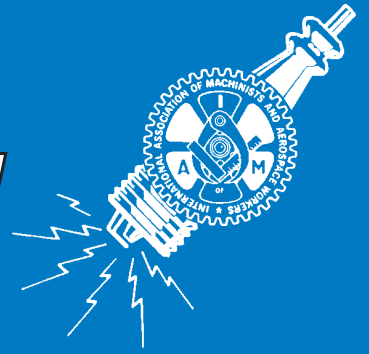


The IAM District 190 Sparkplug



VOL. II NO. 5



October/November 2009

Serving the Active and Retired Members of IAM District Lodge 190

Why we need health care reform

The health care reform fight rolls on in Washington, D.C. and every labor union is working to ensure that its members weigh in with Congress to support reform. All union members have a stake in real health care reform.

It's hard to deny that the current system is broken—one out of every six Americans is uninsured and health insurance costs have more than doubled in the last decade.

"This is one of the most important issues for our members," says Directing Business Rep Jim Beno, "but unfortunately, the media has done a terrible job of characterizing what's really at stake."

And that's skyrocketing costs and denial of coverage for those who are insured or have pre-existing conditions. "While few of us want to pay more taxes to cover the uninsured, we're paying for them now," Beno explains. "About \$1,000 of the premiums we currently pay goes directly toward the costs of care for the uninsured."

Beno, who serves as the Chairman of the Automotive Industries Health and Welfare Trust Fund, says that rising health care costs have meant that IAM members have less money for wages and other benefits, and are paying higher premiums and co-pays. "It also means that our employers have a harder time competing with others that just don't bother providing good insurance."

"As trustees, we've studied the issue because we're constantly looking for ways to decrease costs for our members and employers. Under the current system, the only way to decrease costs is to cut benefits. That's not a good choice. The only way to change this pattern is to get costs under



control, and the only way to do that is with health care reform"

Impact of reform on current plans

None of the proposals in Congress will impact current health care plans. "In fact, we would hope that with cost containment, our plans could eventually become more affordable and we could enhance the benefits that we offer. For the past many years, we've been on the retreat—covering less and charging more," Beno says. "That has to change."

A big problem is that insurance companies prefer to cover only healthy people. "The Automotive Industries' plan is a group plan, which means that all members and their families will be covered. A member who has any type of pre-existing condition, or has children or a spouse with a disability or illness, should breathe a sigh of relief knowing that if he weren't in the union, he very well might not be able to get coverage on his own. Even if he

could afford the coverage, then once the insurance companies learned about a family member with a pre-existing condition, they'd either raise the plan prices or they'd just deny him coverage," Beno explains. "Stories about this are rampant."

Health reform bills

Those are just some of the problems. What are the solutions?

Right now, several bills are moving through both the House and Senate. The best bill is AB3200 in the House—this bill guarantees that you won't be denied coverage by an insurance company because of a pre-existing condition. It prevents you from losing your health insurance if you get sick

and allows you to keep your insurance if you change jobs, lose your job or start a small business. It also lets people keep their current plan while creating a government-sponsored public plan, known as the "public option," for individuals and families that lack health insurance. Ultimately, the goal for the public option is to keep prices down by increasing competition between the public and private plans.

The biggest sticking point is finding a way to fully pay for health care reform. Lawmakers have proposed changes to make Medicare and Medicaid more efficient, and imposing a surcharge that will affect only the wealthiest one percent of households, and only four percent of small businesses.

Whether the final health care reform package does what's needed or not is up to us! Pick up the phone and call your congressman and especially Senator Dianne Feinstein (1-877-264-4226) and tell them to stand up for health care for all!

The system IS broken

The old saying goes, "if it ain't broke, don't fix it." Well, the American health care system is very much broken and needs a thorough overhaul. Here are some of the facts:

- The typical American household pays \$6,500 more for health care than the average household in other developed countries.
- Without reform, working Americans can expect to lose \$11,611 in wages and benefits in the next seven years due just to the increase in health care premiums.
- The average employer contribution to an employee's health insurance premium was \$12,106 in 2007, almost double from \$6,351 in 2000.
- While few of us want to pay more taxes to cover the uninsured, we're paying for them now. About \$1,000 of the premiums we currently pay is going toward the costs of care for the uninsured.
- The average pay package for health insurance and disability CEOs was \$8,747,914 in 2006.
- Private insurance companies spend 15% of our premiums and co-pays on administration. Medicare spends less than 3% on administrative costs.
- The U.S. pays more for health care than any other country, but our life expectancy ranks behind Japan, most of Europe, Jordan, and Guam.

Labor's call to action

We need health care reform now that:

- Controls costs and doesn't tax our benefits.
- Provides guaranteed coverage to all Americans.
- Includes a public health insurance plan option.
- Holds insurance companies accountable.
- Requires all employers to pay their fair share.

October 7 was designated the day to call your representatives, but the day you get this paper is the perfect day to make the call.

1. Call from your computer via the AFL-CIO—<http://tools.advo-matic.com/20/ncid>. Just click, enter your address and phone number and, within seconds, you'll be called back, connected to whoever you designated in their DC office. It's a great system and can add a bit more novelty to making those calls.

2. Use the AFL-CIO hotline at 877-3-AFLCIO. You'll be prompted to select Senate or House, then asked for your phone number for district matching.

3. Specifically, Sen. Dianne Feinstein needs to hear from all Californians. Call her toll-free at 877-264-4226 to show your support for a comprehensive health care reform bill that will cover 6.5 million uninsured Californians and help lower health care premiums for everyone.

If the line is busy, call again, until you reach someone. Note: offices are generally open from 8 a.m.-7 p.m. eastern (4 p.m. west coast).



UNION PEOPLE

After 34 years, Kathy Kennedy-Sanchez retires from apprenticeship program

Having worked at the IAM apprenticeship office for 33 years and nine months, Kathy Kennedy-Sanchez has talked to probably every current apprentice, and hundreds, if not a thousand, journeyman across Northern California. But as of September 30, she's off-duty.

"I'm on my fifth day of retirement. It's wonderful. I love getting up late. I'm not a morning person—never have been and now I don't need to be anymore," she says gratefully.

Before Kathy arrived on the scene, Local 1546 ran its own apprenticeship program. Over the years, the program has expanded from Alameda County, to include Contra Costa, San Francisco, San Mateo, Northern Santa Clara, Sonoma and Fresno Counties, as well. But the program recently moved its offices back into the Local 1546 hall and Jon Fowkes, the current coordinator, will again be supported by Local 1546 staff.

Kathy says that she doesn't care about titles. "I was the administrator, office manager, whatever. In a worker organization, titles don't mean much. When (former administrator) Julie Quale retired, they didn't replace her—I just did the work."

And there was quite a lot to do. She gave information to the public, interacted with and tested all of the applicants, and "when they came with a job, we had to clear them. We're a state-registered program, so we have strict standards and rules." She also monitored their school attendance and train-



Kathy Kennedy-Sanchez at her retirement party held at Local 1546 on September 25.

ing to make sure they were on track to complete the program in four years.

"There were lots of aspects to the job but what I enjoyed most was the interaction with the people. It's rewarding to see people work hard and succeed," Kathy says. "It's hard—you work 40 hours week, go to school two nights and maybe have a family, too. It's a way of paying your dues, but it's not easy."

After years of working for the program, Kathy believes that apprenticeship is an all-too-

often unexplored avenue for people to get a viable career. "I don't think the high schools really advertise it. Instead of going to a four-year college or paying \$25,000 to attend a technical institute, the Community Colleges are a great avenue to get all sorts of training. Those in the apprenticeship program don't even have to pay class fees. Hopefully they'll develop a life-long career that pays benefits and a good salary."

Kathy has enjoyed her career, but she says "there's a time when you have to move on with your life to find other avenues to express yourself." She says that her plans are to sleep in, lead a healthy lifestyle, and do some volunteering. Also, she'll be cleaning 30 years of junk out of her house and fixing up the house.

Jon Fowkes has coordinated the apprenticeship program for the past year. "One of my requirements when I applied for this job was that Kathy would stick around for a while. She really got me through the learning curve." Fowkes adds that she knows the system inside and out and has an incredible amount of institutional knowledge. "Of course, her response was, 'what institution?'"

At her retirement party, held on September 25, Apprenticeship Program Trustee Frank Mellon referred to Kathy as "Radar O'Reilly, from MASH. She always could anticipate the problems before they became a problem and get things nipped in the bud."

"That will be sorely missed," added Fowkes. She was dealing with the State of California, several Community Colleges, employers, the union—an eclectic group of folks. "She truly understood how the system works and how to get things done."

In her 33-plus years, Kathy says that she's seen a couple of business reps through the apprenticeship program and was on her fifth apprenticeship coordinator.

"It's a sad state of affairs these days. There are fewer apprentices due to the economy. I guess we'll just have to be patient," Kathy adds. "I wish everybody the best of luck—and more jobs."

Former member goes from aligning cars to aligning spines

George Sponsel, D.C., is a licensed chiropractor and certified sports physician. But he hasn't been doing that his whole life.

Dr. Sponsel started out working as a tireman at Firestone Tire Co. in Hayward. He got upgraded to apprentice, joined Local 1546, and finally became a journeyman mechanic at Firestone. He moved on to work at a frame alignment company in San Jose and then opened his own business with a friend. "I did that for about 10 years until I couldn't



Dr. George Sponsel

physically do it any more. I had been an athlete in high school and college, and my numerous injuries finally crept up to me."

Sponsel says that he found a chiropractor who was able to keep him working for a while, but it was just getting to be too much. "It was time to think about a career change. I thought about how this chiropractor was able to help me and figured this would be a good thing that I could do to help others."

So, at age 38, Sponsel went back to school and graduated from Palmer

College in San Jose. He holds additional certifications as an Active Release Provider and Golf Injury Evaluator and Treatment provider.

He specializes in treating amateur, weekend and professional athletes, including players from the Tampa Bay Devil Rays, Milwaukee Brewers and Houston Astros. He's also the team chiropractor for the Folsom High School Baseball Team and serves as the post-race treatment provider for the Total Body Fitness Sacramento Tri-Athlete Club.

"Now if we could get all the machinists to get union coverage for chiropractic, that would be my goal," he says. "Health care would be more efficient and cheaper if all plans covered chiropractic. People don't realize that this is one of the best ways to prevent injuries, or stave off surgeries."

Sponsel's office with the Fennell Chiropractic Group is in Folsom. One of his patients is IAM Western Regional Vice President Gary Allen.

For more information on his practice, go to fennellchirogroup.com.

In Memory

The guys at Henry Curtis Ford, and all who knew Ken "Mad Dog" Marmie, will miss him.

Read your contract!

Recently, the Local 1546 members who work at Hayward Honda discovered that they didn't get the contractual raise they were due back in March. Business Rep Steve Older was quick to say that the oversight was not as surprising as it sounds. "Many in the shop work over scale already and wouldn't have gotten the raise. Also, the shop had neither a steward nor a service manager, so nobody was tasked with reviewing the contract," he explained.

"Every year, the unions asks the company to submit their pay rates. The office staff noticed that the rates didn't match what the contract stipulated," Older says. He then called

several members and confirmed that they were being paid the old rates.

Older's next call was to Sonic Automotive, and he says, because the case was straightforward, the company fixed it right away. All of those who were owed money have received their back paychecks.

Remember, the contract is between you, as a group of workers, and your employer. The union office doesn't get your paycheck to check if you're collecting what you are due on a regular basis. It's up to you to monitor the contract and make sure that the company is living up to what they agreed to.

The IAM District 190
Sparkplug

Debra Chaplan,
Managing Editor



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

Moving?

Or to report a member recently deceased...

Send the mailing label on this newspaper to your local union office.
See Calendar on page 8 for your local union's address.



ABOUT A SHOP

With new service facility, Peter Pan BMW plans to grow up



After 35 years on El Camino in San Mateo, Peter Pan BMW just opened a new state-of-the-art service and parts facility in Millbrae, right off Hwy 101. “This facility should really enable us to increase our capacity and keep our guys busy,” says Assistant Service Manager Brock Keck.

Keck explained that with a roomy reception area that includes work-stations for customers, the new building will be more inviting. “We’ll offer parking and a shuttle for the airport so customers can get their cars serviced while they’re out of town. And for the first time ever, we’ll be open on Saturdays for service. We’re starting with six techs and hope to expand—in fact, we’re hopeful that we’ll be able to bring on even more

techs in the near future.”

The facility will include a parts boutique where BMW apparel and knick-knacks can be displayed. “This is something we just never had room for before,” Keck added.

Most of the techs look forward to the new bigger, cleaner workspace—especially those whose commutes are shortened. “We’ve been promised a new shop for the 10 years I’ve been here,” says David Meghinasso. “The new building looks very nice.”

The biggest concern shared by numerous techs was that the built-in tool boxes look sleek, but aren’t nearly big enough to hold all their tools. “That’s a sore spot,” said one tech. “We’ll have to work something out.”

(L) New facility right off Hwy 101; (C) Built-in tool boxes look great but are smaller than current boxes; (R-top) New reception area also includes customer work-stations; (R-bottom) Car reception area will hold 30 cars indoors.



LETTERS TO THE EDITOR

Dear *Sparkplug* Editor:

I have been a proud union member and leader for over 30 years now and have fought many battles defending our union and its rights. I believe people should be entitled to get all the information needed on an issue.

What I don’t like is an article in the *Sparkplug* that says Fox News is against healthcare reform. I watch CNN and Fox to get as much information as I can on any issue.

They (Fox and CNN) are opposed to how this is being handled and how misinformed everybody is. Sound familiar?

What about the Apollo Alliance and Acorn—are we involved with them? What about Van Jones, the appointed czar of green jobs?

Don’t believe the hype. I didn’t read about them in any union article, just on Fox and CNN news.

Pete Sanchez, Jr.
Local 93

If something in *The Sparkplug* makes you happy or mad or inspires you to action, write us a letter. All letters will be used, space permitting. They may be edited for length or grammar, but not for content.

Letters may be submitted as follows:

e-mail: dchaplan@mindspring.com

fax: 510-288-1346

mail: IAM District 190, 7717 Oakport Drive, Oakland, CA 94621



WORKERS COMP

Medical evaluations: Prepare for your exam

At some point in your workers’ compensation case, you will be evaluated by a doctor as to factors of impairment (this used to be referred to as permanent disability). This evaluation may be done by your treating physician, although this is increasingly not the case, especially if you are being treated at an industrial clinic, Kaiser, or some other “volume” facility.

More likely you will be examined by an AME (Agreed Medical Examiner) selected by your attorney and the carrier or by a QME (Qualified Medical Examiner) selected from a “panel”—by you, if you acted timely, or by the carrier if you did not. What do you need to do to prepare for this crucial exam? You may only use an AME if you are represented by counsel who selects it.

Unlike the previous permanent disability system, the current law concentrates on the effect of the injury on ADL (Activities of Daily Living) and not on work issues. Before, a 50% reduction in lifting capacity was meaningful or a 25% grip loss (try that while torquing down a bolt). Now, the evaluator will concentrate on ADL categories, so you need to focus on those issues so as to better prepare your own check list prior to the exam.

What ADL’s will be looked at?

- How has the injury affected self-care and hygiene activities (bathing, showering, combing hair, brushing teeth, eating, dressing)?
- Communication (writing, typing, seeing, hearing, speaking)?
- Physical activity (standing, sitting, reclining, walking, climbing stairs)?
- Sensory function (hearing, seeing, tactile feeling, tasting, smelling)?
- Non-specialized hand activities (grasping, lifting, tactile discrimination)?
- Travel (riding, driving, flying)?
- Sexual function (orgasm, ejaculation, lubrication, erection)?
- Sleep (restful, nocturnal sleep pattern)?

Be specific and detailed. Insist that the evaluator go over each of these ADL categories in your interview even if they do not provide you a questionnaire and ask about them or, for some reason, do not bring them up in the exam. It may be, hopefully, that none of these daily activities have been affected but you need to at least think about it and give a full description. For further information contact the undersigned and review our website material at www.boxerlaw.com.

John Harrigan, Boxer & Gerson LLP, Oakland, Antioch, Burlingame, Santa Rosa, 510-286-2944 • JHarrigan@Boxerlaw.com. See www.Boxerlaw.com

Attn: District Lodge 190 Delegates Official notice of nomination and election of District Lodge 190 officers and Directing Business Representative

In accordance with Article III, Sections 1,2,3,4 and 5 and Article VIII, Sections 1,2 and 3 of the District Lodge 190 Bylaws, you are hereby notified that nominations for the following positions shall take place at the District Lodge 190 Meeting to be held on November 24, 2009 at the District Lodge 190 offices located at 7717 Oakport Street, Oakland, CA 94621 at the hour of 7:30 p.m.

President • Vice President • Secretary-Treasurer • Trustees (3)
Directing Business Representative

Election for these positions shall take place at the District Lodge 190 meeting scheduled for December 16, 2009 at the same time and place as the nominations above.

The term of office for all positions is four (4) years.

The District Lodge Officers shall be nominated from and elected by vote of the duly accredited delegates to the district Lodge and the election shall be conducted by secret ballot.

The Directing Business Representative shall be elected by secret ballot vote of the delegate body in the same manner as employed in the election of District Lodge officers.

Any member who has served no less than three (3) years as an elected or appointed business representative of the District Lodge or a Local Lodge or lodges affiliated with the District Lodge is eligible to serve as the Directing Business Representative provided he or she is otherwise qualified in accordance with the District Lodge 190 Bylaws and the Constitution of the IAM.

District 190

Helping kick off new Central Labor Council office

The Machinists put all hands on deck to help the San Joaquin and Calaveras Counties Central Labor Council with an “open house” at their new office in Stockton.

More than 100 union supporters and a few elected officials enjoyed the early evening with good food and drink. The Open House not only kicked off the new office, but rallied participants around the Employee Free Choice Act.

District 190 President and Chair of the Labor Council Joy Coy asked brother Tom Rotella of Fresno to bring the BBQ to Stockton and cook some steaks for the event. Tom and his wife Barbara cooked the steaks and help set up the room. All had a great time.



District 190 helps launch office opening with BBQ. (LtoR) Barbara Rotella, E Board member Gene Borges, DBR Jim Beno, and Local 653 Business Rep Tom Rotella.

Local 93

Talks to start

Business Rep Sam Saiu reports that negotiations will begin in November for members at the Chemical Lime Company in Natividad, CA.

Local 1173/1546

Short deal

The employees at S&P Automotive, with shops in Martinez, Benicia and San Pablo just ratified a one-year deal, reports Local 1173 Business Rep Rick Rodgers. “They took a wage freeze, but they won’t have to pay any increases in the cost of their medical plan, which is worth about 35 cents/hour,”

Rogers says that he’s still seeing a slowdown in the shops “It was steady for a while and I thought we’d hit bottom, but then we just got a bunch of layoffs. It’s not good news yet.”

Local 1546

3-day weeks better than none

The 45 members who work at Fabco Automotive in Livermore building axles, rear-ends and transfer cases for trucks went from a four-day workweek

down to three in September. A big order from International Truck is imminent but delayed due to an engineering problem on the customer’s end.

“Fabco wanted to keep folks on both so they would continue getting health insurance, and also be available when production geared back up,” explains Area Director Don Crosatto.

The company worked with the state to get everyone “job sharing” dollars. “I won’t sugar-coat it—folks are taking a financial hit. But they’re definitely getting more money than if they were on unemployment.”

Local 1414

Route cuts mean worker cuts

Local 1414 represents the mechanics at MV Transportation, which serves as a subcontractor for Samtrans (San Mateo County Transit). As with many public transit agencies today, Samtrans is running a multi-million dollar deficit and has proposed cutting or greatly reducing 22 routes, including Rediwheels for seniors and the handicapped. These service cuts will affect the mechanics, drivers, dispatchers and cleaners.

Samtrans is holding public meetings to allow comments and input on the

Local 1484

LA has a blast on Labor Day

Members of Local 1484 and their families joined thousands of workers from unions across Los Angeles for the 30th Annual Labor Day Solidarity March in Wilmington, and rally and barbecue at Banning Park.

Union members Eddie Ambriz, Fernando Gonzalez, and Ernie Mondragon brought their monster trucks festooned with IAM banners. Union members and their families marched in the parade holding signs demanding health care reform and the passage of the Employee Free Choice Act.

“We marched, rallied, enjoyed some really good food and music and sent a loud message to our elected representatives that it’s time to focus on the real issues facing us. America expects quality, affordable health care for everyone NOW!” said Sergeant-at-Arms Rudy Morales.

LA unions have made Choice Act their number one priority. “The passage would allow workers to get health care and benefits a union,” explained Thomas.

“Although these are difficult times, unfortunately union membership is higher than the rest of v



Some of Local 1484

proposals. If you would like more information or to leave comments, go to: www.samtrans.com, or contact the transit line’s administrative office during business hours at 650-508-6200.

SF Airport Commission updates quality standards

After 18 months of hearings and meetings between the unions that make up the San Mateo Labor Council’s Airport Labor Coalition and the San Francisco Airport Commission, the Commission approved changes to the air-

port’s Quality Standards Program (QSP) in August.

The original QSP, first adopted in 1999, has resulted in reduced turnover and increased work performance, according to a 2003 UC Berkeley Labor Center study.

The new QSP covers union and non-union airlines, contracts, and concessionaires and updates the following areas:

- affirming which workers are covered under the QSP.
- ensuring strong enforcement of compliance with the QSP and fines for violations by employers;



16th Annual West Coast Hawgs for Dogs Motorcycle Run for Guide Dogs of America

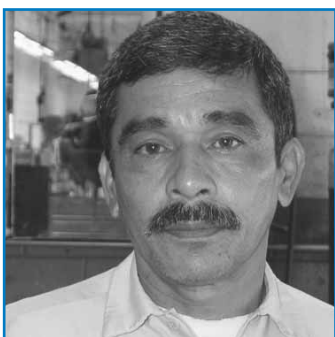
Saturday, October 17, 2009

Registration: 9:00 to 11:00 a.m. (\$25 per person—\$15 for BBQ only)
San Jose Harley Davidson, 1551 Parkmoor, San Jose

Route will cross over the Coastal mountains and along the Pacific and Monterey Bay coastline to end at the Trout Farm in Felton.

Members interested in volunteering on the day of the run should contact Sam Saiu at Local 93—408-723-4900.

SHOP TALK: What do you think about the efforts to reform health care and



Francisco Torres
Peter Pan BMW – 20 years
Local 1414

“Private insurance is too expensive. People can’t afford it. This is a chance to do something about it.”



Roberto Chuy
Peter Pan BMW – 8 years
Local 1414

“I haven’t been following it. I’m a single guy without a family and I have a union plan, so I’m taken care of.”



Chris Crandon
Peter Pan BMW – 1 year
Local 1414

“I agree that the system’s broken but there are better ways to handle it. I agree with a public option but am concerned that the government has control over the banks, the auto industry—I don’t want them to take over health care, too.”



Kyle Ingber
Peter Pan BMW – 1 month
Local 1414

“The idea of health care reform is good, but I haven’t seen any good plans so far for what will work with a capitalist market. The current system clearly doesn’t work, but all the plans create a lot of issues.”



Andrew Roybal
Peter Pan BMW – 4 years
Local 1414

“I think we all need a little help. Some people could use it, and I’m all for that. We need to take care of those who are down and out and kids, too.”

THE LOCALS



ing the Employee Free priority. “This legisla- to earn better wages, y signing a card to join retary-Treasurer Bill ult economic times, forme are in a better posi- rs because we have a

union contract which allows us to bargain with our employers and withstand unexpected tides and turns in the economy,” said Ricardo Ortiz.

Local 1484 has fired up its organizing efforts and is developing campaigns to help workers across Southern California. “Creating and protecting good jobs is key to rebuilding our economy,” said Business Rep Kevin Kucera.

“I’m really proud of our members and the workers who have come out to our Labor Day event,” added President Fernando Perez. “Their hard work reaffirms my belief in them and the future of our country. Their sweat and the value of their labor will undoubtedly help America recover and return to prosperity. They are truly our country’s unsung heroes. We celebrate and honor them.”

“At the Local’s membership meeting held the following day, the members held a moment of silence in honor of Senator Edward Kennedy. “The LA labor movement and the Machinists Union will continue to fight for all,” said Business Rep Al Lopez.



or Day contingent.

- ensuring that employees do not suffer retaliation if they report an employer to be in violation of the QSP.
- increasing oversight of the QSP and whistleblower protections for employees who report violations.
- providing information in many languages and a special phone line to report compliance problems.

Currently the QSP mandates a minimum compensation of \$12.33/hour plus medical coverage. The minimum wage rate is set at 50 cents higher than the minimum wage rate under San Francisco’s Minimum Compensation Ordinance (MCO).

Airport Labor Coalition union members who worked on the changes to the QSP included representatives of Machinists Locals 1414, 1781 and 782, Transport Workers Local 505, Service Employees Locals 1877 and 2021, Teamsters Local 856, Electrical Workers Local 617, Engineers and Scientists Local 20 and Flight Attendants Council 11.

Local 1596

Update on talks

Area Director Tom Brandon reports that negotiations are on-going with

Fred’s Body Shop and KVAL Machinery, and he’s starting talks with Van Bebbler Brothers.

New money watcher

Brandon also welcomes Dave Allsen, who is serving as the new financial secretary of Local 1596. “Dave just completed the finance class at the Winpisinger Center in Placid Harbor and is ready to go.”

Local 2005

Staying on top of the bucks

One of the biggest jobs for Local 2005 at Foster Farms is to keep track of and recover lost wages, holidays, violations of seniority, and anniversaries.

The Local’s most recent victory was recovering \$52,000 for employees who worked on the 4th of July holiday. “The company stated that they had to pay for either the holiday or overtime, but not both,” says Business Rep Ralph Meraz. “But we investigated and found that they were liable to pay for both if the employees worked the holiday and received overtime, per our collective bargaining agreement. We just have to stay vigilant.”

Bringing in members

With an open shop contract, Local 2005 is always working to bring in new members. The membership campaign is moving ahead at full speed. Twenty-eight employees joined the union for the first time in September, and more have come in during the early days of October. “We are still working vigorously with the maintenance department to get them all on board and involved in all aspects,” adds Meraz. “Our working relationship with the company gets better and better by the day. We are hopeful that we can get enough members to become a closed shop. That is the dream.”

Meraz reports that the local will be sending shop stewards Marcos Millan and Refugio Zuniga Jr. to the Winpisinger Center in Maryland for their first leadership training class. “They are excited. The members we have sent in the past have used their education to better serve their co-workers and the union.”

Local 2182

Putting team in Teampower

Pacific Material Handling’s takeover of Teampower is complete. “Most of our guys were hired, the new company recognized the union and we’re in negotiations for a first contract,”

reports Area Director Mark Martin. “But, some of the conditions the company rolled out are less than what we’re used to, like the doubling of family health and welfare contributions.”

The Company merged the non-union and union groups and Local 2182 now represents the entire group. “Our members earn on average about \$2/hour more than their non-union counterparts, which adds to the challenge. We hope to have an agreement soon,” Martin adds.

Setting pattern at AMR

Martin reports that negotiations with American Medical Response have been tough, but a tentative agreement for the original group of members is within reach. “We also just organized the workers in San Jose, Stockton and Modesto. We hope that the pattern established for the original group will streamline the bargaining for group two.”

Cuts in the Thunder

Thunder Machine Works has asked for concessions because the operation has been bleeding red over the last couple of years. “Our members are willing to do their part, and have already done so. We need the employer to do their part, as well, so we can reach an agreement we can all live with,” says Martin.

Showing off cars for Guide Dogs



The 10th Annual Guide Dogs Classic Car Show at Hagen Park in Rancho Cordova was a great success. With more than 80 awesome cars, Local 2182 and the Western Territories IAM raised about \$16,000 dollars for Guide Dogs of America. “A fun time was had by all,” says Area Director Mark Martin. “We all look forward to next year.”

the health insurance system?



Glenn Hollero
Peter Pan BMW – 13 years
Local 1414

“I’m in a union so I don’t pay attention. I think it would help people who aren’t covered. As long as it doesn’t come out of my pocket.”



Broc Songroth
Peter Pan BMW – 3 months
Local 1414

“It’s good for the people who don’t have insurance. I don’t know how it’ll affect everyone else.”



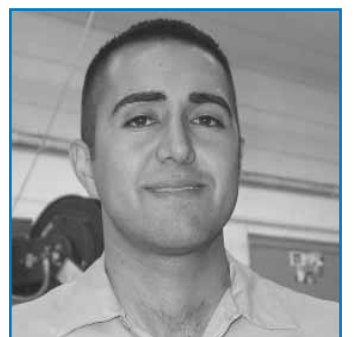
Wayne Pan
Peter Pan BMW – 10 years
Local 1414

“If we want everybody to have health insurance, it’s a good idea. It may be too much to sort out in Obama’s first term. He’s trying to get it done when previous president’s couldn’t.”



John Robles
Peter Pan BMW – 20 years
Local 1414

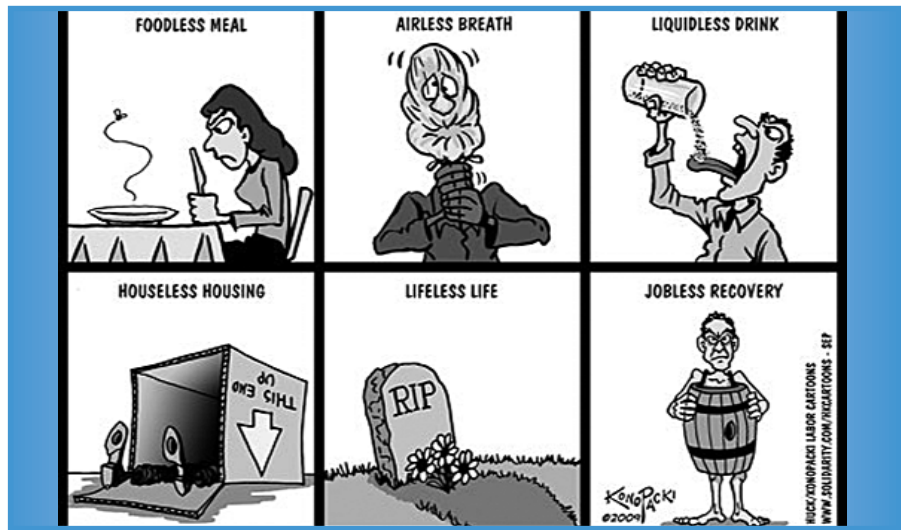
“Of course, health care reform is a good idea—so everyone can get health insurance.”



Noe Mejia
Peter Pan BMW – 5 years
Local 1414

“Everybody is entitled to have health care as a basic right. We’ll have to see how it turns out, though. So far, there’s been a lot of noise.”

IN THE NEWS



Labor Department Gets Its Groove Back

After decades of non-enforcement, U.S. Department of Labor Secretary Hilda Solis has begun hiring new investigators to begin cracking down on employers who use illegal labor tactics.

The Wall Street Journal reports Secretary Solis will be adding 670 investigators to the rolls, including 150 in the Wage and Hour Division, 75 in the Employee Benefits Security Administration and 100 more to ensure contractor compliance on

stimulus projects.

In addition, the Occupational Safety and Health Administration (OSHA) has formed a new task force to combat severe violators of workplace safety regulations.

The latest announcement comes just months after President Obama reversed and delayed a series of pro-business, anti-worker policies put in place by the Bush administration. One such rule, which inundated labor unions with tedious and unnecessary financial disclosures, is currently under review.

Official notice—Local 1546

Dear Sisters and Brothers:

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

The nominations will take place at our regular meeting on Tuesday, November 3, 2009 no later than 9:00 p.m. in our building at 10260 MacArthur Blvd., Oakland, CA 94605.

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

The election will be held on Tuesday, December 1, 2009 at the Union Hall: 10260 MacArthur Blvd., Oakland, CA 94605. The polls will be open from 8:00 a.m. to 8:00p.m.

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

Fraternally,

Keith Hamilton, Recording Secretary, East Bay Automotive Local 1546

Official notice — Local 1484

A first reading of a proposed change in Local Lodge 1484's by-laws will take place at the November 19, 2009 meeting. A second reading of the proposed change will take place at the December 17, 2009 meeting, at which time the By-laws Committee recommendations will be reported and a secret ballot vote will be conducted on the proposed change. The meeting place will be at IAM Local 1484, 1261 Avalon Blvd., Wilmington, CA.

A proposal has been submitted to change the following section of the by-laws:

Article I: Dues and Assessments

Section 1-F: Revenues to the Defense Fund to terminate when a

maximum of \$200,000.00 has been deposited in the Defense Fund. Revenues shall resume again, according to Article I, Section 3(a), when the Defense Fund is below \$175,000.00 or less.

PROPOSED CHANGE

Section 1-F: Revenues to the Defense Fund to terminate when a maximum of \$250,000.00 has been deposited in the Defense Fund. Revenues shall resume again, according to Article I, Section 3(a), when the Defense Fund is below \$225,000.00 or less.

A copy of the proposed change will be available to each member at the meeting. Please make every attempt to attend this very important meeting.



ASSOCIATED THIRD PARTY ADMINISTRATORS

Contact us at 510-836-2484

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

Official notice — Local 93

A first reading of proposed changes to Local Lodge 93's by-laws will take place at the November 10, 2009 meeting. A second reading will take place at the December 8, 2009 meeting, at which time the By-laws Committee recommendations will be reported and a secret ballot vote will be conducted. The meetings will take place at IAM Local 93, 2102 Almaden Rd., #105, San Jose, CA.

By-laws changes will include administrative corrections to reflect that the Local is now affiliated with District Lodge 190. The Dues Structure will also need to be amended to comply with changes to the IAM Constitution required by the last Convention. Officers and Stewards monthly allowances may also be included. A copy of the proposed changes will be available to each member at the meeting.

SHOP TALK: What do you think about health care reform?



Keleip Alatini
Peter Pan BMW – 11 years
Local 1414

"It's good to have a change. I'm doing fine and am grateful for what I've got. And I'd certainly want to make sure I could get coverage if I needed it."



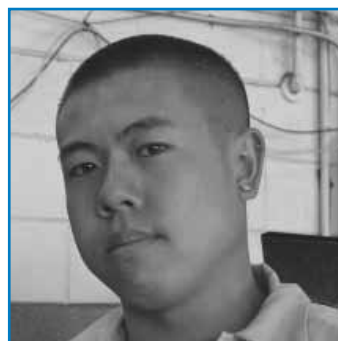
David Meghinasso
Peter Pan BMW – 10 years
Local 1414

"I'd like the system to be overhauled so it's more efficient and less wasteful. The public option needs more input."



Mike Gomes
Peter Pan BMW – 10 years
Local 1414

"Because of the situation that my family is in, absolutely. It looks like the Canadian system works really well."



Danny Yu
Peter Pan BMW – 4 years
Local 1414

"Health care reform is a good idea. I don't know too many details of it, but there are many problems that need to be solved."



Lewis Busse
Peter Pan BMW – 8 years
Local 1414

"I don't like the way they're going about it. They're trying to tax the public rather than make people responsible for their own health insurance. Private is better than public so we have more say in the care we get."

UNION NOTICES



The 25th Michael J. Day Golf Tournament A benefit for Guide Dogs of America



From the Alameda Golf Course to Francesco's, the 25th Annual golf tournament on August 28 was a fabulous success, raising about \$125,000 for Guide Dogs of America. Special thanks to major sponsors Associated Third Party Administrators, McMorgan Company and Grandfund; to all the tee sponsors, prize sponsors, and golfers.

SHOP TALK: What do you think about health care reform?



Jared Taylor
Peter Pan BMW – 7 years
Local 1414

"I don't like it. All it'll do is lower the standard of care for everybody and put private insurance out of business. Why would any company offer private insurance if they could do the public option cheaper?"



Trevor Smith
Peter Pan BMW – 3 years
Local 1414

"There are a lot of benefits for making the health care system more efficient. I don't know how to do it or who's right or wrong, but costs are definitely getting out of control."



Justin Chen
Peter Pan BMW – 3 years
Local 1414

"Health care reform is a good idea, I guess. I don't follow that stuff very closely."



Dovlet Babayeb
Peter Pan BMW—1 year
Local 1414

"Health care reform is a good idea for the people who don't have insurance. Everybody deserves it."



David Winsett
Peter Pan BMW—22 years
Local 1414

"The average guy can't afford family coverage. For a family to get by is hard to do. We need to reform the system."

Local 1546 Members and Spouses

PRE-RETIREMENT SEMINAR

Are you thinking about retiring in the next few years? If so, this seminar will answer all your questions about pension and retiree medical coverage.

Saturday, January 9, 2010 • 9:00 a.m.

Local 1546, 10260 MacArthur Blvd., Oakland

Spouses welcome
Includes continental breakfast
Space is limited • First come—first served

Note: if you feel you have an unusual or complicated question, please get it to your Business Rep ahead of time so our advisors have time to research the answer.

**Please RSVP to Tanya or Yolanda at
510-638-6705 by January 5**

2010 IAM Scholarship Competition

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 2010 competition may be obtained on the web at:

www.goiam.org/index.php/headquarters/departments/scholarship
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.

Deadline: The deadline to submit the completed application form is **February 26, 2010.**



UNION MEETINGS



District Lodge 190

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

Meetings are the fourth Tuesday of each month
October 27 • November 24 • December 16*
Executive Board Meeting: 6:30 p.m.
General Delegates' Meeting: 7:00 p.m.

Note: Change of December meeting date due to 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 15 • November 19 • December 17

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

October 6 • November 3 • December 1

Retirees' Club: 1:00 p.m. on the third Wednesday of the month: October 14 • November 18 • December 16

Local 93

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

Meetings are the second Tuesday of each month
October 13 • November 10 • December 8
Grievance Committee: 4:00 p.m.
Executive Board Meeting: 5:00 p.m.
Membership Meeting: 5:30 p.m.

Note: Office hours are now 8 a.m.—4:30 p.m. Monday through Friday. The office remains open during lunch.

Local 1528

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

Meetings are the first Wednesday of the month
October 7 • November 4 • December 2

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 21 • November 18 • December 16

Narcotics Anonymous: 5:30-6:30 p.m. every Tuesday

Local 653

544 West Olive,
Fresno, CA 93728

Meetings are the third Wednesday of the month
October 21 • November 11* • December 16
Executive Board Meeting: 5:00 p.m.
Membership Meeting: 5:30 p.m.

* **Please note:** In November, the E Board and Membership Meetings will be held on the second Wednesday of the month.

Local 1546

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

Meetings are the first Tuesday of the month
October 6 • November 3 • December 1

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 29 • November 19 • December—TBD

Retiree Club Pot Luck Luncheon: 12 noon on the first Wednesday of each month

October 7 • November 4 • December 2

Alcoholics Anonymous: 9 a.m. every Saturday

Local 801

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

Meetings are the third Thursday of the month
October 15 • November 19 • December 17
Membership Meeting: 4:00 p.m.
tvvMeetings are held at the Carpenters' Hall, in Reno.

Local 1101

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

Meetings are the second Thursday of the month
October 8 • November 12 • December 10
Executive Board Meeting: 5:30 p.m.
General Membership Meeting: 6:30 p.m.

Note: Office hours are now 8 a.m.—4:30 p.m. Monday through Friday. The office remains open during lunch.

Local 1584

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

Meetings are the third Thursday of the month
October 15 • November 19 • December 17

Membership Meeting: 7:00 p.m.

Executive Board Meeting: 6:00 p.m.

Retirees' Club: 12:30 p.m. on the first Tuesday of the month:

October 6 • November 3 • December 1

Local 1173

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 8 • November 12 • December 10
Membership/Shop Stewards' Meeting: 6:30 p.m. on the third Thursday of the month
October 15 • November 19 • December 17

Local 1596

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

Meetings are the third Tuesday of the month
October 20 • November 17 • December 15

Executive Board Meeting: 6:30 p.m.

Membership Meeting: 7:00 p.m.

Local 1414

150 South Blvd.
San Mateo, CA 94402
650-341-2689

Shop Stewards' Meeting: 6:00 p.m. on the first Thursday of the month
October 1 • November 5 • December 3
Executive Board Meeting: 6:00 p.m. on the second Thursday of the month
October 8 • November 12 • December 10
General Membership Meeting: 6:30 p.m. on the third Thursday of the month
October 15 • November 19 • December 17
Retirees' Club: 11:00 a.m. on the first Wednesday of March, June, Sept., Dec. All are welcome!
December 2 • March 3 • June 2 • September 1

Local 2005

416 Main Street
Livingston, CA 95334
209-394-7822

Meetings are held last Sunday of the month at the Veterans Memorial Hall: 1605 7th Street, Livingston, CA 95334.

October 25 • November 29 • December 27

• Spanish @ 1:00 p.m.

• English & Punjabi @ 2:00 p.m.

Local 2182

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

Meetings are the second Tuesday of the month
October 13 • November 10 • December 8

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 21 • November 18 • December 16