

VOL. IO NO. 6 October/November 2008

Serving the Active and Retired Members of IAM District Lodge 190

Delegates approve major changes in dues and per capita structure

# Report-back from the 2008 IAM convention

By JIM BENO District 190 Directing Business Rep

istrict 190 was well-represented at the 37th IAM Convention in Orlando, Florida by more than 70 members from our 13 locals. I would like to take this opportunity to thank all of those delegates who participated in this historic convention.

I also appreciate the input from those District 190 local lodges who submitted proposals to the convention. When it came to debating the many issues presented on the convention floor, the District 190 delegates were not shy in expressing their views and opinions.

#### Key issue is finances

As discussed in the last issue of the *Sparkplug*, the delegates' most important convention decision was going to be how to restructure the finances of the International union, including a complete restructure of the dues and per capita formulas.

The Executive Council had proposed a new dues structure that would have set the minimum monthly dues at 2% of straight time earnings and would have required that 50% of the dues collected would be sent back to the international as per capita tax.

Had this passed, our Locals would be sending about 2/3 of what they currently keep in dues to the International and would have had to raise the dues rate to make up those dollars. Some members would be paying an increase of as much as \$60-70 per month—a portion to reach the 2% threshhold, and the rest to make up for what the local was losing.

For example, the dues rate for members earning \$25, \$30 and \$35 per hour



District 190 delegates to the 37th IAM convention in Orlando, Florida

would have been approximately \$112, \$129 and \$146 per month, respectively.

The financial plan adopted by the delegates came as a result of a truly democratic process. The Law Committee, on which I served as one of five members, held hearings and took testimony from the delegates. A spirited and lengthy floor debate also took place. In the end, the Law Committee developed a compromise proposal based on all the delegate testimony and suggestions that were put forth and passed by the convention.

The approved proposal takes into account the needs expressed by delegates and lodges to keep the current method of calculating the Grand Lodge per capita tax largely intact. To keep the Machinists financially strong, the delegates approved a onetime increase of \$4 in the 2009 Grand Lodge per capita tax. Coupled with the normal weighted average estimated increase of 3.02% (78 cents), the total increase for 2009 will be approximately \$4.78, or the equivalent of just under 3 cents per hour. There will be a normal increase of about 80 cents in 2010. In 2011 there

will be another one-time increase of \$2.00 in the per capita base rate and then annual increases will be pegged to the Consumer Price Index.

The proposal passed at the convention came to less than one-half of the amount that District 190 locals had suggested to solve the financial crisis. The \$4.78 increase that was approved at the convention is therefore quite reasonable in comparison.

The action of the convention was a good compromise that will keep our International Union on a strong financial footing well into the future and will not adversely impact the dues rates of our members.

As a result of the action taken at the convention, the District will have some room to work as we prepare our budget for the upcoming fiscal year.

As the District reviews its per capita structure, our Local Lodges will also be able to review their current dues structures. With each of our 13 locals having different dues structures—there is some preliminary discussion about standardizing the dues structures across the District.

### More proposals

The financial structure was not the only issue up for debate during the six-day convention. We had five books of proposed changes to the constitution to consider.

One proposal that passed was a new formulation for strike pay. Currently, members on strike get \$150/week from the union. We agreed that if the strike fund increases from its current \$122 million balance to \$150 million, the strike pay will increase to \$175/week, (and will increase \$25/week for each additional \$25 million accumulated in the fund). The strike fund is financed by 10% of the per capita tax collected by the International. The new per capita tax established by the convention will immediately provide increased funding to the strike fund.

Delegates voted on procedures for balloting, for calling strikes, and many other issues. For the third time, delegates agreed not to allow "bullet voting" in local elections.

#### **Convention speakers**

Hillary Clinton came to the convention to thank the IAM for their early and strong support of her campaign during the primaries. She explained that she is now fully backing Barack Obama and implored us to throw our support behind him—which we did unanimously.

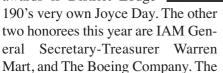
In a live video feed, Barack Obama had a conversation with President Tom Buffenbarger. Obama supports the Employee Free Choice Act, believes in health care for all, has proposed tax cuts for the middle class and stimulating the economy through well-paid jobs. The choice is clear—if you care about working people and unions, vote Obama!

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### UNION PEOPLE

### **Congratulations, Joyce Day**

For the first time in its 60-year history, Guide Dogs of America is presenting a "Gift of Sight" award to a woman, and not just any woman. One of the three 2008 recipients of the prestigious awards is District Lodge





awards will be presented in Las Vegas on November 22.

Day is being honored for organizing the District 190 annual golf tournaments. She organized her first tournament for Guide Dogs in 1983, when she

was at District 115. Since that time, proceeds from the tournaments have totalled more than \$1.5 million.

### Apprenticeship class of 2008 turns out



The month of October has been designated Apprenticeship Appreciation Month by California's Division of Apprenticeship Standards, and the IAM beat the rush by holding its 2008 completion ceremony on September 27 at Francesco's in Oakland.

The Joint Apprenticeship Committees of Alameda and Contra Costa; San Francisco and Marin; and San Mateo and Northern Santa Clara Counties have promoted automotive apprenticeship in the Bay Area for 61 years and were proud to celebrate the hard work of 18 members of the most recent class to complete the program.

"This class is graduating in the 150th year of apprenticeship in the state of California," said Acting Chief of the Division of Apprenticeship Standards and keynote speaker for the evening Glen Forman. "I always take my car to a company that supports apprenticeship—that's our future," he said as he contratulated the apprentices and their families. "You've learned a craft. You don't have a loan to repay. You just owe the industry that put you through."

Jon Fowkes, who took over as Apprenticeship Program Coordinator in July, acknowledged the five groups that make up a successful program: the Division of Apprenticeship Standards, the local community colleges, the joint apprenticeship committees, the administrator, and most important, the apprentices themselves. "We're pleased they could all be together tonight to celebrate the accomplishments of this hard-working group," he said before disbursing the completion certificates and special recognition awards.

### **Beno re-elected Labor Fed Vice-President**

District Lodge 190 Directing Business Rep Jim Beno was re-elected to the position of Vice President of the California Labor Federation, AFL-CIO, at the Federation's 27th Biennial Convention, held in Oakland in July.

More than 600 delegates from labor unions across the state attended the convention. Also re-elected were Executive Secretary-Treasurer Art Pulaski, President Connie Leyva, and 46 regional and at-large vice-presidents.

"I was given the honor of placing Art Pulaski's name in nomination. He and I go back 30 years in the labor movement, and he is a member of Local 1414 in San Mateo," said Beno. "I congratulate both him and Connie on their re-election."



"I am very proud to continue serving as a Vice President of the California Labor Federation," added Beno. "Our unions are facing numerous challenges around the state and it is important that we work togeth-

er to build our future. The state federation has been instrumental in fighting for the minimum wage, maintaining the 40-hour week with meal breaks, gaining stronger health and safety regulations, working to reform workers compensation, and leading many other battles.

"As union members, we understand the importance of solidarity," he said. "There is strength in unity and all of our unions need to work together. The California Labor Federation is the key to that solidarity."

### LETTERS TO THE EDITOR

jobs and our right to

bear arms.

### **Obama is best for union jobs and right to bear arms**

So what's all this talk about Obama's position on the second amendment? Our guns are safe with an Obama presidency—that is a fact. But what is even better is that your union job will be more secure, too.

Don't just take my word for it, please. Let's take a Remember—it's Obama good look he will protect our union Obama's **REAL** 

position and not that crap that the NRA is feeding you. For 22

years, the NRA has been telling you that our guns will be taken away and no one has done it and no one will be able to do it—because that right is part of our constitution. These guys are extremists who want to score another election.

Here's what Obama has actually said on the issue:

"I have always believed that the Second Amendment protects the right of individuals to bear arms, but I also identify with the need for crime-ravaged communities to save their children from the violence that plagues our streets through commonsense, effective safety measures.... Today's [Supreme Court] decision reinforces that if we act responsibly, we can both protect the constitutional right to bear arms and keep our communities and our children safe."

He applauded the Supreme Court ruling that overturned the District of Columbia's handgun ban. Governors all over the country who support gun rights are also supporting Obama. A major newspaper in Texas reported that McCain has in some ways done more than Obama for gun control. Unlike Obama, McCain has introduced legislation and done television ads promoting a crackdown on the gun show loophole.

Here is what a gun owner from Montana had to say:

"I am a gun owner and a hunter. That is why recent statements by

members of the National Rifle Association, aimed at dissuading sportsmen from voting for presidential candidate Barack Obama because he is a supposed threat to gun rights, don't sit well with me. Our governor, a self-proclaimed gun owner

> and sportsman, supports Senator Obama. I am not a singleissue Guns are only

one part of the hunting experience. Clean air and water and intact wildlands are also necessary for this recreational pursuit. I think that the NRA is doing Montanans a great disservice by trying to create a wedge issue over gun rights in Montana. We can make up our own minds, thank you."

Second, and perhaps even more important, McCain will fight to take away union rights. For more information on his anti-union record and what a John McCain presidency would mean for working Americans and the entire nation, check out this web site: http://worse thanbush.org

Now check out what the Boston Globe just reported:

"Obama pledged yesterday to create millions of union jobs in alternative energy and to end tax breaks for companies that move jobs overseas, using tough new populist language to persuade voters that he, not Republican rival John McCain, is best positioned to lift the limping U.S. economy."

Brothers and sisters, you have got to vote for Obama in November. We do not need the anti-labor agenda to run another eight years. The unions need to stay strong. Remember—it's Obama-he will protect our union jobs and our right to bear arms.

Rich Del Rosso

Shop Steward, Local 1414 Ryder Truck Rental, San Francisco

If something in The Sparkplug makes you happy or mad or inspires you to action, write us a letter. All e-mail: dchaplan@mindspring.com letters will be used, space permitting. They may be edited for length or grammar, but not for content.

Letters may be submitted as fol-

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Debra Chaplan, Managing Editor

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### AROUND THE LOCALS

### **Local 1414**

#### Striking at Grace Honda

On Friday, September 5, the 17 IAM technicians and two Teamsters at Grace Honda went out on strike because they couldn't agree to the employer's proposal, which included: \$20/hour for unapplied time, three tiers of journeyman rates, the need to maintain 138% productivity to get their health and welfare paid, and a reduction of one paid holiday. Also, the employer proposed that the Machinists and Teamsters would not be able to honor one another's picket lines.

"On top of these proposals, what really compelled these members to strike was that the employer started withholding bonus checks so that she could deduct unapplied time retroactively—in some cases for three or more months," explains Business Rep Don Barbe. "She also started to charge back parts, and, for one employee, body damage to a car, tow bills and car rental costs." The union filed grievances and has won payment awards, however, the monies have not yet been paid.

Please drop by the picket line and show your support. Grace Honda is located at 345 El Camino Real, San Bruno.

#### Winding up a good deal

Fifty people in three unions—machinists, operating engineers and carpenters—work in different capacities for two employers on the wind tunnel at Moffitt Field. After 25 hours of talks over three days, the unions reached agreement on a new 3-year service contact with Jacobs Sverdrup and Sierra Lobo.

The three-year contract includes 14.9% in total wage increases; an increased meal allowance; shift differentials; a \$90.30 health and welfare cap; and the contract is retroactive for a month. "The talks took a lot of time, but we were able to clear up a lot of language issues," explains Business Rep Pedro Mendez, "and I think everyone is pretty happy with the final agreement."

### **Local 93**

#### **Finalizing contracts**

Local 93's outgoing Area Director Bob Nielsen and Local 1101 Area Director Jim Schwantz finalized the Northrup negotiations and members ratified their new contract in early September.

On October 1, as this paper goes to press, the members at VSE will vote to ratify their new contract. "We think this is a pretty good deal," says Business Rep Richard Breckenridge. "It's certainly better than what they were able to get with the previous company that had the contract." The agreement calls for a 4% increase in wages, and the company will pass along any reductions in insurance costs.

### **Local 801**

#### **Starting over in Fallon**

The Galley employees at the Fallon Naval Air Station have an interesting conundrum: it's not clear who their employer is. The Navy awarded the contract to Moore's Cafeteria on January 1, but apparently they did so improperly.

So on October 1, the previous vendor, Saperstein Services, will re-take over the contract. "We've had a good relationship with Saperstein in the past," says Area Director Mark Martin. "Of course, we'll have to negotiate a new contract now, but we anticipate smooth sailing going forward."

### **Local 1101**

#### First contract talks

After winning the organizing campaign, Local 1101 opened negotiations with Lexus of Stevens Creek on September 18-19, "and it's going

well so far," reports Richard Breckenridge. "We're dealing with someone we've dealt with before at other dealerships, so we understand where we're each coming from. Two of the techs, Brian and Carl, are alternating serving on the committee and they're doing a great job. We hope to have a good contract for the employees to vote on soon."

### **Local 1173**

#### Arbitrating a big mistake

When a dispute can't get settled through the normal grievance process, the union and the employer have to take the matter to arbitration. That's what's happening at Antioch Auto Center.

The issue is how much the 40 employees in the company's four stores should be charged for their monthly health and welfare coinsurance. "The contract had a detailed agreement for how to calculate the amount of annual co-pay increases," explains Business Rep Rick Rodgers.

The company used the correct calculation in 2007, but in 2008, they deducted \$183, even though the union figured the cost was \$134. The union believes the employees are each being overcharged by \$45.65/month.

"The employer agrees that he is calculating it differently from the previous year but disagrees that this is a mistake and he refuses to change it. The arbitration hearing is on October 10," Rodgers says. "If things are fair in this world, we should win this case easily."

### **Local 1596**

#### Working on first contract

Negotiations for a first contract at

V Dolan Trucking have begun. The employees had voted in June for union recognition with Local 1596 and Teamsters Local 624.

#### Ratifying the bricks

The five members at LP McNear Brick and Block in Santa Rosa ratified their new contract on August 5. "It's a good contract," says Area Director Tom Brandon. "Usually we're fighting them, but this time it was quick and easy. We continued a lot of what's in the current agreement, added a cost-of-living increase and increased the contribution to the IAM National pension plan by  $20\phi/hour$  each year."

### **Local 2005**

#### More chicken trouble

Contract talks for Fosters Farms opened on September 22 and 25, and seven more negotiating sessions are scheduled before the contract expires on October 31.

The union presented a set of proposals developed by the members. "We carefully explained why the members felt each proposal was important," says Assistant Directing Business Rep Mark Hollibush, who is serving as lead negotiator. Most of the union's proposals dealt with restoring benefits and working conditions that the employer had gutted when the employees had decertified their previous union.

Not surprisingly, Foster Farms' proposals consisted of more take-aways. "The union made it quite clear

Hollibush says.

The company claims that they have strived to build an amicable working relationship with the union. "Nothing could be further from the truth," Hollibush says. "Foster Farms' past termination of employees and their lack of regard for the

that the members will not hand back

benefits and wages. Instead, they

need fair wage increases and the

restoration of the working condi-

tions that Foster Farms ruthlessly

took from them four years ago,"

itself."

"The bargaining committee has stayed united throughout the negotiations process so far, and they look forward to being able to recommend a fair contract to their co-workers by the end of October," Hollibush says.

present contract language speaks for

### **Local 2182**

#### Good contract; no work

"We settled a good contract with Teichert, but the construction industry is up against the wall, so we have a lot of layoffs," says Area Director Mark Martin.

The four-year contract puts journeyman wages at \$33/hour, including substantial increases for leadmen and foremen. "The company's fleet sizes have been reduced by about half and they don't project an industry turnaround until the end of 2009," Martin adds. In the meantime, the company extended laid-off employees' seniority and recall rights from 12 months up to 18.

### **Local 1546**

#### **Election win in Hayward**

On September 17, the employees at Hartzheim Dodge of Hayward voted 15-0 for union recognization. "Even the company's observer voted for the union," says Business Rep Steve Older.

The campaign started not long after Local 1101 negotiated a contract with Hartzheim Dodge in San Jose and the company said that they wouldn't put up a fight if the union tried to organize their Hayward store.

When Local 1101 Area Director Jim Schwantz and Older met with the employees, they learned that some were paying more than \$1,000/month in healthcare. "We showed them the San Jose contract; they liked what they saw, and a majority signed IAM yes cards at that first meeting," Older says.

"When the company wouldn't give us voluntary recognition, we agreed to hold an election. The company hired an attorney, passed out a lot of propaganda against us, and used some unique but silly props, including big dice that say 'don't roll the dice, vote no,'" Older adds with a laugh.

Apparently unimpressed, the employees voted for the union. "This is a real strong group of guys," Older says. "We hope to begin negotiations soon."

#### **Recommiting at Rich Foods**

Local 1414 has represented Rolling Pin Donuts, now owned by Rich Foods, for many years, but recently the IAM had to win back the members' loyalty.

"A few people were unhappy, so they brought in another union that promised to double their wages. When the IAM used its connections to get the other union to back off the raid, these members filed to decertify the union," explains Business Rep Robby Pintos.

On August 29, an election was held and by a vote of 66-27, the members voted to re-commit to the IAM. Now they'll be represented by Local 1546.

"Because of the multiple workshifts, the election ran from 5-8:15 a.m. and 5-7 p.m. Even though it was a long day for us—the outcome was a great way to start the Labor Day weekend," Pintos adds. "We've opened contract negotiations and have scheduled talks throughout October."

### THE 2008

### Look at the facts—decide for yourself



## BARACK OBAMA

**Right to organize unions:** Co-sponsored and voted for the Employee Free Choice Act which would restore workers' freedom to form unions. He promises to sign the EFCA when he is president.

**Jobs:** Voted against privatizing federal jobs.

- Voted for the six-year, \$286 billion reauthorization of the federal highway and transit construction program that created one million jobs protected by Davis-Bacon prevailing wage standards.
- Voted against a measure that would have disqualified as many as 10 million workers from minimum wage, overtime pay and equal pay protections under Fair Labor Standards Act. **Minimum Wage:** Voted to increase federal minimum wage from \$5.15 an hour to \$7.25 in 2005 and 2006 and 2007.
- Voted against a measure to allow states the right to determine the minimum wage, thereby abolishing a federal minimum wage protection. Worker Safety: Voted for harsher penalties for employers that violate OSHA and wage protections. Health Care: Voted to reauthorize the State Children's Health Insurance Program (SCHIP) for five years, providing an additional \$35.2 billion for the program.
- Voted against a \$14 billion, five-year funding cut for Medicaid. The cuts would have resulted in more uninsured and uncompensated care, shifting the burden to employer-sponsored health plans.

**Retirement Security:** Voted to allow Medicare to negotiate with drug makers for lower prices for senior citizens.

• Opposed a Social Security plan that would require deep benefit cuts or a massive increase in debt. Supported legislation to prioritize Social Security solvency over tax cuts for the wealthy. **Trade Agreements:** Supports agreements only if labor and environmental protections are enforced. Voted against Central America Free Trade Agreement. Would renegotiate NAFTA.

• Opposes tax breaks for companies that send jobs overseas.



Dear IAM Member,

For the past eight years, working people have been holding on by the skin of their teeth. It's been a struggle to get wage increases, health care costs have

skyrocketed, and lately, food and gasoline prices have gone through the roof. Workers in America are working harder and making less while CEOs and those in the top 1% income bracket have reaped vast profits.

Of course, that's not the only complaint we could make about the economy. In the last several weeks, the U.S. has promised to bail out Wall Street and the insurance industry to the tune of nearly \$1 trillion! But who's bailing out the 9,000 families daily who are getting foreclosure notices? And who will be there to bail out the union pension funds that find the rug pulled out from under them?

Since George W. Bush was re-elected in 2004, the economy has gone into freefall; in 2008 alone, the economy has lost more than 600,000 jobs. The endless wars in Iraq and Afghanistan are costing precious lives and \$10 billion a month; and those formaldehyde-filled FEMA trailers in New Orleans illustrate just how callous the Bush administration could be to those who suffer from disasters at home.

District 190 knows that our members—whichever party they're registered in—are very independent and knowledgeable. We hope you will pay some attention to the facts in terms of the economic issues that we face as working people and union members.

How the candidates have actually voted may have some bearing on how they will govern. While John McCain promises to bring change, he's voted with Bush more than 90% of the time. Meanwhile, Senator Obama has voted with unions 98% of the time.

This election day—whether you vote by mail or go to your polling place—you have a chance to change the direction our country is headed in.

The facts are clear. That's why I'm voting for Barack Obama—and why you should, too.

Jim Beno Directing Business Rep



### JOHN McCAIN

**Right to organize unions:** Voted against the Employee Free Choice Act.

• Voted for "Right to Work" anti-union legislation and voted to allow employers to hire permanent replacements during a strike.

**Jobs:** Voted against the 2004 and 2005 highway and transportation bills that would have created about 5 million jobs over six years in new highway and transit construction projects.

• Voted against an amendment that authorized \$1.6 billion in fiscal year 2002 to help states and local school districts repair their most dilapidated public school buildings.

**Minimum Wage:** Voted against minimum wage increases on the federal level several years in a row. He only voted for the minimum wage when the bill included tax breaks for businesses.

**Worker Safety:** Voted to block the Occupational Safety and Health Administration from issuing, implementing or enforcing standards to protect workers from ergonomic injuries.

**Health Care:** His plan will make health care premiums part of taxable income, essentially creating a new tax for working families. His modest tax credit would cover less than half the average health premium, leaving workers to pick up the difference.

**Retirement Security:** Voted for Bush's 2006 Social Security Privatization Plan that would have shifted Social Security's annual surpluses into a reserve account that would be converted into risky private accounts.

**Trade Agreements:** Voted for NAFTA, CAFTA and for trade agreements with Oman, Singapore, Chile and Morocco, among others. Supports the Colombia Free Trade Agreement.

- Voted to allow China to enter the World Trade Organization, despite its history of workers' rights violations.
- Voted to allow the Secretary of Defense to waive Buy American laws for defense systems, placing our defense manufacturing industry and jobs in jeopardy.

## SHOP TALK: What do you think about the econony, the bailouts, and do yo



Donald Urbonas
Penske
Local 1546

"It's tough right now. I'm glad to be working for Penske because we're the largest rental agency in the world and I haven't noticed any cutbacks yet."



George Maroulas
The Ford Store San
Leandro—Local 1546

"We're in a world of hurt right now. We shouldn't have to pay for other people's loans and mortgages. I don't think either of the candidates can get us out of this mess."



Aaron Williamson Hayward Ford/City of San Mateo -Local 1546

"The economy is not good. Hopefully it'll get better. Any new president will definitely make a dfference."



Kevin Vietor The Ford Store San Leandro—Local 1546

"Without something happening, the economy will keep going down and it won't recover until it hits bottom. Bush is an idiot (and I'm a Republican), so Obama has a better chance of fixing it."



Vicki Perea B'way Ford/Concord Honda - Local 1546

"It's scary as heck. This economy is affecting everyone. The automotive industry is failing, but everything is bad. I hope Obama is our man. It's such a big mess—I don't expect to see it cleaned up overnight."



Golden Gate Truck Center—Local 1546

"I'm really scared. Work has been slow—nobody's driving or fixing their trucks.
Going to Iraq didn't help; that money should have stayed here. I don't think either candidate can make a difference. This is on Bush."

### ELECTIONS



### **Key local elections make big difference**

Watching the politicians in Sacramento wrangle over a budget for 85 days beyond the constitutionally-defined deadline was painful for those Californians paying attention. Ensuring that this type of fiasco never happens again will require strategic changes in several Senate and Assembly races.

As always, labor unions are playing an active role in seeing that the legislature becomes more worker-friendly. Here are a few target races that would build our majority:

Alyson Huber for AD 10 (Amador, Sacramento and San Joaquin counties). Although new to politics, Alyson believes that common-sense solutions can help us tackle many of the problems facing our state. As a lawyer, she is fighting to promote justice and equality within our legal system, and, as a working mother, she understands the pressures that working families face every day.

Joan Buchanan for AD 15 (Alameda, Contra Costa, San Joaquin and Sacramento counties). As a former school board member, Joan understands school finance, facilities, curriculum, and the need to work with the entire education family to realize sustained improvements. Her expertise in budgeting and organizational development has served the community well, and would be an asset in Sacramento.

John Eisenhut for AD 26 (San Joaquin and Stanislaus counties). A veteran, farmer, and former school board member, John has vowed to advance our commitment to quality education, push to control healthcare costs and increase access to quality healthcare. "We must renew the state's aging infrastructure to create jobs and ensure the safety and security of our families and communities," John has said.

Fran Florez for AD 30 (Fresno, Kings, Kern and Tulare counties). Fran is hoping to capture the

Democratic seat being vacated by Nicole Parra. As Mayor of Shafter, Fran has worked aggressively to bring good jobs to the community in the fields of communications, technology and manufacturing. Fran supports important worker protections, including prevailing wage and the freedom to join a union.

Lois Wolk for SD 5 (Yolo, Solano, San Joaquin and Sacramento counties). After 6 years in the Assembly, Lois is running to succeed Michael Machado in the Senate. Lois has voted to ensure workers have the freedom to join unions, and she also voted to prohibit the use of taxpayer funds to create jobs in another country.

#### **Jerry McNerny for 11th**

Congressional District (San Joaquin County and portions of eastern Alameda, Contra Costa and Santa Clara Counties). Jerry won a tough race against scandal-plagued anti-union congressman Richard Pombo and this year is running against the very well-funded Dean Andal.

McNerney has done well in his first term, working to support small business and grow the green economy. He supports labor unions and opposes both the export of good jobs and tax policies that unfairly favor the wealthiest Americans.

**Charlie Brown** for 4th Congressional District (El Dorado, Placer and counties north to the Oregon border). A 26year air force veteran, Charlie put on a strong showing against long-time incumbent John Doolittle in 2006, who, after being stung in the Jack Abramoff scandal, decided not to seek re-election. This year, he is running against one of the state's most virulent anti-labor politicians, Tom McClintock. Charlie believes America can create and keep good jobs by investing in education, technology, an updated infrastructure, energy independence, and fair trade. He opposes the outsourcing of American prosperity promoted by NAFTA and CAFTA, and supported the recent increase in the minimum wage.

### **Ballot Propositions**

1A	Safe, Reliable High-Speed Passenger Train Bond Act for the	
	21st Century	YES
2	Treatment of Farm Animals	<b>N</b> 0
3	Children's Hospital Bond Act	.NR
4	Waiting Period and Parental Notification Before Termination	ı
	of Minor's Pregnancy	<b>N</b> 0
5	Nonviolent Offenders. Sentencing, Parole and Rehabilitation	YES
6	Criminal Penalties and Laws. Public Safety Funding	<b>N</b> 0
7	Renewable Energy	<b>N</b> 0
8	Limit on Marriage	<b>N</b> 0
9	Criminal Justice System. Victims' Rights. Parole	<b>N</b> 0
10	Bonds. Alternative Fuel Vehicles and Renewable Energy	<b>N</b> 0
11	Redistricting	<b>N</b> 0
12	Veteran's Bond Act of 2008	YES
	*NR denotes No Recommendation	

### **Election action steps**

#### **Register to vote:**

The deadline is **Monday, October 20**. If you've moved since the last time you voted, you must re-register. There are many ways to get a voter registration form:

- Ask your business agent.
- Most public offices (library, DMV, post office, county election office) have forms.
- Call 1-800-345-VOTE to request a form be mailed to you.
- Register on-line at: www.sos.ca.gov.
   If you're already registered, make sure that your family members and co-workers have registered.

## Request a vote-by-mail (absentee) hallot:

If you have any doubt that you can get to the polls on time, you will need to request a vote-by-mail ballot in writing **by Monday, October 27** in order to vote.

#### **Get involved in your community:**

Union members can make the difference in key races. Contact your local Central Labor Council to find the perfect volunteer job for you—phone banking, precinct walking, stuffing envelopes, looking up numbers.



#### Vote:

Election day is **Tuesday, November 4.** (Vote-by-mail ballots will arrive on or about October 5 and must be returned in time to be received by the elections official by election day or may be handed in at a polling place by 8:00 p.m. on **Tuesday, November 4.** 

## hink either of the candidates can solve the economic problems we face?



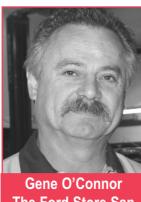
The Ford Store San Leandro—Local 1546

"Bailouts are a temporary fix. I think our government needs to get a stronger hand on the economy to help guide us out of this recession. No matter who wins this year, it'll take a long time to get this straightened out."



Central Chevrolet Local 1546

"There's no work at the shops. They shouldn't do the financial bailout. I dont agree with giving CEOs severance packages when they've been making \$60 million/year. This won't get resolved in one president's term."



Gene O'Connor The Ford Store San Leandro—Local 1546

"The economy's a whole lot worse than McCain says—it's not financially sound. I don't think we should bail out Wall Street, but we don't have a choice. I can't see McCain changing it so I'll go for Obama."



Winter Chevrolet Local 1173

"The economy sucks.
Business is up and down; some days good and other days bad. I want to stay positive and think they'll come up with a solution."



The Ford Store San Leandro—Local 1546

"The President has wasted too much money on the war. He's making bad decisions to kill people for petroleum. I'm up and down on the bailouts, but I'm not confident that either candidate will do anything when they get into office."



The Ford Store San Leandro—Local 1546

"I'm scared. I'm extremely worried. I don't think the bailouts are right, and it's too complex for any candidate to fix. But I do like Sarah Palin—I'm tired of looking at ugly presidents. I don't care if she can fix it; she's beautiful."

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### IN THE NEWS



# Momentum for Employee Free Choice keeps growing

The momentum for passage of the Employee Free Choice Act (EFCA) is growing every day as more and more elected officials and political candidates sign on in support of the bill. If enacted, the EFCA would allow workers to freely decide how they want to choose a union—a decision now in the hands of the employer.

In Richmond, Va., some 21 candidates for mayor and city council already have signed cards calling on their representatives to vote for the bill. They recognize that having a union card is the best way to build the middle class and to restore balance to the workplace.

Workers have made passage of the EFCA a top priority in the upcoming elections. More than 800,000 workers have signed post-cards and petitions calling on the new Congress and President to enact the legislation when they take office in 2009.

In their attack ads, corporate front groups falsely claim the EFCA would take away workers' right to a private ballot to determine if they want a union. New research by the workers' rights group American Rights at Work shows that many employers are taking advantage of U.S. labor laws intended to protect workers' rights to form unions. "Aggressive misconduct from management widely prevents workers from exercising their choice."

American Rights at Work's research also confirms that in the current company-dominated system, when workers file a petition with the National Labor Relations Board (NLRB) to hold an election, employers often try to prevent the vote from ever taking place. In four out of 10 cases, workers who ask for an NLRB-supervised election never get a chance to vote. In cases that actually reach an election, nearly half are

A broad coalition of Wall Street firms, from banks and insurers to hedge funds and private equity firms, are pushing lawmakers to let them buy and manage so-called frozen corporate pension plans.

-Business Week, August 5, 2008

IF
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spoiled by employers engaging in illegal activity. Specifically, in 46 percent of elections, employers interfere with the NLRB-supervised election process by firing pro-union employees, cutting back on workers' hours, making groundless demotions and using other intimidating tactics.

That's why many workers support the majority sign-up system to choose a union. One provision of the EFCA would require employers to recognize a union if a majority of workers indicate their choice of a union by signing union cards. Currently, the employer can ignore the employees' choice and demand an NLRB election.

One of the most important problems that our economy has faced for the last 30 years has been stagnating real wages. This is amazing when we consider that productivity—the amount that workers produce per hour—increased quite substantially over the period. One important reason for this great leap backwards is that the rights of workers to organize and bargain collectively have been sharply curtailed over the last three decades.

The EFCA would probably change Americans' lives more than any legislation since the New Deal

brought us Social Security. The political influence of millions of new union members would also bring us closer to such basic reforms as universal health care. It's all long overdue.

by James Parks, AFL-CIO blog

# Schwarzenegger vetoes UC Labor Program funds

In a surprise move, as he was signing the 85-day late state budget, Governor Schwarzenegger vetoed all funding for the University of California's Miguel Contreras Labor Program at Berkeley and UCLA.

Schwarzenegger and California Republican legislators have long targeted the program for elimination, even though it has provided California policy makers with valuable research about the economic and workforce impacts of proposed California policies, such as health care reform and climate change legislation.

Clearly, this was a difficult budget year. However, as the *San Francisco Chronicle* editorial board noted previously when the Governor attempted to eliminate funding for UC labor studies programs, "Schwarzenegger should not be wielding the budget as a crude tool to

go after people or institutions he may differ with politically or philosophically, especially those operating within the University of California."

The Governor reached in to the University budget and eliminated the only program at UC directed to labor. By cutting the entire labor and employment research program without any academic review, the Governor is violating fundamental principles of academic freedom and university governance. This could set the dangerous precedent that the governor would unilaterally remove any other research and educational programs he does not like.

The Miguel Contreras Labor Program is named for a man whose life's work was dedicated to improving the quality of life for workers. Contreras believed that high quality academic research was key to developing policy agendas that advance the needs of working families.

The Governor's action will deny working people the benefits of the research and educational resources of California's premier public university. The \$5.4 million program represents only a small fraction of the funds allocated to business schools throughout the UC system. Yet the working people of California pay taxes to support the University. His veto also extremely disruptive and burdensome to the faculty, staff and students who have worked so hard to build and maintain one of the premier labor studies programs in the country.

The Labor Program needs your help to get funding restored in the Governor's January budget. Tell the Governor that the Miguel Contreras Labor Program must be included in his January budget. To email the governor, go to:

www.unionvoice.org/campaign/save UClabor, or you can write him at:

Gov. Arnold Schwarzenegger State Capitol Building Sacramento, CA 95814

## SHOP TALK: What do you think about the economy & the bailouts?



Jose Espinosa
The Ford Store San
Leandro—Local 1546

"I'm against the bailouts. What would happen if I was going to lose my house—would they bail me out? I don't think so. To get either of the candidates to fix it, we'll have to keep the pressure on. It's all about pressure."



SF Ford-Lincoln-Mercury—Local 1414

"The economy sucks. It's a long-term problem. If the head of the country changes, maybe change would be possible."



Phillip Mendoza The Ford Store San Leandro—Local 1546

"I'm not for the bailout—
it's just not fair. I don't
think either of the candidates can help much;
we're in such a deep hole,
it'll take a long while to fix
it."



Sergio Martinez The Ford Store San Leandro—Local 1546

"The economy is not doing so well now and hasn't been for a while. We shouldn't be in the position to have to make bailouts in the first place. I hope things will turn around with a new president so we can get our early retirement back."



Armando Hernandez Valley Waste Local 1173

"It's going to take a longer time for any president to make a difference because we're pretty down in the dumps. Bailouts are just a bandaid for now. It's \$3-4000 per person in the U.S. to pay for this bailout."



Robert St. Denis The Ford Store San Leandro—Local 1546

"It's going to be tough until the elections are finished. I think they have to do the bailouts. Both candidates have the capacity to make a difference to help solve this."



### ORGANIZING WINS



### One up; one down

First Student, a bus company in Concord, has a neutrality agreement and a freedom of association agreement. "When I walk into the shop, I introduce myself and they let me talk to the employees. It's the way it

should be, and the way it will be when the Employee Free Choice Act passes," says Area Director for Organizing Jesse Juarez.

If any members know any employees of First Student, First Group or First Transit in other locations, please notify District 190 and we'll go in and talk to them.

On the other hand, the union filed numerous objections to the election process that took place in May, 2008 at **Henkel Corp**. In what Juarez describes as a "ludicrous decision,"

the Labor Board's Administrative Law Judge sustained some of the objections, saying that while some employees were directly threatened, this wasn't bad enough to warrant a new election."

And what would be bad enough?



### UNION NOTICES



### Official notice of nomination and election of **District Lodge 190 delegates**

#### To: The affiliated lodges of District 190 and their members

In accordance with Article II, Sections 1,2,3,4 and 5 of of the District Lodge 190 Bylaws, you are hereby notified that at its first meeting in November each Local Lodge shall nominate candidates for District Lodge Delegates. At its first meeting in December, each Local Lodge shall elect the number of delegates that they are entitled to by secret ballot vote of its members in good standing.

Subject to qualifications and eligibility requirements required by applicable civil law or as specified in the IAM Constitution, every member in "good standing" in a Local Lodge affiliated with this District shall be eligible for nomination and election as a District Lodge delegate from his or her Local Lodge provided that the nominee has been a "good standing" member of his or her Local Lodge for at least one (1) year prior to the date of nominations and is working at the trade as defined in the IAM Constitution. The

candidates who receive the highest vote at a secret ballot election for delegate within their respective Local Lodges shall be declared elected. Those candidates with the next highest number of votes may be alternate delegates. Members are required to attend 50% or more of their regular Local Lodge meetings held during the 12-month period ending the date of close of nominations in order to qualify as delegates.

Absentee ballots: See rules for eligibility in box below. You must send your written request to the Recording Secretary of your Local Lodge 30 days before the Local's first meeting in December. Your ballot must be received prior to the close of the election at that

The term of office shall be a period of four (4) years.

> William Schechter, Secretary-Treasurer

### Official notice of nomination and election of **Local 1414 officers**

#### Nomination and election of officers to complete 2008-2010 term

At our regular meeting on Thursday, November 20, 2008 at 6:30 p.m., nominations will be taken for the following positions: Recording Secretary, Secretary/Treasurer, Executive Board (two to be elected) to complete the balance of the 2008-2010 term for Local Lodge officers. Nominations for all District Lodge 190 delegate positions will also be conducted.

In the event a member desires to run but cannot attend, a letter must be received by the Recording Secretary no later than Wednesday, November 19, 2008.

Election of vacant Local Lodge officer positions and District 190 delegates will be held at the first regular meeting in December, which is December 18, 2008. Polls will be open from 8:00 a.m. to 8:00 p.m.

The following election regulations will be observed:

Absentee Ballots: Members who reside in outlying district more than 25 miles from the balloting place, members who are ill and confined under orders of a physician, and members temporarily absent from the City, may be furnished absentee ballots. Any member entitled to receive an absentee ballot shall make written request to the Recording Secretary of Local 1414 by delivering or mailing such request not later than ten (10) days before the election.

Qualifications to become a candidate for election: In accordance with the IAM Constitution, District and Local Lodge By-laws, to be eligible a member shall attend at least fifty percent (50%) of the regular Local Lodge meetings held during the twelve (12) month period ending the date of close of nominations.

Qualifications to vote: Only members in good standing and free from delinquency of any nature to the Local Lodge shall be allowed to vote. On voting day, bring your dues card if you have one and an I.D. to expedite your vote.

For further information, please call Local 1414 at 650-341-2689.

### Official notice of nomination and election of **Local 653 officers**

#### Nomination and election of officers for the years 2009-2011

At our regular meeting on Wednesday, November 12, 2008 at 5:30 p.m., nominations will be held for the following positions: President, Vice President, Recording Secretary, Secretary/Treasurer, Conductor/Sentinel, Executive Board (three to be elected), Trustee (three to be elected), Audit Committee (three to be elected).

Election of officers will be held at the first regular meeting in December, which is December 17, 2008. Polls will be open from 6:00 a.m. to 7:00 p.m.

The following election regulations will be observed:

Absentee Ballots: Members who reside in outlying district more than 25 miles from the balloting place, members who are ill and confined under orders of a physician, and members temporarily

absent from the City, may be furnished absentee ballots. Any member entitled to receive an absentee ballot shall make written request to the Recording Secretary of Local 653 by delivering or mailing such request not later than ten (10) days before the election.

Qualifications to become a candidate for election: In accordance with Article XI, Section 10, of the Local Lodge By-laws, to be eligible a member shall attend at least fifty percent (50%) of the regular Local Lodge meetings held during the twelve (12) month period ending the date of close of nominations.

Qualifications to vote: Only members in good standing and free from delinquency of any nature to the Local Lodge shall be allowed to vote.

### Official notice of nomination and election of **Local 2182 officers**

#### Nomination and election of officers for the years 2009-2011

At our regular meeting on Tuesday, November 11, 2008 at 7:00 p.m., nominations will be held for the following positions: President, Vice President, Recording Secretary, Secretary/Treasurer, Conductor/Sentinel, Executive Board (three to be elected), Trustee (three to be elected), Building Committee (five to be elected), Audit Committee (three to be elected).

Election of officers will be held at the first regular meeting in December, which is December 9, 2008. Polls will be open from 12:00 noon to 9:00 p.m.

The following election regulations will be observed:

Absentee Ballots: Members who reside in outlying district more than 25 miles from the balloting place, members who are ill and confined under orders of a physician, and members temporarily absent from the City, may be furnished absentee ballots. Any member entitled to receive an absentee ballot shall make written request to the Recording Secretary of Local 2182 by delivering or mailing such request not later than ten (10) days before the election.

Qualifications to become a candidate for election: In accordance with Article XII, Section 2, of the Local Lodge By-laws, to be eligible a member shall attend at least fifty percent (50%) of the regular Local Lodge meetings held during the twelve (12) month period ending the date of close of nominations.

Qualifications to vote: Only members in good standing and free from delinquency of any nature to the Local Lodge shall be allowed to vote.

### To get an absentee ballot for your Local Lodge or for the District election

Eligibility: In accordance with Election of Officers, Article II, Section 3 of the IAM Constitution, members who reside in outlying districts more than 25 miles from the designated balloting place, members who are either confined because of verified illness or on leave qualifying under U.S. and Canadian family leave laws, or on vacation, or on official I.A.M. business approved by

the Local Lodge, District Lodge, or Grand Lodge, or on an employer travel assignment, or reserve military leave, as the case may be, shall be furnished absentee ballots.

Any member entitled to vote by absentee ballot must request a ballot in writing (see below).

The Request for Absentee Ballot must be delivered to the Recording

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

"Please send me an absentee ballot."

Name • Address • City/State/Zip • Book # • Your signature You must also include the reason you are making the request. Secretary of your Local Lodge in person or by mail no later than thirty (30) days prior to the election.

Completed Absentee Ballots for District Delegates and for your Local Lodge elections must be received by the Local Lodge prior to closing of voting at your Local Lodge's first meeting in December.

### **2009 IAM Scholarship Competition**

The IAM makes available financial scholarships to help members or children of members attain a Bachelor's degree or a two-year vocational/technical certification.

Amounts of the Awards: Awards to members are \$2,000 per academic year. Awards to children of members are \$1,000 per academic year. These awards are granted for a specific period from one to four years to enable the member to earn a Bachelor's degree or a two-year vocational/technical certification.

Eligibility for Competition: Applicants must be an IAM member (or the child of an IAM member) having two years of continuous good-standing membership up to and including the closing date of the competition plus meet additional requirements as specified in the scholarship pamphlet.

**How to Apply:** There are three different application packets: one for members, one for children of members, and one for vocational/technical school. Application Packets for the 2009 competition may be obtained on

www.goiam.org/content.cfm?cID=431 or by writing to:

IAM Scholarship Program 9000 Machinists Place, Room 117 Upper Marlboro, MD 20772-2687.

Use a coupon from the IAM Journal (summer or fall issues) if possible.

The deadline to submit the completed application form is February 27, 2009.



**A**SSOCIATED

THIRD **P**ARTY

**A**DMINISTRATORS

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

Contact us at 510-836-2484

#### Moving?

Or to report a member recently deceased...

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

### UNION MEETINGS



### District Lodge 190

7717 Oakport Street Oakland, CA 94621 510-632-3661

Meetings are the fourth Tuesday of each month October 28 • November 25 • Weds. December 17\*

**Executive Board Meeting:** 6:30 p.m. General Delegates' Meeting: 7:30 p.m.

\* Note: Meeting was moved ahead due to the holidays.

### Local 1484

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

**Executive Board Meeting:** 6:00 p.m. on the third Thursday of the month

October 16 • November 20 • Deember 18

General Membership Meeting: 6:00 p.m. on the first Tuesday of the month

October 7 • November 4 • December 2 **Retirees' Club:** 1:00 p.m. on the third Wednesday of the month: October 15 • November 19 • December 17

### Local 93

2102 Almaden Rd., #105 San Jose, CA 95125 408-723-4900

Meetings are the second Tuesday of each month

October 14 • November 11 • December 9 Grievance Committee: 4:00 p.m. **Executive Board Meeting:** 5:00 p.m. **Membership Meeting:** 5:30 p.m.

### **Local 1528**

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

Meetings are the first Wednesday of the month

October 1 • November 5 • December 3 Executive Board Meeting: 6:00 p.m. **General Membership Meeting:** 7:00 p.m. Women's Committee Meeting: Please contact local 1528 for times and dates of monthly meetings Retiree's Club: 10:00 a.m. on the third Wednesday of the month:

October 15 • November 19 • December 17

### Local 653

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

Meetings are the third Wednesday of the month October 15 • November 12 • December 17

Executive Board Meeting: 5:00 p.m. **Membership Meeting:** 5:30 p.m.

### Local 1546

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

\* November meeting moved to the Second Tuesday due to the elections

Meetings are the first Tuesday of the month

October 7 • November 11 • December 2 **General Membership Meeting:** 7:00 p.m. **Member Education Meeting**: 5:30 p.m. Executive Board Meeting: 6:30 p.m. on the Thursday preceding membership meeting

October 30 • dates to be set—call the Local Retiree Club Pot Luck Luncheon: 12 noon on the first Wednesday of each month

October 1 • November 5 • December 3 **Alcoholics Anonymous**: 9 a.m. every Saturday

7717 Oakport Street,

Local 801

Oakland, CA 94621 800-655-2182

Meetings are the third Thursday of the month October 16 • November 20 • Deember 18 Membership Meeting: 4:00 p.m.

Meetings are held at the Carpenters' Hall, in Reno.

#### Local IIOI

2102 Almaden Rd., #105 San Jose, CA 95125 408-723-4900

Meetings are the second Thursday of the month

October 9 • November 13 • December 11 **Executive Board Meeting:** 5:30 p.m. **General Membership Meeting:** 6:30 p.m.

#### Local 1584

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

Meetings are the third Thursday of the month

October 16 • November 20 • Deember 18 **Membership Meeting**: 7:00 p.m. **Executive Board Meeting**: 6:00 p.m. Retirees' Club: 12:30 p.m. on the first Tuesday of

# Local II73

1900 Bates Ave., # H Concord, CA 94520 925-687-6421

Executive Board Meeting: 6:30 p.m. on the second Thursday of the month

October 9 • November 13 • December 11 Membership/Shop Stewards' Meeting: 6:30 p.m. on the the third Thursday of the month

October 16 • November 20 • Deember 18

### .ocal **1596**

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

Meetings are the third Tuesday of the month October 21 • November 18 • December 16 **Executive Board Meeting**: 6:30 p.m.

the month: October 7 • November 4 • December 2

### **Local 2005**

Local 1414 150 South Blvd.

San Mateo, CA 94402 650-341-2689

Local Lodge 1414's holiday party will be held at the General Membership meeting on December 18

Shop Stewards' Meeting: 6:00 p.m. on the first Thursday of the month

October 2 • November 6 • December 4

Executive Board Meeting: 6:00 p.m. on the third Thursday of the month

October 9 • November 20 • December 18

General Membership Meeting: 6:30 p.m. on the third Thursday of the month

October 16 • November 20 • Deember 18 Retirees' Club: 11:00 a.m. on the first Wednesday of June, Sept., Dec., March. All are welcome! December 3

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.

**Membership Meeting:** 7:00 p.m.

• Spanish & Portuguese—at 2:30 p.m.

### **Local 2182**

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

Meetings are the second Tuesday of the month October 14 • November 11 • December 9 **Executive Board Meeting:** 6:00 p.m. **General Membership Meeting:** 7:00 p.m. Retirees' Club - VISTA CLUB: 11:00 a.m. on the

third Wednesday of each month October 15 • November 19 • December 17