Plastics, and is set to start negotiations with Henry Curtis Ford and Syar Industries.

Local 2005

Building membership is top priority

The employees at Foster Farms decided that getting a first contract was more important than holding out for a union security clause. "We felt that if we could start showing people what the union could do for them, they would join us, and fight for union security in the next contract," says Business Rep Ralph Meraz.

"At this point, about 50% of the eligible members have joined the union, and we're signing up 50-60 new members each month. Our goal is to get 70% of members before year end, and, at this rate, we'll be sure to reach it."

"A strong membership showing will be key as the Local goes into its preparations for getting a new contract in October, 2008," Meraz explains.

To date, Local 2005 has had three major victories. In the distribution center, the union negotiated a new classification called Deli Pickers. The 29 people who do this particular loading job will get a \$1.20 wage increase.

In March, out of concern that members were suf-

Continued on page 6

It take to get more members involved?



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Rene Dominguez
Sunnyvale VW
Local 1101

"I go to meetings. I'm interested in my pension as well as union benefits. I want to know the rules. Of course it's important for more people to get involved. It brings us all more power as union members."



Romeo Africa
Sunnyvale VW
Local 1101

"I try to be active, but life is busy. The union needs to be solid and act like a union. If the active union members can get closer to one another, we're more likely to introduce new people to the union."



Mark Smith
Sunnyvale VW
Local 1101

"I'm not really involved. I live far away and most stuff takes place up here. I love the union wage and representation, but it's my 8-hour job. My number one priority is my race car. Also, I didn't think the last contract worked out well, so it left a bad taste."



Andrew Klindt
Sunnyvale VW
Local 1101

"I'm on the Executive Board, and go to meetings to find out what's going on. We learn about other stores, how they're doing contract-wise and if they need help. I'd come more if our meetings were on Tuesday instead of Thursday."



Jerry Meyer
Sunnyvale VW
Local 1101

"I am involved somewhat. I go to meetings. I worked non-union for 20 years and see that the benefits at a union shop are so much better. I don't know how to get people more involved, but I do know that two hours each month is not a lot to ask."

AROUND THE LOCALS

Local 2005...continued

fering too many cumulative trauma injuries, the union commissioned Dr. Michael Childers from the University of Wisconsin to do a study of worker productivity. He found that many of our members are working above the "reasonable expectancy" of what a human can do in eight hours.

"We brought the study to the company and they agreed that we should work together to revise the standards," said Meraz. "We'll start that process in a few weeks."

Finally, the union won the grievance they filed because many members were not getting the "second lunch" after working for ten hours, which is called for in state law. This resulted in back pay payments ranging from one hour's pay to as much as \$3,000 for about 70 members.

Meraz says that Foster Farms has become more responsive to the union over the last several months. "We have more freedom to check work stations and are in the plant in all departments just about every day. Things are definitely getting better."

Local 2182

Milking it for all its worth

Crystal Cream & Butter was bought by HP Hood, LLC out of Massachusetts—a family

owned business with more than 2.3 billion in sales. Local 2182 has 11 bargaining unit members at their Sacramento location. "They hired everybody back and seem to be observing our contract," says Area Director Mark Martin. "It looks like the transition has been transparent."

Prior to the acquisition, Wells Fargo was running Crystal Cream. "From our point of view, it's good that a milk company, rather than a bank, is running it," Martin added.

Noranda becomes Sims

Noranda Recycling is now Sims Recycling and Local 2182 was successful in negotiating a new 3-year contract for its 60 members who work there.

"With all of our folks rehired, the transition was also, for the most part, transparent," says Martin. "The new contract changes the health coverage to AI's Plan B—but we were able to pass on the savings to the employees."

Big fight behind us

"We figured it wouldn't be easy to get a contract at Hubacher Cadillac, and we were right," says Business Rep Skip Hatch. But with ratifications for the car lot group on April 30 and for the shop folks on May 31, our members all have a new 3-year contract.

"What we got is a flat rate agreement with significant protections," Hatch explained. "The company has to pay the service techs at least

seven hours a day of the guaranteed rate. For the body shop, they have to pay a six-hour minimum. "The pressure will be on the company to prove that that flat rate works and that the employees are being treated fairly."

Hatch adds that the company also wanted to get rid of the AI health and welfare plan and replace it with a company plan, "but we were successful in preventing that from happening."

Still paying for on-call time

After American Medical Response had to pay out a large retroactive paycheck for a member who hadn't been paid for his on-call time, they suddenly realized how much this policy was actually costing them. So, shortly after the contract was ratified, the company tried to rescind on-call pay.

"We called them on it and told them they couldn't make a change like this without bargaining, so they backed down," says Hatch. "But we expect they'll want to go after this at our next talks, or maybe even sooner."

Getting a disability benefit

The machinists who work under the City of Sacramento's building trades contract were successful in getting the City to allow state disability coverage. "This was important," says Martin, "because previously, they had no state disability to fall back on." The benefit kicked in in May.

UPCOMING LOCAL UNION EVENTS

Local Lodge 653 Members
Deep Sea Fishing Trip
June 23, 2007

Chris' Landing – Monterey

Cost: \$64/person
(3 tickets maximum per member)
Limited number available.
First-come/first-served

For more info: 559-264-2815

5th Annual Fighting Machinists Local 1173



Poker Run

Sunday ~ July 15

Sign-in @ 8:30 a.m.

Run Starts @ 10 a.m.

Sign in at Local 1173:

1900 Bates Ave., Concord

All motorcycles (not just Harleys)

New route up the Delta and back

\$25 per person

(Proceeds benefit Guide Dogs of America & MNPL)

Includes pins for first 100 sign-ups, coffee & donuts; a catered fiesta lunch at the end of the ride and trophies & raffle.

More Info: 925-687-6421

SHOP TALK: Why is it valuable to be involved & active in the union?



Gary Stockdale
Sunnyvale VW
Local 1101

"It's important to go to meetings to stay informed. I hope to see more shops and more members at meetings—that would be best for all of us. Many members pay their dues but let others decide. A picnic would be a good idea, but it's hard to get people out."



Don Bush
Hopkins Honda—Sunnyvale
Local 1101

"I was a steward and was on the Executive Board, but now I don't go to meetings. I'll get involved when something important comes up. People don't want to go to meetings, maybe unless they get free beer and food. Oh sure, I'd go to a picnic."



Dave Bassman
Hopkins Honda—Sunnyvale
Local 1101

"I went to meetings the first few years, but now I live too far away. It's a time management issue. I show up for votes, and to get information about the contract. If you don't go to the meetings you don't get good information about what happened at them."



Danny Singh
Hopkins Honda—Sunnyvale
Local 1101

"This is my first union job so I pay my dues but I've never been involved. I like being in the union—it's safe. The boss has to have a real reason to terminate you. I'm pretty busy. A picnic might be nice—but they'd have to have bar-beque."

IN THE NEWS

Definition of “Supervisor” may impact thousands of union members

A series of recent decisions by the National Labor Relations Board has raised the possibility that millions of Americans may have their right to join together in unions stripped away because of word games played by corporate bosses.

Under U.S. labor law, “employees” have a guaranteed right to join together in unions, but “supervisors” do not. A “supervisor” is defined as follows:

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

However, in recent years, corporations have begun arguing that workers like nurses, computer programmers, accountants and teachers—workers who occasionally lead teams of their peers, but do not hire, fire, evaluate or promote anyone—are “supervisors” under this definition. By classifying these workers as “supervisors,” the corporations can deny them their right to join together.

This transparent dodge has been upheld by the National Labor Relations Board in three separate decisions (Oakwood Healthcare Inc., Golden Crest Healthcare Center, and Croft Metals, Inc.). Unless reversed by Congress, as many as eight million skilled workers in industries throughout the economy could lose their right to join together.

Congress can stop this from happening by passing the RESPECT Act (H.R. 1644/S. 969). This legislation



would clarify the meaning of the term “supervisor,” preventing corporations from abusing the law in this way. But corporate interests are mobilizing to ensure that the bill does not pass.

Unions are mobilizing to tell Congress that workers’ rights should be respected, no matter what word games corporations want to play. Tell your congressman that they should support the RESPECT Act by co-sponsoring it today!

Rejected on social security, Bush tries to privatize medicare

Two years after the American people rejected the Bush administra-

tion’s plan to privatize Social Security, the White House now is trying quietly to privatize Medicare.

Here’s how: The Republican Congress gave big insurance companies that provide Medicare insurance what amounts to a huge subsidy under the so-called “Medicare Advantage” program. These private insurers were supposed to introduce competition into the Medicare system and reduce costs.

But after the private insurers got their hands into the cookie jar, they began taking more than their share. Instead of reducing costs, the new plan means the federal government, on average, is paying private plans 12 percent more than it costs to treat

people on traditional Medicare, according to the Congressional Budget Office and the Medicare Payment Advisory Commission.

The federal government will overpay the insurance industry \$7.5 billion this year and an estimated \$160 billion over the next 10 years, according to the Alliance for Retired Americans.

By reining in the cost of Medicare Advantage payments, the federal government could improve benefits for lower-income families and provide coverage to millions of uninsured low-income children, according to a study by the nonpartisan research group, Center on Budget and Policy Priorities.

Reducing overpayments to private insurers also will help end a disturbing practice of misleading and abusive marketing tactics by some private insurers to entice seniors into joining Medicare Advantage plans rather than traditional Medicare.

*James M. Parks
AFL-CIO NOW Blog*

Port Workforce training coming to LA/LB

The Southeast Los Angeles Workforce Investment Board (WIB) has just received a \$3.5 million grant from the Employment Training Panel (ETP) to help facilitate training for waterfront and other local port employers.

Local 1484 Business Rep Kevin Kucera is a member of the WIB Board and helped support the proposal as well as drum up participating employers. To date, he reports that SSA has signed up, and both ITS and MTC are considering it.

The ETP will provide a \$10/person/hour subsidy to the companies that provide “journeyman upgrade” training to enable current employees to stay up-to-date with continuing technological advances in the port industry.

Local Lodge Elections Local 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 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.

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.

SHOP TALK: What will it take to get more members involved?



Dennis Bascomb
Sunnyvale VW
Local 1101

“I pay my dues and get involved at contract time, but don’t go to regular meetings. I’m here 12 hours a day and have no time with my family. Other members tell me what’s going on. I would go to a family picnic—my kids love that stuff.”



Bruce Stephens
Hopkins Honda—Sunnyvale
Local 1101

“I used to be shop steward and was involved, but now I live in Reno and commute. It’s like pulling teeth to get people to meetings and we don’t get good information back if we don’t go. I tell guys that if they have complaints, go to meetings or don’t complain.”



Alvaro Garcia
Hopkins Honda—Sunnyvale
Local 1101

“I live too far away and spend almost four hours a day driving to work. I went to meetings when I lived here. I’d like to know what’s going on at meetings but I don’t get any information if I don’t. That’s an issue.”



Sal Gomez
Hopkins Honda—Sunnyvale
Local 1101

“We need to be more of a union, more of a brotherhood. I don’t think any of us were happy with our last contract, but we couldn’t pull off a strike. We definitely need more communication.”



*23rd Annual Michael J. Day
Memorial Guide Dogs of America
Charity Golf Tournament*
Friday, August 24, 2006

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 on Page 8 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.
June 26 • July 24 • August 21
General Delegates' Meeting
Fourth Tuesday of each month at 7:30 p.m.
June 26 • July 24 • August 21

Local 653
544 West Olive,
Fresno, CA 93728
559-264-2815

Executive Board Meeting
Third Wednesday of the Month at 5:00 p.m.
June 20 • July 18 • August 15
Membership Meeting
Third Wednesday of each month at 5:30 p.m.
June 20 • July 18 • August 15

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

Membership Meeting
Third Thursday of the month at 4:00 p.m.
June 21 • July 19 • August 16
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.
June 14 • July 12 • August 9
General Membership Meeting
Second Thursday of each month at 6:30 p.m.
June 14 • July 12 • August 9
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.
June 14 • July 12 • August 9
Membership/Shop Stewards' Meeting
Third Thursday of each month at 6:30 p.m.
June 21 • July 19 • August 16

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.
June 7 • July 5 • August 2
Executive Board Meeting
Second Thursday of each month at 6:00 p.m.
June 14 • July 12 • August 9
General Membership Meeting
Third Thursday of each month at 6:30 p.m.
June 21 • July 19 • August 16
Retirees' Club
First Wednesday of June, Sept., Dec., March at 11:00 a.m. All are welcome!
June 6 • 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.
June 21 • July 19 • August 16
General Membership Meeting
First Tuesday of each month at 6:00 p.m.
June 5 • July 3 • August 7
Retirees' Club
Third Wednesday of each month at 1:00 p.m.
June 20 • July 18 • August 15

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

Executive Board Meeting
First Wednesday of each month at 6:00 p.m.
June 6 • July 11* • August 1
General Membership Meeting
First Wednesday of each month at 7:00 p.m.
June 6 • July 11* • August 1
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.
June 20 • July 18 • August 15
Narcotics Anonymous: Every Tuesday, 5:30-6:30 p.m.

(*Note: July meeting date change due to holiday)

Local 1546
10260 MacArthur Blvd.,
Oakland, CA 94605
510-638-6705

General Membership Meeting
First Tuesday of each month at 7:00 p.m.
June 5 • July 3 • August 7
Shop Stewards' Meeting
First Tuesday of each month at 5:30 p.m.
June 5 • July 3 • August 7
Executive Board Meeting
Thursday preceding membership meeting at 6:30 p.m.
May 31 • June 28 • August 2
Retiree Club Pot Luck Luncheon
First Wednesday of each month at 12 noon
June 6 • July 11 • August 1
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.
June 21 • July 19 • August 16
Executive Board Meeting
Third Thursday of each month at 6:00 p.m.
June 21 • July 19 • August 16
Retirees' Club
First Tuesday of each month at 12:30 p.m.
June 5 • July 3 • August 7

Local 1596
4210 Petaluma Blvd. No.
Petaluma, CA 94952
707-795-0085

Membership Meeting
Third Tuesday of each month at 7:00 p.m.
June 19 • July 17 • August 21
Executive Board Meeting
Third Tuesday of each month at 6:30 p.m.
June 19 • July 17 • August 21

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.
June 12 • July 10 • August 14
General Membership Meeting
Second Tuesday of each month at 7:00 p.m.
June 12 • July 10 • August 14
Retirees' Club - VISTA CLUB
Third Wednesday of each month at 11:00 a.m.
June 20 • July 18 • August 15