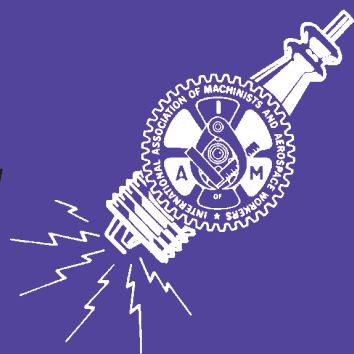


The IAM District 190 *Sparkplug*



VOL. II NO. 6



February/March 2010

Serving the Active and Retired Members of IAM District Lodge 190

Machinists take action across state for jobs

Labor rallies for jobs in Sacramento

More than 700 union members demanded job creation for the state's hundreds of thousands of unemployed workers in a rally at the California State Capitol on February 11. The clear message to legislators in both Sacramento and Washington, D.C. was **Jobs are priority No. 1**.

California has been devastated by record unemployment of more than 12 percent, leaving more than 2 million workers out of jobs. Nearly 35 percent of California's unemployed have been looking for work for six months or more. To make matters worse, Gov. Arnold Schwarzenegger has shown no leadership on job creation and his budget cuts have shredded the state's safety net at a time when workers need it the most.

"Gov. Schwarzenegger's record on job creation is as bad as some of his B movies," said California Labor Federation Executive Secretary-Treasurer Art Pulaski. "Even with record unemployment, he's still offering no help to our state's jobless. The governor's low-road economy has failed California families. Labor's agenda to rebuild California's economy is simple. Jobs, Jobs, Jobs. We need to prioritize the creation of good, middle class jobs, and we need leaders with the vision and political will to get the job done."



More than 700 trade unionists rallied for jobs in Sacramento on February 11.

Congressmember John Garamendi told the crowd that Congress is working hard to jump-start ready-to-go infrastructure projects that will put people to work repairing our crumbling roads, bridges and schools.

State Senate President Pro Tem Darrell Steinberg said California Democrats are moving quickly to provide some relief to the unemployed. Steinberg recently unveiled a package of 27 job

creation bills that would create more than 140,000 jobs in California.

Pulaski said the California union movement would mobilize in huge numbers in the coming weeks and months to ensure that state job creation measures get signed. "Jobs must pay a decent wage and provide benefits and retirement security. And the best way to do that is through workers bargaining collectively with their employers."

Machinists back TRADE Act at Concord congressional hearing



Machinists join environmentalists and community members concerned about trade issues at January 21 congressional hearing on the TRADE act.

A vocal contingent of IAM members took part in a Congressional hearing in Concord on January 21 to support passage of the Trade Reform, Accountability, Development and Employment (TRADE) Act of 2009. The legislation, introduced by Rep. Michael Michaud (D-ME), would revamp U.S. trade policy to provide a measure of protection for American workers and include enforceable labor, environmental and human rights standards. The legislation would also create a way to enforce the standards in existing "free trade" policies, including NAFTA, CAFTA, and the WTO.

"Our labor trade policies have failed to deliver on the promise of globalization. Instead, they have created untenable trade deficits, eroded our manufacturing base, and placed tremendous

downward pressure on wages and benefits for ordinary Americans," said Western Territory GVP Gary Allen.

Also attending the rally were Congressmembers George Miller and John Garamendi. A majority of the 256-member House Democratic Caucus endorses the TRADE Act.

"We need to push policies that will reverse the damage caused by previous trade agreements so that we can create jobs here, not ship them overseas," said Miller, a 35-year House veteran who has opposed all of the major trade deals dating back to NAFTA. "These trade agreements—I didn't vote for any of them. They were wrong then, and they're wrong now."

Garamendi said that he would not support trade deals unless they provide the protection that every human being on this planet deserves. "We should not reward deplorable labor and environmental conditions abroad only to see jobs exported at home. There is nothing 'free' about oppressive labor conditions."

"In the last decade the U.S. has lost more than five million manufacturing jobs; jobs that have historically been the key to a middle class life," said GVP Allen. "We have seen employers move

to places where they can repress workers' rights, disregard the environment, and engage in illegal trade practices. This legislation requires that we fix our failed trade agreements before we enter into new pacts."

IAM testifies for High Speed Rail in Palo Alto

On January 21, IAM staff and members went to the Palo Alto City Hall to testify before the Senate Budget Fiscal Review Committee in support of the high speed rail proposal. The event was a joint hearing of the Senate Transportation and Housing Committee, chaired by Sen. Joe Simitian, and the Senate Budget Committee.

Area Director Tom Brandon testified on the need for jobs as did several members of Local 1414 and the San Mateo Central Labor Council.

"I told them that this feels a lot like it did in the 60s, when cities in the North Bay and South Bay put their heads in the sand and opposed BART. Now they're crying. We can't be in the same position in 30 years around high speed rail," Brandon said.

"We need jobs and we need infrastructure. Unfortunately, we're dealing with 'not in my backyard' naysayers," he explained. "High speed rail will be cool. It will provide the access and the ability to get from the Bay Area to Los Angeles in 2-3 hours without having to go to an airport."



ORGANIZING WINS

More workers seek and vote for union representation

Nurses in Paradise

The 20 RNs and LVNs who work at the Sun Bridge Health Group, a long-term care facility in Paradise, voted by a two to one margin to join IAM Local 2182.

“SEIU represents the CNAs at the facility, but the RNs and LVNs wanted our brand of representation,” says Area Director Mark Martin. “Management pulled out all the stops. Winning this election wasn’t easy.”

Bargaining for a first contract began in January. “From my viewpoint, management, in word and in deed, is taking the slow path to a contract,” Martin explains. “The company has attempted to implement changes in conditions during bargaining and hasn’t fully complied with our need for information. This one will be a challenge until we’re done.”

Fairfield Toyota

Toyota vehicles aren’t the only thing being recalled these days. “The techs at Fairfield Toyota decided to recall their employee handbook because it’s substandard and worthless,” says Area Director Jesse Juarez who’s working with the group to seek union representation.

Juarez says that he had “cold-called” the shop last year, as he does on a regular basis. “I explained that ‘at-will employment’ means that the employer has the right to change conditions of employment or benefits at any time.” One of the senior techs confronted him, insisting that the group didn’t need a union. “He tried to kick me out and threatened to take me to management.” Juarez

says that he left the group with some information and went on his way.

Not long after that visit, the employer started taking away benefits, time off, and service labor times. “He told the employees that if they didn’t like it, there’s the door.”

Within days, a long-term employee contacted Juarez. He’s since had several meetings with the employees and they decided to organize. “Ironically, the guy who threatened to kick me out came to our first meeting and apologized. Now he recognizes why they need a union.”

In early February, Juarez and 14 of the 15 techs joined him in going to the general manager to announce

that they were seeking union representation. “They all wore their union buttons proudly,” Juarez added.

The dealership is part of the Thomason Auto Group, which immediately hired an anti-labor consultant to try to stop the drive.

“The election is set for March 11. I’m confident these guys will stay strong, so stay tuned.”

Jumping on the bandwagon

Fairfield Hyundai are also with the Thomason Group and the techs there suffered all the same reductions as the Toyota guys did, reports Juarez. “These guys also decided that having a union would be the answer.”

Juarez filed a petition to hold a

union election and an election date is due to be set by the NLRB.

Rough start at Penske

Juarez filed an election petition with the Penske Truck Shop in Fresno for the 14 employees there. “I cold-called them last year and got some interest. I’ve met with the employees and they decided to move ahead. But when the employees wore their union buttons in to demand an election, the employer’s response was pretty nasty,” says Juarez.

“I tried to explain that we have a great relationship and contracts with Penske shops around the state. It’s ironic, but one of their main issues for these guys is respect and dignity—and that’s something that costs the boss nothing to give.”

Organizing mandate

Directing Business Rep Jim Beno reports that the IAM Western Territories office has mandated that each district lodge refocus on organizing. “Our charge is to organize, organize, organize. All staff must be involved and our goal is to organize 250 new members per year.”

Beno says that the district staff will focus on core areas: auto dealers, body shops, and manufacturing as well as increasing service contract employers and organizing those working on green technology.”

Current members can play an important role in growing the union. If you have organizing leads, be sure to pass them on! Use the form in this paper or tell your Business Rep.

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

Do you know people who work in your industry but don’t have a union? Often non-union workers have the same wages as union employees—but that’s all they have. Talk to people in non-union shops about the benefits of having a contract, a grievance procedure, a pension and good union benefits. If they’re interested, ask if one of our organizers can call them. (Remind them that the call will be completely confidential.) Here’s a contact form for you to complete and send to District 190.

About you:

Name: _____

Where you work: _____

Your phone number: _____

Please call the following to tell them more about IAM representation:

Name: _____

Company: _____

Home or cell phone Number: _____

Best time to be reached: _____

Please return this form to: District 190, 7717 Oakport Street, Oakland, CA 94621. (Use this form, or just include the info on your own paper.)



UNION PEOPLE

Local 1584 presents 15-50 year pins



On December 1, 2009, Local Lodge 1584 held its annual Veteran Awards Lunch at Francesco’s Restaurant in Oakland. They presented members with pins for their membership in the union, ranging from 15 to 50 years. Congratulations one and all!

50 year pin for Local 1546 members



Area Director Don Crosatto presented 50-year pins to Local and District President Joe Coy (C) and Walt Anderson (R). Coy had, for many years, worked at Kaiser Sand and Gravel, and Anderson last worked for Lloyd Wise Honda.



LETTERS TO THE EDITOR

We’re glad to print “Letters” when we get them, but none were received this edition. 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

The IAM District 190

Sparkplug



Debra



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PENSION Q&A

Frequently asked questions by IAM members preparing for retirement

One hundred members of Local 1546 and their spouses gathered on Saturday, January 9th for the 15th Annual Pre-Retirement Seminar. After a delightful breakfast prepared by Business Representatives Robby Pintos and Pat Woodward, the group settled in to hear a brief presentation on the Pension Fund followed by a vigorous question and answer session that lasted almost three hours. Members were also able to meet one-on-one with Trust Fund staff, who went over the details of their individual situation and discussed the various options with them.

If all the comments and questions were printed, it would probably fill all eight pages of the *Sparkplug*. While a number of the questions dealt with very particular or unique situations, numerous questions were of a more general nature. We have printed some of them here, in the hopes that it proves useful to others in the same situation.

Q: When should I start the application process for my pension?

A: You should start the process at least 60 to 90 days prior to the time you wish to retire. If your situation is complicated by a number of breaks in service or if you have been divorced at any time, it is wise to allow at least three months.

If there has been a divorce, we recommend starting 180 days before you want to retire. We have many cases in which the ex-spouse has to be tracked down, divorce papers are hard for the member to retrieve, disputes arise with the ex-spouse which cause all or part of the pension to be withheld for substantial periods.

Q: I was divorced many years ago and my ex-wife is not entitled to any of my pension. Why do you need extra time with my application?

A: Under federal law, an ex-spouse can be a plan participant with the same rights as an active member. In order to ensure that the ex-spouse's rights are preserved, the pension applications of all divorced members are sent to an attorney for review to ensure that all parties receive the benefits that they are legally entitled to.

The Trust Fund is in the process of modifying this procedure to have ATPA take responsibility to review

the easiest such applications in order to save time and legal fees.

Even if your case is a very simple one, there is a chance that your application will wind up stuck behind a very complex case. Accordingly, it is important that you start the pension process early if you have ever been divorced.

Q: Our contract expires June 30, 2012; my birthday is in August 2012 and I will have my 85th point on my birthday. Will I still qualify for a "Rule of 85 Pension?"

A: If you qualify as an active employee—have not had a one-year-break-in-service as of the effective date of your retirement—and the new contract is not ratified prior to your birthday, then you will qualify. The new pension rules kick in upon the ratification of the new contract, but no later than 180 days from the expiration of the old one.

Q: Our contract expires June 30th of this year. Can I work up to the day of expiration then retire under the "Rule of 85?"

A: No. If you work at all in the month of June, the employer is required to pay for June hours worked. That would push your

retirement date into July, where you could fall under the new rules. The safe thing to do is to make May 31 your last day of work and retire on June 1.

Q: I worked in the trade for a non-union shop for three years before I was covered by the Pension Plan. Can I use those years of past service towards a Rule of 85 Pension?

A: No. Only "Future Service" (years of service where your employer paid into the pension plan) counts.

Q: I worked as an Operating Engineer for five years before coming into Automotive Industries. Do those years count?

A: No. Only years paid into Automotive Industries Pension count towards the "Rule of 85."

Q: Someone told me I can't work at the automotive trade at all after I retire. Is this true?

A: No. The rules on this are complex, but you can definitely work at the trade if you are outside the geographic area of the plan (Northern and Central California and Reno, Nevada). Even within the geographic area, it is on a county by county basis, depending on if the Plan covers any employees in that county.

For instance, a retired auto mechanic cannot work as a mechanic in Contra Costa County, where we have a number of shops. He could, however, work in Lake County, where there are no shops covered by the plan. He could work anywhere south of Fresno or in the other 49 states. And, he could, of course, work in the Bay Area at some other occupation. Before taking another job, the prospective retiree should talk to the Pension Fund office and his union representative, as each situation is a little different.

Other questions received by the staff of the Automotive Industries Trust Fund

1. Is there a website where I can review my benefits?

Yes. The Automotive Industries Trust Funds website, www.aitrust-funds.com, provides participants the opportunity to review their benefit and credited service amounts. Please contact Trust Benefits Online at 1-866-367-8265 to set-up access.

2. I am no longer with an Automotive Industry contributing employer. Am I able to roll my pension benefit into another account?

No. This is a defined benefit pension and all contributions were employer contributed. At retirement age, you may apply for benefits and if eligible, receive a monthly, lifetime benefit.

3. Is there a Hardship Withdrawal benefit?

No. The defined-benefit pension plan does not permit hardship withdrawals.

4. Is there a death benefit when a member or spouse dies? Is there a funeral benefit to help cover expenses?

No. The plan does not have a provision for a funeral benefit, however, when a member passes away the estate is entitled to the pension benefit for the month in which the death of the participant occurred.



PENSION REFORM

Legislation pending to strengthen multi-employer pension funds

Many pension plans experienced drastic losses as a result of the financial collapse of 2008, and many companies now cannot meet unexpectedly large pension obligations. Without funding relief, more jobs may be lost, and the economic recovery will stall even further.

In response to this crisis and to shore up defined-benefit pension plans, Congressman Earl Pomeroy (D-ND) introduced HR3936—the Preserve Benefits and Jobs Act (PB&J).

"Defined benefit pension plans are an important means of ensuring workers' lifetime income security in retirement and should be preserved," Congressman Pomeroy said when

introducing the bill last October. "Without additional relief more employers may elect to freeze their pension plans."

The bill would give businesses some breathing room from the strict funding rules imposed by the landmark pension reform bill that went into effect in 2008.

"This stuff is really complex," says Area Director Don Crosatto "but it's also vitally important. All pension plans lost a lot of value—first in 2001-2004 and then again in 2008. Rather than helping the situation for multi-employer plans, the recent pension reform bill made matters worse. This bill is an

attempt to fix the problems caused by the last so-called reform."

Some of the issues HR3936 deals with are amortization, asset smoothing, and easing the credit balance and accrual restrictions.

Other changes for multi-employer plans, such as the Automotive Industries plan, include:

A. A one-time Funding Fresh Start: Allows multi-employer plans to elect a one-time fresh-start of the Standard Account, with the sum of the outstanding balances amortized over a single 30-year period.

B. Longer funding relief: Extends the Rehabilitation Period and the Funding Improvement Period by five years.

C. Creation of Multi-employer Pension Alliances to facilitate the merger of multi-employer pension funds.

D. Eases adoption of rehabilitation or Funding Improvement Plan as the default schedule once it has been approved in collective bargaining agreements covering at least 75% of the plan's active participants.

"As Trustees on the AI Pension Plan, we're studying these provisions to make sure they are in the best interest of our plan. We'll be calling on our members to support these reforms when they start being debated seriously in Congress," Crosatto added.

AROUND

Local 93

Short notes

Here are a few updates from Business Rep Sam Saiu.

The members at Sam Linder Cadillac-Honda in Salinas ratified a two-year collective bargaining agreement.

The 15 IAM members who do maintenance and vehicle repair at Chemical Lime in Natividad have a new three-year contract. This mining operation is covered by a multi-union contract negotiated by the Monterey/ Santa Cruz Building Trades Council.

Negotiations began in February for members who work at World Technical Services at the Vandenberg Air Force Base.

The Grand Lodge approved the new bylaws and dues structure voted on by the members at the December meeting.

Watch for the 2010 Hawgs for Dogs event schedule. Thanks to all of our 2009 event sponsors, including District Lodge 190, Locals 93, 1101 and 1546, the IAM Western Territory and Gary's All-Texas BBQ.

Local 1101

Sonic comes due

The Sonic Stores contract is opening up, reports Business Rep Richard Breckinridge. The team will be negotiating contracts for members who work at Stevens Creek BMW, Stevens Creek Honda and St. Clair Chevrolet.

Local 1101 & 1173

First Student first contract

Negotiations for a first contract with First Student began in January. The employees at the Concord (Local 1173) and San Jose (Local 1101) locations voted for union representation last fall.

"We have contracts at other First Student facilities and expect to make good improvements for these employees in the near future," said Juarez.

Local 1414

Big back-pay payout

About 22 members who work at Magnussen Toyota of Palo Alto will be

Local 653

AN EMPLOYER APPRECIATION

In 1977 Henry Tedball and George Dukes started a small union shop in Fresno called G&H Diesel Service. George wrote the following letter to the Sparkplug about his employees who are members of Local 653:

"We two guys hung in there for all these years. But Henry retired in 2005. I bought him out in 2008 and then brought in my brother, David Dukes, as a partner.

As hard as times are today we have managed to keep ahead by changing our work capabilities into different areas of repairs. Our employees' skills have kept us alive and doing well.

At our Customer Appreciation dinner held on November 21, we presented Dan Ingrao and Arnold Salinas each with a watch for their many years of service. Dan has been employed with us for 16 years and Arnold has been with us for 15 years. Also recognized were Terry Crouch and David Dukes, each with 18 years of service.

Thanks to everyone at G & H for all of your hard work. We look forward to another good year."

—George Dukes



Arnold Salinas, Terry Crouch and Dan Ingrao from G&H Diesel Service in Fresno

getting back pay of about \$30,000 total to make up for vacation accruals that were calculated incorrectly.

"A few members brought to my attention that they weren't getting their vacation accrual right," says Business Rep Steve Older. "We investigated and brought it to the company's attention. After a few phone calls, the company looked into it and discovered that we were right."

Older reports that most of the refunds will be about \$1,000, but one member will be collecting \$5,500.

"I recommend that all members look into how their vacation accrual is being accounted for because this is a common mistake," Older says. "When the contract calls for members getting an extra vacation week at, say, eight years, they need to start the accrual in the seventh year, so that when the date comes up, the money's there and the member can start collecting on it. Too often, companies wait until the start date of that year to start accruing the funds."

Local tightens belt

In these tight economic times, everybody is watching how their money and their union dues are getting spent. And, in fact, even though the 2009 dues increase was passed by a vote of the membership, the business

reps are hearing a lot of complaints from members about having to pay more.

On behalf of the District 190 and local staff, Business Rep Pedro Mendez explained some of the cost-cutting measures that the local has taken.

"We are trying to make a lot of changes to work leaner and more efficiently. We definitely don't take our members' dues money for granted. In the last six months, we've gone from three secretaries down to two and from five business reps down to three. Business reps from 1546 are taking some of our workload so that we can continue to provide good service to the membership.

"Because so much of our membership has been based in auto dealerships, our union has been hit hard by the economic downturn and closures. We're losing good shops and great members. Serramonte Chrysler Dodge Jeep and Serramonte Mitsubishi closed their doors on January 25. It's sad to lose shops like these; we had a big strike at the Chrysler shop several years ago, and then the relationship grew strong between the and the union. TGC Isuzu, a truck shop that's been in business for more than 30 years, closed its doors at the beginning of January. That's three big shops in a month.

"Our goal is to keep the membership

up while keeping the dues down. We need help from our members—both those who are working and those who are unemployed—to give us leads for where we can do organizing."

Local 1484

Recovery after layoffs

With the economy down, work at the waterfront has been slower than anyone remembers it ever being, but hopefully it's starting to turn around. Business Rep Kevin Kucera reports that he expects that half the workforce, about 18 or 19 guys, will be back to work at SSA Terminals. They were laid off since October, in part because of the economy and in part because one of their major shipping lines went to Canada and another pulled out. "This was one of the largest layoffs this company has seen in 25 years," Kucera says. "Hopefully things will continue to head back up."

Local 1546

Trouble brewing at Coca Cola Bottling

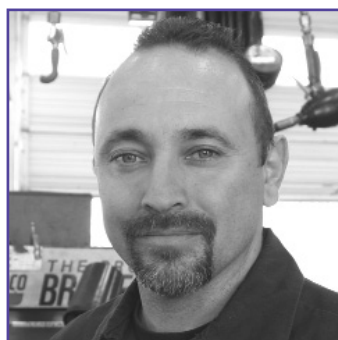
Contract talks with Coca Cola Bottling Co. are on right now, and "it's a battle," reports Area Director Don Crosatto. Twenty-six plant maintenance mechanics work at the facility.

SHOP TALK: What do you think of the bank bailouts and the continuing bo



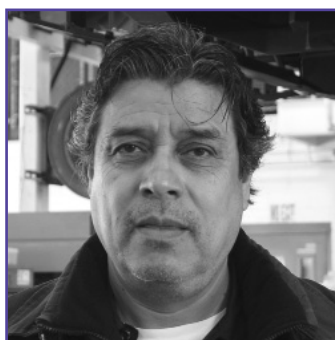
DENNIS KANTOLA
City of Sacramento—Kinney
Police Facility Local 2182

"The bankers created the problem, so their bonuses should be on hold until things are situated again and the economy comes up. Obama said he'd try to fix this—and he should!"



TONY SNODGRASS
City of Sacramento—Kinney
Police Facility Local 2182

"They helped out the banks and it didn't trickle down enough. There's not enough oversight. They should help the homeowners with our loans, then we can buy other stuff—and this will in turn help the banks."



JESUS MEJIA
City of Sacramento—Kinney
Police Facility Local 2182

"The government helped the banks that already have money, and didn't make them accountable for the distribution. The money hasn't gotten to the people who really needed it. The banks need to be held accountable."



DAVID HARRIS
City of Sacramento—Kinney
Police Facility Local 2182

"The government should keep out of the bank's business. If they pay their money back, they should be able to do what they want. The bailout was a good thing to do, but I don't like the government interfering with private enterprise."



TARRICK GRANT
City of Sacramento—Kinney
Police Facility Local 2182

"I'm torn. We can't let all banks fail, but maybe we didn't need to save all of them, either. I do think that bankers' salaries are quite high."



SALVA
City of Sacramento—Kinney
Police Facility Local 2182

"They should be held accountable because the economy isn't going well—if the economy should they get the first place."

THE LOCALS



and are members of Local 1546. The contract expired last summer.

The company is making a strong push to replace the union health and pension plans with company plans. “In fact, they’re willing to spend \$8 million to get out of our plan,” Crosatto explains. Currently, the members get \$57/month for each year of service; the company wants to drop this to \$15. The company’s plan lost 31% of their assets in 2008, as compared to the 27% loss that Automotive Industries suffered. “A chunk of their plan is committed to hedge funds and private equity funds.”

Crosatto says that the negotiators have worked out most of the language issues, “but now that we’re into the economics, they’re pushing hard to get us to ditch plans. What’s even worse is that they’re reluctant to give us info about their plans. So far, all we’ve seen about their health plan is that all of the doctors and hospitals are located in San Francisco, while none of our members there live in the West Bay. Also, it doesn’t look like they offer a Kaiser option, and the majority of our people are on Kaiser.”

Another closure

Bill Nelson Chevrolet in Richmond went out of business, finally. “As owners go, he was one of the good guys,” said Crosatto about the owner of the oldest African-American-owned dealership in Northern California. “This was a family affair. The dealership was first owned by the father, then the mother, and finally Ron took it over. It could be a gross understatement to say that he’s had a bad year—several family members passed away, and then MAC cut off his financing. He no longer had cars for sale, but tried to keep going doing service and body shop work. Ultimately, the bank cut him off and he had to shut his doors.”

Local 1596

No dues increase

At the January 19 meeting, the membership of Local 1596 voted to maintain the 2009 dues rate in 2010. “We will have no increase this year,” reports financial Secretary Dave Alfsen.

Contracts coming due

Area Director Tom Brandon reports that the members at MGM Brakes in Cloverdale ratified their contract by a 58-8 vote. It was a cost neutral contract—the 2% increase they got will go towards their health insurance. And, the members at Novato Toyota had their first proposal meeting in January in preparation for April negotiations.

Local 2005

New staffing lineup

Local 2005 has an array of changes in the new year. First, the Local welcomes our (not so) new leader Alfredo Lopez. Al has been with us for about four years and has fought beside us every step of the way. He participated in our Solidarity Picnic, walked with us in our March on Foster Farms and helped us countless times to improve our operations. He is now at the helm of our movement and we couldn’t have picked a better person. Welcome Al!

Second, we are pleased to introduce our members to Business Reps Tom Rotella, from Local 653 in Fresno, and Gilbert Gonzalez, from Local 1528 in Modesto. They have graciously accepted the challenge of helping us in our fight to provide better service to our members and we couldn’t be happier. These gentlemen are the best addition to our local that we could hope for and we welcome them and their knowledge. Welcome Tom and Gilbert!

Our membership is growing little by little even though everyone is cutting back in these tough economic times. Our members are seeing that it is important to keep the union close and current, just like car insurance. You never know when you will need us, but we are there when you do!

Local 2182

Not playing fair

When Pacific Material Handling bought out Team Power Clarklift, the union was actually hopeful about getting a decent contract with the new owners. “But we’ve been sorely disappointed,” says Area Director Mark Martin. “In fact, I long for old days working with owner Joe Hensler.”

Martin reports that the company has implemented changes in the employees’ conditions of employment, proposed a reduction in pay and a wage freeze for three years. “They’ve cut health and welfare and done other unlawful conduct.”

Martin filed charges on behalf of the 19 members who work at the Sacramento and Chico facilities and will deliver the case to the labor board, which will make a decision in the near future about whether the company violated the law. If they agree with us, they’ll set a trial date.

“We’re not calling the company evil, but do the math. The owner called me some inappropriate names. Frankly, it

feels like we’re going after the evil empire.”

Smooth takeover

Pan Pacific Cement in West Sacramento closed its doors on January 29 and was immediately taken over by its parent company, A&A Ready Mix, a large, notoriously anti-union company.

“Fortunately, we were able to negotiate a contract and the guys went back to work on Monday as if nothing happened,” reports Business Rep Skip Hatch. “At this point, they’re operating with a skeleton crew of two guys, but we’re hoping things will come back.”

Hatch says that the new five-year contract basically mirrors the original contract with only a few minor changes. “In any case, it was great that we didn’t have to battle with them.”

First contract talks

Hatch is also in first contract negotiations with American Medical Response, along with Gilbert Gonzalez and Richard Breckinridge, from Locals 1528 and 1101, respectively. “The talks are going fairly slowly on behalf of the ten employees in Stockton, Modesto and San Jose who voted for union representation last fall. The company’s negotiator is bargaining over non-issues, just to justify his existence. We hope to have that contract settled by the end of March.”



Get your IAM news on the web!

District 190 has updated its website and added lots of new features.

Go to:

www.iamdistrict190.org

Issues that the bankers keep taking?



GABRIEL SANTOS
City of Sacramento—NACY
Corporate Ctr - Local 2182

the bonuses my is not down. Even s better, why uses since blem in the



RAKESH PRASAD
City of Sacramento—NACY
Corporate Ctr - Local 2182

“I don’t agree with the president giving this money to the banks. They keep giving themselves bonuses, and that’s just wrong. Politics, money—it’s all entwined. They’re all in cahoots.”



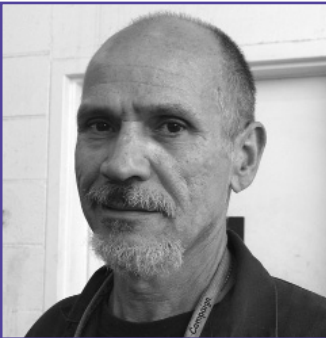
ERNIE MARTINEZ
City of Sacramento—NACY
Corporate Ctr - Local 2182

“It’s not good. The banks are getting all the money, and we here have to take furlough days and can’t run even a household.”



WILLIAM GARCIA
City of Sacramento—NACY
Corporate Ctr - Local 2182

“On a positive note, all the mistakes the banks made have woken up the people. Maybe now they’ll be more willing to vote across party lines. They should have had some checks & balances to hold the banks accountable.”



DEAN THOMAS
City of Sacramento—
Meadowview - Local 2182

“They shouldn’t have bailed out the banks. I own a house and I don’t get a break, and they don’t lower my mortgage rate when I need help. They take my taxes but don’t help me.”



GABRIEL SANTOS
City of Sacramento—NACY
Corporate Ctr - Local 2182

“It’s a waste of our money. The U.S. was built on enterprise. If the banks can’t make a go of it, they need to go under. Mom and pop shops didn’t get a bailout. The bonuses are wrong—how much does one person need, anyways?”

IN THE NEWS

Don't Forget Haiti's Workers

Every Californian knows that the next big earthquake is coming—it's not a matter of "if" but "when." For the people of Haiti, that day came on January 12. With more than 200,000 people killed, and several million homeless, the Haitian people need our help.

The AFL-CIO is calling for the United States and the entire international community, including the global union movement, to "do our utmost to aid our Haitian sisters and brothers in their moment of extraordinary need." Unions are mobilizing their members to provide aid in Haiti through donations.

- **The AFL-CIO Solidarity Center's Earthquake Relief for Haitian Workers' Campaign.** You can go to www.UnionPlus.org/Haiti or you can send a check to: Solidarity Center Education Fund, 888 16th Street, N.W., Suite 400, Washington, DC 20006. Please designate "Earthquake Relief for Haitian Workers" in the memo line of the check (and Union Plus will double your contribution).

- **Partners in Health**, which had staff on the ground in Haiti before the earthquake, is a good locally-based organization. Go to stand-withhaiti.org or send your contribution to Partners In Health, P.O. Box 845578, Boston, MA 02284-5578.

- **Doctors Without Borders:** Go to doctorswithoutborders.org or call toll free at 1-888-392-0392. USA Headquarters 333 7th Ave., 2nd Floor, New York, NY 10001-5004. Doctors Without Borders is a well-respected and highly effective humanitarian organization working in more than 60 countries to assist people whose survival is threatened by violence, neglect, or catastrophe.

- **American Red Cross International Response Fund:** or call toll free at 1-800-REDCROSS or 1-800-257-7575 (Spanish). Contributions also can be mailed to American Red



Cross, P.O. Box 37243, Washington, DC 20013 or to your local American Red Cross chapter (specify if you want to make sure your donation will benefit Haiti).

- **United Way Worldwide Disaster Fund:** or mail checks with the fund reference to United Way Worldwide, P.O. Box 630568, Baltimore, MD 21263-0568.

Astounding bank bonuses

Bankers in other countries have already gotten the message that their behavior is unacceptable. England and France have imposed heavy surtaxes on outrageous banker bonuses.

But the banks still hold enormous power in Washington—as Sen. Dick Durbin put it, "They frankly own the place." And they're using all of their lobbying clout to oppose any attempts to rein in their bonuses.

So despite the huge outcry over the last round of AIG bonuses, Congress still hasn't done anything to stop Wall Street from giving out huge bonuses. AIG's bonus plan is unacceptable.

"There's one big problem: Every cent of bonus money Goldman Sachs has paid out in the last year belongs to taxpayers. That's because of huge taxpayer supports—including \$12.9 billion of bailout money funneled directly to Goldman

through AIG—none of which they have any intention of paying back," MoveOn writes in an email being sent to members Friday. "The fact is, the American people do begrudge wealth when it's taken directly out of their pockets. And 'savvy' doesn't accurately describe a businessman who brought the world economy to the edge of collapse."

On the legislative front, Sen. Sherrod Brown (D-OH) will announce today the details of a new bill to tax bonuses "given to executives at firms that received financial help from U.S. taxpayers and use the revenues to help small businesses create jobs." In an email, Brown noted that AIG, which received \$182 billion in government assistance, paid out more than \$100 million in bonuses last week.

Ryan Grim, Huffington Post

More sad but true economic facts

Here are a few tidbits worth noting about the nation's unemployment rates.

Bob Herbert at the *New York Times* puts the sorry U.S. unemployment rate in clear—and painful—perspective, pointing out how the workers losing jobs are those who had almost no income to begin with.

The highest group, with household incomes of \$150,000 or more, had an unemployment rate during that quarter of 3.2 percent. The next highest, with incomes of \$100,000 to 149,999, had an unemployment rate of 4 percent.

Contrast those figures with the unemployment rate of the lowest group, which had annual household incomes of \$12,499 or less. The unemployment rate of that group during the fourth quarter of last year was a staggering 30.8 percent. That's more than five points higher than the overall jobless rate at the height of the Depression.

Tula Connell, AFL-CIO Now

Record profits don't stop health insurer's record rate hikes

There's a theory that trends happen first in California before spreading to the rest of the nation. If that's true in health insurance, the country's in deep trouble.

In early February, Anthem Blue Cross—whose parent company WellPoint posted a record \$4.7 billion profit in 2009—announced it was gouging even more money from its 800,000 California customers by raising premiums as much as 39%.

According to a recent study by a Healthcare for America Now, the nation's largest five health insurance companies—Wellpoint, UnitedHealth, Cigna, Aetna and Humana—which cover the majority of Americans with insurance, posted a 56% gain in 2009 profits over 2008. Those hefty profit gains came even as 2.7 million more Americans lost their insurance coverage due to the declining economy.

Note: Since this news became public, Anthem Blue Cross announced that it will postpone the gouging for two months. And the increase will impact those with individual plans, not group plans.

Mike Hall, AFL-CIO Now

SHOP TALK: What about the bank bailout and banker bonuses?



JAMES VENEGAS
City of Sacramento—
Meadowview - Local 2182

"They should never have gotten bonuses because it's taxpayers' money. Why should we pay for upper management's big bonuses?"



DEREK BOURQUE
City of Sacramento—
Meadowview - Local 2182

"I don't think they should get bonuses. We shouldn't pay for big salaries. If we have to take a cut, then so should they—especially if they're using taxpayers' money. It's crazy."



JOE PENNINGTON
City of Sacramento—
Meadowview - Local 2182

"I'm still waiting for my bonus to come in the mail... That's how the government works—bailing out the banks while we take furlough days and could use some bailouts ourselves. It's a mess."



GENARO VENEGAS
City of Sacramento—
Meadowview - Local 2182

"They shouldn't get bonuses if they got money to be bailed out, because they lost millions of dollars."



DOUG HOFFMAN
City of Sacramento—
Meadowview - Local 2182

"It was a bad idea to bail out the banks. The government's way too involved in private industry. The bonuses are wrong. Any company that's not solvent on its own shouldn't be giving bonuses."

District 190 staff enhances skills at IAM's Winpisinger Training Center

In a good economy, grievances rarely go to arbitration, and when they do, the lawyers are brought in to handle it.

Today, employers are fighting back harder and more cases go to arbitration. "It's expensive to hire lawyers to handle these cases—in many cases, the cost for the lawyers is more than even the best settlement would net," says Area Director Don Crosatto. "So we're sending more Business Reps to the Winpisinger Center in Maryland to learn how to do it ourselves."

About the training center

The William W. Winpisinger Education and Technology Center, founded in 1981, is the IAM's training facility in Placid Harbor, Maryland. The Winpisinger Center prides itself on teaching what it is to be a trade unionist and a leader.

To this end, the programs cover a diverse range of topics to ensure that IAM members, officers and staff are prepared to serve their fellow members.

Leadership I, II, Advanced Leadership and Train-the-Trainer are the foundations of the education program.

Specialized training includes courses on arbitration, collective bargaining, advanced collective bar-

gaining, comprehensive training, orientation and basic skills, pension program and strategic planning.

Departmental seminars cover subjects as varied as community services and retirees, federal employees, human rights, IAM Cares, VLodge membership training, political education, safety and health, high performance work organizations and women's program. There are also courses for editors, financial officers, and others.

District 190's commitment to training

Each local will have at least one Business Rep who's gone through the arbitration training, so that they can handle straightforward arbitrations without an attorney. "In many cases, it's not much harder than a board of adjustment case, which we've been handling for years," says Crosatto.

"The Winpisinger Center has a great training program that enables us to work on our skills in a practice environment, learn how to research decisions and hear how others do it around the country." The classes culminate with a mock arbitration heard by the national arbitrator for the coal industry. "He's got a world of knowledge," Crosatto adds.

Last fall, every District 190 staff member was sent to the Winpisinger Center to get a refresher course on basic negotiations and benefits. And several staff have been going back for a class on the Service Contract Act, so that they can be more effective in organizing people who work for government contractors on military bases.



Local 2182 Area Director Mark Martin (upper right) and Local 1101 Business Rep Richard Breckinridge (in front of Martin) attended the Advanced Arbitration class in January.

Machinists Union debuts "UCubed," a unique program for unemployed workers

If you're one of the nation's 15 million officially jobless workers—or one of the more than 16 million who are under-employed or have dropped out of the job market—there are likely times you feel isolated and powerless.

A new community service program by the Machinists Union can put you in touch with other men and women struggling to cope with the stress and pressure of being jobless in America. It also is designed to give jobless workers the opportunity to mobilize and make their voices heard.

Called "Ur Union of Unemployed," or **UCubed** for short, the IAM initiative will function as an online community, with small groups of unemployed activists in a single ZIP Code forming "cubes" and ultimately becoming a linked network with considerable political and economic influence.

UCubed, unveiled in January, is designed to mobilize the unemployed and underemployed to better cope with the stress and pressure of being jobless in America.

"We hope that UCubed will provide a measure of relief and an end

to the isolation, frustration and depression that so many unemployed workers experience," said

IAM President Tom Buffenbarger. "Working together, they can build a network of mutual support and help each other to get through

the next few years."

In addition to giving unemployed workers a means to connect and share experiences through a dedicated website, it will enable workers to speak with a single voice on critical political issues. The UCubed website will feature links that allow activists to pressure state and federal lawmakers to respond more effectively to the jobs crisis.

The site includes action links on topics such as:

- Unemployment benefit extensions;
- Food stamps;
- COBRA benefits; and
- JOBS NOW!, the IAM's effort to draw attention to the need for a national industrial policy.

For more information, go to www.unionofunemployed.com.



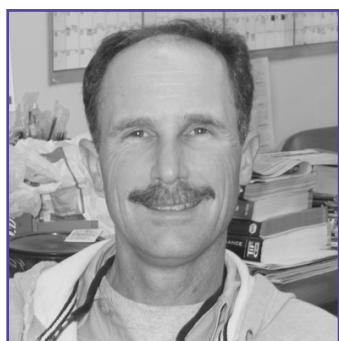
Save the Date

April 15, 2010

The California Conference of Machinists
Legislative Conference
@ District 725 offices in Sunnyvale

In an effort to minimize airfare costs, this event will follow the California Labor Federation's pre-primary conference being held on April 14 in San Jose.

SHOP TALK: What about the bank bailout and banker bonuses?



VERN HEFNER
City of Sacramento—24th St.
Main Shop - Local 2182

"As long as they're getting rich, they've got their agenda taken care of. For us, it's all we can do to hold onto what we have. The bankers understand how to play the game."



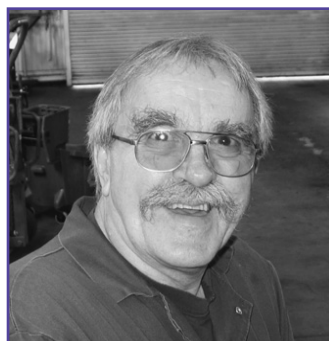
BILL GREEN
City of Sacramento—24th
St. Main Shop - Local 2182

"That's just another high end equation that doesn't trickle down to the people who need it. It's just a mess. Who created that problem? Certainly it won't be fixed overnight."



JEFF CROWDER
City of Sacramento—24th
St. Main Shop - Local 2182

"I don't think it's right. I don't think the auto bailout was right either. The bonuses seem to be part of the package deal they got, which we were unaware of until they got it."



LARRY JOSSIS
City of Sacramento—24th St.
Main Shop - Local 2182

"I don't think anybody's worth that kind of money. That's part of the problem with the way things are going: some people are making enormous pots of money and they've never done any real work."



LEON CRANFORD
City of Sacramento—24th St.
Main Shop - Local 2182

"It's a crock. They should be paying one way or another. If they needed a bailout, they shouldn't be getting that money."



UNION NOTICES



LOCAL LODGE 2182

Official By-laws Change Notice

There will be a second reading of a proposed change to Local Lodge 2182’s By-laws at the April 13, 2010 regular Union meeting.

Following the reading of the proposed change, the By-laws Committee recommendation will be reported and a secret ballot vote will be conducted on the proposed change.

The April 13, 2010 meeting will be held at 7:00 p.m. at the Machinists & Mechanics Lodge No. 2182 Union hall located at 967 Venture Court, Sacramento, California.

A proposal has been submitted to update the following By-laws section:
ARTICLE XI – FUNDS

Section 3: Defense Fund – Intent to update the language for funding.

A copy of the exact wording of the proposed change will be available to each member at the meeting.

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.



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

Contact us at 510-836-2484



UNION MEETINGS



District Lodge 190 7717 Oakport Street Oakland, CA 94621 510-632-3661	<i>Meetings are the fourth Tuesday of each month</i> February 23 • March 23 • April 20* Executive Board Meeting: 6:30 p.m. General Delegates’ Meeting: 7:00 p.m. * <i>Note:</i> Date changed due to an IAM national staff meeting	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 February 18 • March 18 • April 15 General Membership Meeting: 6:00 p.m. on the first Tuesday of the month February 2 • March 2 • April 6 Retirees’ Club: 1:00 p.m. on the third Wednesday of the month: February 17 • March 17 • April 21
Local 93 2102 Almaden Rd., #105 San Jose, CA 95125 408-723-4900 <i>Note:</i> Office hours are now 8 a.m.—4:30 p.m. Monday through Friday. The office remains open during lunch.	<i>Meetings are the second Tuesday of each month</i> February 9 • March 9 • April 13 Grievance Committee: 3:30 p.m. Executive Board Meeting: 4:30 p.m. Membership Meeting: 5:00 p.m.	Local 1528 713 16th Street Modesto, CA 95354 209-529-9210	<i>Meetings are the first Wednesday of the month</i> February 3 • March 3 • April 7 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: February 17 • March 17 • April 21 Narcotics Anonymous: 5:30-6:30 p.m. every Tuesday
Local 653 544 West Olive, Fresno, CA 93728 559-264-2815	<i>Meetings are the third Wednesday of the month</i> February 17 • March 17 • April 21 Executive Board Meeting: 5:00 p.m. Membership Meeting: 5:30 p.m.	Local 1546 10260 MacArthur Blvd., Oakland, CA 94605 510-638-6705	<i>Meetings are the first Tuesday of the month</i> February 2 • March 2 • April 6 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 February 25 • April 1 • April 29 Retiree Club Pot Luck Luncheon: 12 noon on the first Wednesday of each month February 3 • March 3 • April 7 Alcoholics Anonymous: 9 a.m. every Saturday
Local 801 7717 Oakport Street, Oakland, CA 94621 800-655-2182	<i>Meetings are the third Thursday of the month</i> February 18 • March 18 • April 15 Membership Meeting: 4:00 p.m. <i>Meetings are held at the Carpenters’ Hall, in Reno.</i>	Local 1584 8130 Baldwin Street Oakland, CA 94621 510-635-2064	<i>Meetings are the third Thursday of the month</i> February 18 • March 18 • April 15 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: February 2 • March 2 • April 6
Local 1101 2102 Almaden Rd., #105 San Jose, CA 95125 408-723-4900 <i>Note:</i> Office hours are now 8 a.m.—4:30 p.m. Monday through Friday. The office remains open during lunch.	<i>Meetings are the second Thursday of the month</i> February 11 • March 11 • April 8 Executive Board Meeting: 5:30 p.m. General Membership Meeting: 6:30 p.m.	Local 1596 4210 Petaluma Blvd. No. Petaluma, CA 94952 707-795-0086	<i>Meetings are the third Tuesday of the month</i> February 16 • March 16 • April 20 Executive Board Meeting: 6:30 p.m. Membership Meeting: 7:00 p.m.
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 February 11 • March 11 • April 8 Membership/Shop Stewards’ Meeting: 6:30 p.m. on the third Thursday of the month February 18 • March 18 • April 15	Local 2005 416 Main Street Livingston, CA 95334 209-394-7822	<i>Meetings are held the third Sunday of the month</i> at the Veterans Memorial Hall: 1605 7th Street, Livingston, CA 95334. February 21 • March 21 • April 18 • Spanish @ 1:00 p.m. • English & Punjabi @ 2:00 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 February 4 • March 4 • April 1 Executive Board Meeting: 6:00 p.m. on the second Thursday of the month February 11 • March 11 • April 8 General Membership Meeting: 6:30 p.m. on the third Thursday of the month February 18 • March 18 • April 15 Retirees’ Club: 11:00 a.m. on the first Wednesday of March, June, Sept., Dec. All are welcome! March 3 • June 2 • September 1 • December 1	Local 2182 967 Venture Court, Sacramento, CA 95825 800-458-9200	<i>Meetings are the second Tuesday of the month</i> February 9 • March 9 • April 13 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 February 17 • March 17 • April 21