

Serving the Active and Retired Members of IAM District Lodge I90

Election 2010: A clear choice for union members



Dear IAM Member,

If you care about your job, your benefits and your rights as a worker, you have a clear choice in November in both the Governor's and U.S. Senate races. Jerry Brown and

Barbara Boxer are both proven pro-worker legislators. Their opponents have threatened to "take on the unions" and therefore take on you, as a working person in California.

This year, the candidates running for Governor and Senator are polar opposites on many key issues. Jerry Brown has a proven record of creating 1.9 million jobs, giving public workers the right to collectively bargain for better wages, and taking on Wall Street and the banks to stop home loan abuse. Barbara Boxer has fought for working people for 30 years, seeking to bring green and infrastructure jobs to California and ending tax breaks for companies that send jobs overseas.

What does that mean? They support workers getting good wages and benefits because they know that a strong middle class means there will be a strong economy. Unions support them because they support our members and our way of life.

Their opponents, Meg Whitman and Carly Fiorina, are clearly out to destroy unions and the benefits that we've won for our members. Instead, they want to give tax breaks to themselves and their millionaire friends.

Whether you are a Democrat, Republican, or Independent, you have to agree that restoring the economy in California and across the U.S. must be the top priority. And that means creating and saving good jobs.

This election may be decided by as little as 80,000 votes. That small margin makes your vote count more than ever this time. Be sure to register to vote, and be sure to vote. Your union leadership has interviewed all of the candidates and made endorsements based on their records on worker issues. Please take these recommendations into consideration when you vote.



JERRY BROWN

 created 1.9 million jobs as governor.

 signed landmark workers' rights legislation that gave additional protections to unemployed and injured workers.

• for the first time, signed the law enabling more than a million farmworkers, teachers, school employees and other state and local government to bargain collectively.

• fought Wall Street and sued banks and lenders to stop home loan abuse.

 sued large corporations that exploited their workers, winning millions in settlements for workers in construction and other industries.

 has served in public service for more than 40 years.

MEG WHITMAN

• plans to cut 40,000 jobs for nurses, teachers, librarians and other state workers.

 proposed eliminating collective bargaining rights and defined-benefit pension plans for state employees.

• made millions through now-illegal insider deals with disgraced Wall Street giant Goldman Sachs, a company which took \$10 billion in bailout money.

• cut 10% of her own workforce at EBay, leaving more than 1,000 workers unemployed. She has a long record of aggressively supporting outsourcing. She wants to increase visas for foreign workers, taking jobs from Californians and leaving foreign workers vulnerable to exploitation.

• Neglected to vote for more than 25 years.

BARBARA BOXER

· has a strong record of delivering for California over her three terms in the Senate. More than 1,000 Boxer provisions have been adopted and are now law, such as:

 making California the hub of the clean energy economy while supporting American manufacturing and infrastructure.

 ending tax breaks for companies that ship jobs overseas.

CARLY FIORINA

• says she wants to run California like a business, but along with Enron's Ken Lay, she was named one of the Worst 20 CEOs in American history. She has not gotten hired to run any company since she was fired from HP in 2005.

• opposed the economic recovery package that saved or created 150,000 California jobs, extended unemployment assistance and expanded job training programs.



It's easy to stand back, say you're discouraged with politics, and sit out the election. That would be the worst thing you could do.

The most important thing you can do is vote on November 2. If you haven't yet registered to vote, it's not too late. (See page 2.)

If you care about rebuilding the economy and taking our state and nation back from the billionaires, then your choice in November is clear: vote for Jerry Brown and Barbara Boxer. In Solidarity,

> Jím Beno Directing Business Rep IAM District Lodge 190

- reforming Wall Street by cracking down on financial speculation.
- · doubling transportation funding for California, keeping our state moving and creating thousands of jobs.
- · increasing support for veterans, including an affordable college education and expanded research into the unique health challenges of returning Iraq and Afghanistan veterans.
- strengthening drinking water standards to protect children, seniors and other vulnerable populations.

- These bills-the Recovery Act and the HIRE act-were even supported by Schwarzenegger.
- · laid off 28,000 workers and offshored jobs overseas to China, India and Europe. (She calls this "right shoring.")
- as a result of the layoffs, she was paid \$108 million in bonuses
- was CEO when HP printers were sold in Iran, using a shell corporation in Dubai to skirt the US trade embargo.
- supports new offshore oil drilling off the California coast, even in the wake of the BP disaster in the Gulf.



Governor

ENDORSEMENTS

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Lieutenant Governor	Gavin Newsom	the union goes throu
Attorney General	Kamala D. Harris	understand and supp
Secretary of State	Debra Bowen	know how to get thin
Treasurer	Bill Lockyer	didates probably just
Controller	John Chiang	65 Carl Wood
Super. of Public Instruction	Tom Torlakson	66 No Endorsement
Insurance Commissioner	Dave Jones	67 No Endorsement
Board of Equalization		68 Phu Nguyen
District 1	Betty Yee	69 Jose Solorio
	'	70 Melissa Fox
District 2	Chris Parker	71 No Endorsement
District 3	No Endorsement	72 No Endorsement
District 4	Jerome Horton	73 Judy Jones
U.S. Senator	Barbara Boxer	74 Crystal Crawford

Jerry Brown

California State Assembly

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District & Candidate Wes Chesbro No Endorsement Mickey Harrington Dennis Campanale **Richard Pan** Jared Huffman Michael Allen Mariko Yamada Roger Dickinson Alyson Huber Susan Bonilla 12 Fiona Ma Tom Ammiano Nancy Skinner 15 Joan Buchanan 16 Sandre Swanson 17 Cathleen Galgiani 18 No Endorsement 19 Jerry Hill 20 Bob Wiekowski 21 Rich Gordon 22 Paul Fong 23 Nora Campos 24 Jim Beall 25 No Endorsement 26 No Endorsement 27 Bill Monning 28 Luis Alejo 29 Michael Esswein 30 Fran Florez

31 Henry Perea 32 No Endorsement 33 Hilda Zacarias 34 Esmeralda Castro 35 Das Williams 36 Linda Jones 37 Ferial Masry • Jeff Gorell 38 No Endorsement **39** Felipe Fuentes 40 Bob Blumenfield 41 Julia Brownley 42 Mike Feuer 43 Mike Gatto 44 Anthony Portantino 45 Gil Cedillo 46 John A. Pérez 47 No Endorsement 48 Mike Davis 49 Mike Eng 50 Ricardo Lara 51 Steven Bradford 52 Isadore Hall 53 Betsy Butler 54 Bonnie Lowenthal 55 Warren Furutani 56 Tony Mendoza 57 Roger Hernandez 58 Charles Calderon 59 Darcel Woods 60 No Endorsement 61 Norma Torres 62 Wilmer Amina Carter 63 Renea Wickman 64 Jose Medina

The California Conference of Machinists met in July to review the candidates' records to make endorsements. These recommendations are not made lightly– ugh a painstaking process to ensure that the endorsed candidates port a range of issues important to working people, and that they ngs done. Endorsements were not made in all races because the canst didn't stand out.

75 No Endorsement

76 Toni Atkins

- 77 Mark Hanson
- 78 Marty Block
- 79 Ben Hueso

California State Senate

2 Noreen Evans No Endorsement 4

80 V. Manuel Perez

- Darrell Steinberg 6
- 8 Leland Yee
- Ellen Corbett 10
- 12 Anna Caballero
- 14 No Endorsement
- 16 Michael Rubio
- 18 Carter Pope
- 20 Alex Padilla
- 22 Kevin de Leon
- 24 Ed Hernandez 26 Curren Price

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Ballot Measures

Prop 19	Legalizes Marijuana	Neutral
Prop 20	Redistricts Congressional Districts	No
Prop 21	VLF State Parks Trust Fund Act	Yes
Prop 22	Prohibits State from taking Local Funds	Yes
Prop 23	Suspends Air Pollution Control Law AB 32	
Prop 24	Repeals Corporate Tax Loopholes	
Prop 25	Majority Vote on the State Budget	
Prop 26	2/3 Vote for State Levies and Charges	
Prop 27	Eliminates State Commission on Redistricting	
-	6	

2010 Election action steps

Monday, October 18. If you've

Register to vote: The deadline is **Get involved in your community:** Union members can make the

A few more races to pay attention to...

Local 1546 endorses Don Perata for Oakland Mayor. Don has been a strong supporter of working people and is one of those people who really know how to get things done.

Local 1546 also endorses Libby Schaaf (Oakland City Council, District

28 Jenny Oropeza 30 Ronald S. Calderon 32 Gloria Negrete McLeod 34 Lou Correa 36 Paul Clay

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- No Endorsement Ami Bera Clint Curtis Doris Matsui
- 6 Lynn Woolsey
- George Miller 7 Nancy Pelosi 8
- Barbara Lee 9
- 10 John Garamendi
- 11 Jerry McNerney
- 12 Jackie Speier
- 13 Fortney "Pete" Stark
- 14 Anna Eshoo
- 15 Mike Honda
- 16 Zoe Lofgren
- 17 Sam Farr
- 19 Loraine Goodwin

- 23 Lois Capps 24 Tim Allison 25 No Endorsement 26 Russ Warner 27 Brad Sherman 28 Howard Berman 29 Adam Schiff 30 Henry Waxman 31 Xavier Becerra 32 Judy Chu 33 Karen Bass 34 Lucille Roybal-Allard 35 Maxine Waters 36 Open 37 Laura Richardson 38 Grace Napolitano 39 Linda Sanchez 40 Christina Avalos 41 Patrick Meagher 42 No Endorsement 43 Joe Baca 44 Bill Hedrick 45 Steve Pougnet 46 Ken Arnold 47 Loretta Sanchez 48 Beth Krom 49 No Endorsement
- 52 No Endorsement
- 53 Susan Davis
- 50 Francine Busby 51 Bob Filner

- 22 No Endorsement
- - 18 Dennis Cardoza

 - 20 Jim Costa
 - 21 No Endorsement

38 No Endorsement 40 Juan Vargas **U.S. Congress** Mike Thompson

moved since the last time you voted, you must reregister. There are many ways to get a voter registration form:

• Ask your business agent.

• Most public offices (library, DMV, post office, county election office) have forms.

• Call 1-800-345-VOTE to request a form be mailed to you.

• Register on-line at: www.sos.ca.gov.

Request a vote-by-mail (absen-

tee) ballot: If you have any doubt that you can get to the polls on time, you will need to request a vote-bymail ballot in writing by Tuesday, October 26 in order to vote.

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

Vote: Election day is **Tuesday**, November 5. (Vote-by-mail ballots will be mailed on October 5 and must be returned in time to be received by the elections official by election day or may be handed in at a polling place by 8:00 p.m. on Tuesday, November 2.

4). "She's head and shoulders above the rest," says Area Director Don Crosatto.

In eastern Contra Costa and Alameda Counties, vote for Jerry McNerney for Congress. Since first elected in 2006, he's been a good friend to labor.



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GUIDE DOGS OF AMERICA



26th Annual Michael J. Day Memorial Guide Dogs of America Charity Golf Tournament Friday, August 27, 2010

The annual golf tournament to benefit Guide Dogs of America was another successful event. Between members, employers and vendors, we raised even more than last year, and when the final tallies are complete, will be donating more than \$125,000 to the IAM's favorite charity! Thank you to everyone who participated and donated.



Senator Barbara Boxer attended the dinner, spoke about the campaign and cheered on the golfers. With her on stage is DBR Jim Beno.



It can be lonely in the sand trap, but no matter one's score, it's always a great day!



A full house enjoys the post-tournament dinner at Francesco's Restaurant in Oakland

2011 IAM Scholarship Competition

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

Amounts of the Awards: How to Apply: There are three







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



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. different application packets: one for members, one for children of members, and one for vocational/technical school. Application Packets for the 2009 competition may be obtained on the web at: www.goiam.org >> Headquarters >> Departments >> Scholarship or by writing to: IAM Scholarship Program 9000 Machinists Place, #117 Upper Marlboro, MD 20772 Use a coupon from the IAM Journal (summer or fall issues) if possible.

The deadline to submit the completed application form is February 25, 2011.



Local 93 — San Jose

Big vote to keep union

After beating back a decertification attempt at Burke Industries, Local Lodge 93 is now in negotiations with the employer for a new bargaining agreement. Area Director Jim Schwantz credits the hard work of the union's rank and file "in plant" committee for the overwhelming 124 to 12 victory for the IAM.

Contract Updates: Sam Saiu reports that negotiations are under way with Industrial Machine Shop in Salinas; San Jose Die Casting; Granite Rock's A. R. Wilson Quarry in Aromas and Commercial Truck Company in Salinas. Bargaining will also begin soon at Coast Counties Truck and Equipment for its Salinas Branch.

Local 653 — Fresno

Back on track

Rotella reports that most shops in the Fresno area seem to be back to full strength and the work is flowing in. Time for a new car or truck? Be sure to go to a union shop and tell them you're there because they're union!

Contract Updates: Business Rep Tom Rotella settled contracts with Elliott Manufacturing and Commercial Manufacturing in the 12th hour. At presstime, Sun Maid is still going.

Local 1101—San Jose

Union yes; No decert

The 24 techs at Audi Stevens Creek defeated a decertification election on September 16 and are getting ready to get to the bargaining table. Business Rep Richard Breckenridge reports that the company has asked for dates for bargaining, and that the members are working up proposals and picking a committee now.

Contract Updates: Numerous contracts are currently open and negotiations are in full swing. These include Renigger Frame, Sunnyvale Body Shop, Sunnyvale Ford, Hertz Rent-a-Car, Audi Stevens Creek and Stevens Creek Toyota.

AROUND

Local 1173 — Concord

Four first contracts coming

At Hopkins Honda-Acura in Fairfield the techs voted to organize in April 2010. "The union has been meetin regularly with the employer and i looking forward to wrapping this thin up by the end of October," report Area Director Mark Hollibush.

The techs at Concord Honda also organized in April. "We're still in nego tiations with that employer. They'r being difficult and are not interested i making any improvements for the cur rent workers," Hollibush says. "Th union has an uphill battle to secure first contract, but we're optimistic tha there will be a good contract here at th



Members of Local Lodge 1484 join several unions to support DirecTV workers in Rancho Dominguez, where more than 200 telecommunications technicians recently voted for union representation. This is part of a statewide campaign.

First union shop in San Diego

Despite 10 weeks of the employer terrorizing their employees, it appears that Team IAM has defeated Team Penske at Mercedes Benz of San Diego. The vote tally was 24-19, with five of the anti-union ballots having been challenged.

Several anti-union consultants worked with the employer, and the legendary Roger Penske turned up in person. Before the vote, the techs were confronted with bribes, threats, interrogations, ringers, promotions, \$7 raises for some lube techs, and other unilateral changes.

"This is the first auto dealership to go union in San Diego and is a defining moment for those courageous men who stuck together for ten weeks,"

SHOP TALK: Why vote?

ORGANIZING WINS

says Area Director Jesse Juarez. Special thanks to District 725 Organizing Director Brian Miller who assisted with the drive.

Techs in Seaside vote in union

Ten techs who work at Val Strough Honda in Seaside, CA voted for union representation on September 17. "These guys were frustrated that the employer was taking away benefits, such as vacation and holiday pay, and wasn't correctly paying flat rate wages. Also, they wanted help with the medical benefits," says Local 1101 Business Rep Richard Breckenridge. "They stuck together, and we look forward to negotiating a good contract for them."

SLO Victory

Workers at Kimball Motor Company in San Luis Obispo voted for union representation in June and

are still waiting for the NLRB to certify the election. "We look forward to bargaining for their first IAM contract," says Business Rep Sam Saiu.

Spreading the word with speed

As part of its organizing strategic plan, District Lodge 190's decided to do more outreach to potential members. "We decided to focus on events that relate to auto or motorcycle racing," says

Why vote?

Area Director Don Crosatto. "If guys work on cars, they tend to like cars."

The District's first outing was at Pinks All Out, an event for rank and file drag racers in all classifications that's very popular on the Speed Network.

We rented a booth from the track near the other vendors at Infineon. Numerous reps and members spent a September weekend handing out IAM information, stickers, t-shirts and keychains.

"We saw IAM members and folks from other unions who were pleased to see us there. Several 1414 members did the race, as did Business Rep Steve Older, who took 8th place out of 400 entries.

We made several contacts and got a hot organizing lead for a shop in Juneau, Alaska. "This work is important but doesn't have an immediate payback. We see it more as planting seeds, which always take time to grow," says Crosatto.





ANTHONY DOUPE SSA-Long Beach PCT Terminal - Local 1484

"I'm really disappointed with our government's lack of oversight on how our taxes are spent. I defiantly want to vote democratic but I'm a registered republican. I'm going to vote, but I haven't had a chance to do my research yet!"



FREDDY BUENO SSA-Long Beach PCT Terminal - Local 1484

"I want to see us continue to build on the foundation we've begun in reforming our government. I'm angry and it's time to take action and throw the Just Say No crowed out Washington and continue to elect pro-worker, pro-labor, pro-working family leadership!" MANUEL ARYO SSA-Long Beach PCT Terminal - Local 1484

"It simple, the issues. Unemployment, jobs, broken trade policies, education reform, taxes cuts for the working class, the need for additional healthcare reform. That's why I, and my family members, will cast our ballots on election day!"



Why vote?

RUDY MORALES SSA-Long Beach PCT Terminal - Local 1484

"Some politicians would like roll back workers rights by eliminating the minimum wage, the eight hour day, social security and give it all back and more to the fat cats on Wall Street! This is only going happen if you and I don't vote!"



Why vote?

GEORGE BIOLETT Officer/Retiree Local 1484

"I'm informing my fellow union brothers and sisters, my family, my neighbors, my retiree friends—we all need to get out on election day and vote for Brown and Boxer. We can't let the Wall street crowd to continue picking our pockets and steal this election from us!" HAN Officer/S ConGloba "We, as Ame

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Hanlees Napa VW Subaru is provng to be a tough nut, as the employer s trying to negotiate the contract on is own with an attorney in the background. The workers organized in May. "This has been rough going, but ve're very optimistic that there's a contract there because the guys are so strong," says Hollibush.

In July, the eight service writers ind dispatchers at Winter Chevrolet Honda in Pittsburg voted to join the inion, and bargaining for their first contract is slated to begin in October. 'We already have this dealership inder contract with the mechanics and parts people," Hollibush explains. 'This employer has a long-standing istory of cooperating with the union. We believe that we'll be able to get a "irst contract for these workers in a reasonable fashion."

Local 1546 — Oakland

Transbay closes

Transbay Container Terminal closed on September 30. "This is extremely unfortunate for our 22 nembers who had been working here," says Area Director Don Crosatto. "Several were able to retire, which was great. And because of the Dakland Living Wage ordinance, we were able to force the new company to ake our guys."

Crosatto adds that the terminal is being absorbed into the old SeaLand terninal. "This means that the guys who ire staying on will be moved into the Longshore Workers union and will join bur long-standing legal case against PCMC...which is still sitting in Washngton on appeal waiting for a decision."

Good contract and a job opening

Four techs at R-Mechanic in Livernore do bumper to bumper work on nigh-dollar coaches and RVs. They ust got a new three-year contract that calls for \$1/hour in wage increases and \$50/month in pension contribution increases each year. "It's a great family-run shop," says Business Rep Robbie Pintos "and Norm, the owner, is looking to hire one more guy. Pass it along!"

And in Alaska...

The members at Shaw GBB in Anchorage, Kodiak and Dutch Harbor, Alaska are starting contract negotiations. Crosatto went up to exchange proposals with the company in August. "It's all about the size of the wage package. We're simply trying to get a settlement that's in line with the industry," he says.

Local 1596 - Petaluma

See us on Facebook

The local just launched a facebook page: search for them and become friends at **Iamaw LL 1596**.

Contract Updates: The members of Fred's Body Shop in Eureka ratified their new contract. Area Director Tom Brandon reports that he's still in talks with Novato Toyota and has a wage opener coming up with Van Bebber's in Petaluma.

Local 2005 - Livingston

The local continues to build

Local 2005, representing workers at Foster Farms in Livingston, has grown substantially and is looking forward to starting to hold its membership meetings on a monthly, rather than bimonthly, basis. Business Rep Tom Rotella reports that the Executive Board is addressing hard problems and is staying on top of the grievance load. They are also working on new bylaws and a new dues structure. Six members of the local recently attended advanced leadership training at the IAM's Winpisinger Training Center in Maryland and have hit the ground running to improve the local. "Thanks to all who have been helping to grow and make Local 2005 stronger," Rotella says.



Celebrating our unions



Local 2182 - Sacramento A rose by any other name is still Hubacher

For the last several years, Hubacher Cadillac has been owned by Kuni Automotive. In August, the dealership moved over to a new facility, brought in a Chevrolet franchse and now has the new name of Kuni Chevrolet. "Because they moved and changed their name, they're now saying that the contract is no longer valid," says Business Rep Skip Hatch. "But they're still the same company. They overloaded the shop with new employees and won't allow me onto the property to verify anything."

"We're fighting them as far up as we need to go; we've filed grievances with the company, charges with the Labor Board and given affadavits. Just because the company moves physically does not mean that the contract is suddenly null and void," Hatch asserts. He says that the company filed a unit clarification petition with the Labor Board. "It's clear that we represent the folks there. The company agreed to abide by what the Board decides."

The union previously had 20 members at Hubacher. "We have a potential of gaining many new members when we win this. That would clearly demonstrate the value of the union."

Promise keepers

Last year, the City of Sacramento asked IAM members for concessions during a tough budget season and promised that they wouldn't be stuck behind if other unions potentially got a better deal. "One union held out and did okay. Now, we're looking to see what city does to keep their promise," says Hatch. "We've met with them a few times and we'll see if our ideas of fairness match."

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Why vote?

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Why vote?



DLK Steward cal 1484

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ADAM YOUNG SSA-Long Beach PCT Terminal - Local 1484

"I've heard Meg Whitman spent over a \$100 million and counting to become Governor because her real policy is to give tax breaks to the wealthy and cut workers' overtime pay. I don't see how anyone could sit this election out. You can count me in on election day!" CARLOS A. TORRES SSA-Long Beach PCT Terminal - Local 1484

"Shame on me, you and every other American worker if we don't participate in this election! I'm encouraging my friends, family and my union brothers and sisters to show up and vote on election day! I think it's un-American if you're registered to vote and don't!" CARLOS ESPINOZA WWL Los Angeles Terminal Local 1484

"I'll show my support for the labor-endorsed candidates who have demonstrated a commitment to my family, my community and our union. We need to elect political leaders who will help rebuild the American middle class and get us back to work!" CARLOS FLORES SSA-Long Beach PCT Terminal - Local 1484

"Until we learn to look at each other and not see white, black, brown, native-born, but see our common interests as workers, can we be the kind of country we want our children to thrive in. We need immigration reform. I'll vote for those who address these issues."



BILL THOMAS ITS Long Beach Terminal Local 1484

"I'm going to vote in this election for Barbara Boxer, she has been a champion for California workers and their families and is one of the best allies California working families could have in Washington, D.C. We need her to fight for EFCA."

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IN THE NEWS

Working families to benefit from new health care rules

The six-month anniversary of President Obama's signing the landmark health care reform law served as the start date for several important provisions that will make quality health care more accessible and affordable for working families.

These include that:

- Insurance companies will no longer be able to deny coverage for children with pre-existing conditions (though some are trying to dodge the new rule);
- Insurance companies will not be allowed to drop people, from coverage when they become sick;
- Young people will be able to stay on their parents' policy until 26 years of age;
- Insurance companies cannot put a lifetime cap on benefits;
- Consumers who join a new plan will be able to keep their own doctors;
- Preventive care must be covered;
- · Consumers will have expanded rights to appeal insurance company decisions.

Also, early retirees with high cost cases will have assistance from a new program that will allow plans to continue to provide benefits for 55 to 64 year olds. And rates for Medicare drug plans and Medicare Advantage



will remain stable in 2011, compared with 15 percent increases this year.

The plan is that over the next 10 years, the new law will cover 32 million uninsured Americans and reduce the federal budget deficit by \$143 billion.

Unfortunately, several large health insurers have already begun an end-run around the law. They have announced that they'll get out of the business of selling children's policies rather than cover kids. That action, says Ethan Rome, executive director of Health Care for America Now (HCAN), is "immoral... appalling...and dishonest."

by Mike Hall, AFL-CIO Blog

Fired union supporters to get quicker hearings

All too often, employees who

support the union during an organizing drive find themselves on the unemployment line. While the union always fights for their reinstatement. fired employees can wait months or years to get their cases resolved.

In September, the National Labor Relations Board, the federal agency that oversees union elections, announced plans to speed up its review of cases where employees are fired during union organizing drives. Such firings are against the law.

"Firing an employee in the middle of a union organizing campaign can quickly destroy the campaign by creating a climate of fear in the workplace," said Lafe Solomon, the Labor Board's Acting General Counsel.

The move won praise from labor leaders, though they would prefer to see Congress pass legislation that

imposes stiffer penalties against companies that intimidate or fire pro-union employees.

"Until we can fix our broken system, the least we can do is provide swift justice to workers illegally fired," said AFL-CIO Secretary-Treasurer Liz Shuler.

Myth of California "bleeding jobs" debunked

During this political season, you may hear about job loss as a result of "over-regulation" and California's difficult business climate. That is just another myth designed to enable politicians to gain support of business interests by proposing tax breaks and loosened environmental and worker regulations.

The truth is, California has lost fewer jobs than neighboring states that have fewer worker protections and lower taxes on corporations and the wealthy. Arizona, Nevada and Oregon had over 6.5% job loss, while California had 4%.

According to the non-partisan Public Policy Institute of California (PPIC), California loses very few jobs to other states, and businesses rarely move either out of or into California. A recent report found that the annual net employment change in California due to relocation-a loss of about 9,000 jobs-represents only 0.05% of California's 18 million jobs.

Nominations and Election of Officers, Executive Board Members, OFFICIAL NOTICE Audit Committee Members & Delegate Positions

Local Lodge 93

Nominations: Tuesday, November 9, 2010, shall be held at the regular Membership Meeting. Nomination of all Local Lodge 93 officers will be held at Local Lodge 93, 2102 Almaden Rd., #105, San Jose, California.

Election: Tuesday, December 14, 2010, shall be held at the regular Membership meeting. Elections shall be for a three-year term in office, with officers being installed at the January, 2011 monthly membership meeting.

A voting booth shall be maintained at the Local Lodge Union Hall from the hours of 8:00 a.m. until the close of regular order of business.

Local Lodge 1173

Nominations: Thursday, November 18, 2010, shall be held at the regular Membership/Shop Stewards' Meeting. Nomination of Officers, Executive Board Members, Audit Committee and Delegates to California Conference of Machinists will be held at Local Lodge 1173 Headquarters, 1900 Bates Avenue, Suite H, Concord, California.

Election: Thursday, December 16, 2010, shall be held at the regular Membership/Shop Stewards' meeting.

Lodge Union Hall from the hours of 8:00 a.m. until the close of regular order of business.

Local Lodge 1596

Nominations: Tuesday, November 16, 2010, shall be held at the regular Membership Meeting. Nomination of Officers, Executive Board Members, Audit Committee and Delegates to California Conference of Machinists will be held at Local Lodge 1596, 4210 Petaluma Blvd. N., Petaluma, California.

Election: Tuesday, December 21, 2010, shall be held at the regular Membership/Shop Stewards' meeting.

A voting booth shall be maintained at the A voting booth shall be maintained at the Local Local Lodge Union Hall from the hours of 12:00 noon until the close of regular order of business. Absentee ballots: See rules for eligibility and how to apply for an absentee ballot in the box below.

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Absentee ballots: See rules for eligibility and how to apply for an absentee ballot in the box below.

To get an absentee ballot for your Local Lodge election

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

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

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

The Request for Absentee Ballot must be delivered to the Recording

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

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

Completed Absentee Ballots must be received by the Local Lodge: Local 93: prior to closing of the voting booth on December 20, 2010. Local 1173: prior to closing of the voting booth on December 20, 2010. Local 1596: prior to closing of the voting booth on December 14, 2010.



HEALTH CARE UPDATE

Frequently asked questions about the new AI Health Care Plan C option

In September, the AI Trustees finalized a new health care option for our collective bargaining agreements. Known as Health Care Plan C Option, it includes an Alternative Direct Pay/HMO plan for members, is a lower cost plan, and includes a Health Reimbursement Arrangement (HRA).

If your contract is coming due, you may soon be hearing more about this plan. We wanted to answer some of the anticipated "frequently asked questions" about the plan.

If I'm already in plan A or plan B, does this mean that we're automatically moving to this?

No. Any change in health plans has to be agreed to by the union and the employer and ratified by the membership as part of collective bargaining. Nobody will automatically move into this plan.

Why is there a Plan C?

The trustees decided to create another option that we could bargain in when our existing plans were too costly. Depending on the number of singles in the shop, this plan can be significantly cheaper. The money saved on health insurance is money available for wage increases.

What benefits are available to the bargaining parties?

The minimum coverage required is medical consisting of the two choices, Direct Pay or Kaiser, with prescription benefits. In addition, collective bargaining parties may select dental, vision, supplemental life insurance, orthodontics, and disability.

Are employees currently covered by Plan A or B required to complete a new enrollment form for their employer?

Yes. All employees enrolling in Plan C will be required to complete new enrollment forms to accurately reflect their dependents to be covered.

Will employees currently covered by Plan A or B be able to enroll in either Kaiser or the Direct Pay **Plan?**

Yes. In fact, those employees who are currently covered by HealthNet will need to make that choice since HealthNet is not an option under Plan C.

Will new employees be required to follow the current Trust Policy of defaulting to the Direct Pay Plan?

No. Employees will be free to select either the Direct Pay Plan or Kaiser.

What is the "opt-out" provision? Bargaining parties are free to negotiate a provision allowing employees to opt-out of the coverage from Plan C. Employees will need to provide proof of other group coverage. Employers will still be required to contribute \$75 per month to the Trust for each employee electing to "opt-out."

Can employees who have "optedout" in the past, change their minds and "opt-in" to get coverage at a later time?

Yes, but only if there has been a "life changing event" such as a loss of other coverage, change in marital status, etc., and they re-enroll within 30 days of the event.

What is an HRA?

HRA stands for "Health Reimbursement Account" and represents the additional cost paid by the Employer for incurred medical expenses.

How will the HRA card work?

The HRA card is supplied by the Trust Fund and works like a gift card that can be used to pay for deductibles or co-payments or any items on the IRS approved list of eligible medical and prescription drug products and services. Dental and vision items are NOT covered. At the end of each month, employers receive a supplemental bill from the Trust for actual charges to the card by its employees (up to the limits negotiated).

What are the optional HRA account amounts available to collective bargaining parties?

Plan C has incorporated a benefit deductible for both medical options (Kaiser and Direct Pay). It is a \$1,000 deductible for single persons or \$2,000 deductible per family. Bargaining parties are free to negotiate HRA amounts of 50%, 75%, or 100% of those amounts.

Are the HRA amounts pro-rated during the year (e.g. 1/12 of \$1,000 or \$2,000)?

No. On day one, each card is loaded with the full negotiated amount. If the bargaining parties negotiated 50%, then the single participants' cards would have a value of \$500. Likewise, the card for a participant covering his/her family would be \$1,000.

Do the values remaining on cards as of December 31st roll over to the following year?

No. The cards will be reset at the negotiated levels on January 1st of each year. Balances will adjust on the day the card is run, not the day the expense was incurred. So, if you go to the Emergency Room on December 31st, but are billed January 1st, the payment would be taken from your new balance when your card is run. If the Emergency Room runs your card on December 31st, it will be against your remaining balance for that year (assuming you are still covered in January).

What happens when the amount on the HRA card is used up?

Participants will then be responsible for all remaining deductible amounts and charges up to the \$2,000 per person or \$4,000 per family out-of-pocket maximum.

What happens if the employee terminates his or her employment and the Trust Fund is not notified? The Employer remains responsible for the Employee's charges on the

card until the Trust is notified of the termination in writing. This is covered in the Subscriber Agreement.

Does the deductible amount apply towards the out-of-pocket maximum? Yes.

Do my deductible and other accumulators reset when my employer converts from Plan A to Plan C mid-year?

Yes. All deductibles and accumulators reset to "0" on your first day of the new plan.

Has Kaiser published service fees for purposes of the deductible? The sample fee list is posted on

Kaiser's website. Members can type "sample fee list" into the website search function to find it.

How does the deductible work under the Direct Pay Plan?

The deductible is based on covered charges. If a Member goes to the hospital and the covered charges are \$1,200, the Member pays \$1,000 to satisfy the deductible, plus 15% of the remaining \$200 (which is \$30). Then the \$30 that the Member paid is accumulated towards the remaining outof-pocket maximum. The deductible also is applied to the out-of-pocket maximum. Once the out-of-pocket maximum is satisfied, the Plan will pay 100% of the covered charges.

Besides the deductible, what other changes are within the Direct Pay plan?

The benefits limitations and maximums remain the same as in Plan A.

How does COBRA work?

The employee would pay 102% of the premiums and be responsible for all deductibles. The HRA account will continue to be available until the Employer notifies the Trust Fund office.

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

Machinists' Union Waterfront Family Christmas **Bowling for Fun Night!** Saturday, December 4, 2010 • 6:00 p.m.



Fountain Valley Bowl 17110 Brookhurst St., Fountain Valley \$25 per person (No Refunds). Covers 3 games of bowling, shoe rental,

food, soft drinks and lots of fun.

If you'd like to participate, please bring a wrapped gift of no more than \$10.

All are welcome! We have reserved 20 bowling lanes (80 person limit). This isn't a tournament; you don't have to be an expert or even a decent bowler to have fun. Send payment to Frank Honoratto or Maria Suarez at the Union Hall ASAP (1216 Avalon Blvd, Wilmington, CA 90744).

For more info: Frank Honoratto @ 562-805-1008 or Maria Suarez @ 310-835-6688

17th Annual Hawgs for Dogs Poker Run

Saturday, October 16, 2010

Open to All Bikes, All Riders Registration from 9:00 a.m. to 11:00 a.m.

Harley Davidson San Jose 1551 Parkmoor Avenue, San Jose (near I-280, at Meridian Avenue) Finish / Celebration Site: Trout Farm

1701 E. Zayante Road, Felton

The office remains open during lunch.

BBQ • PINS (while they last) • VENDOR BOOTHS • RUN SHIRTS FOR SALE RAFFLE PRIZES • GROUP PARTICIPATION AWARD • 50/50 DRAWING

Proceeds benefit Guide Dogs of America and contributions are Tax Deductible Giving the Gift of Freedom for over 60 years; 1948-2010

For more information: 510-489-7685



SHOP TALK: Why vote?



SSA-Long Beach PCT Terminal - Local 1484

"This election is about my personal state of the economy. Count me in!"



SSA-Long Beach PCT Terminal - Local 1484

"Of course I'm going to vote. Isn't every other concerned union member?"

	JUNION M	IEETING:	GS 🧬	
District Lodge 190 7717 Oakport Street Oakland, CA 94621 510-632-3661	Meetings are the fourth Tuesday of each month October 26 • November 23 • Weds., December 15* Executive Board Meeting: 6:30 p.m. General Delegates' Meeting: 7:00 p.m. * Note: Date changed 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 21 • November 18 • December 16 General Membership Meeting: 6:00 p.m. on the first Tuesday of the month November 2 • December 7 • January 4 Retirees' Club: 1:00 p.m. on the third Wednesday of the month: June 16 • July 21 • August 18	
The office remains open d	October 12 • November 9 • December 14October 12 • November 9 • December 14Grievance Committee: 3:30 p.m.Berzeutive Board Meeting: 4:30 p.m.Nembership Meeting: 5:00 p.m.Nembership Meeting: 5:00 p.m.Membership Meeting: 5:00 p.m.Nocal 653Meetings are the third Wednesday of the month October 20 • November 10* • December 15Executive Board Meeting: 5:00 p.m.Meetings are the third Wednesday of the month October 20 • November 10* • December 15Executive Board Meeting: 5:00 p.m.Membership Meeting: 5:00 p.m.	Local 1528 713 16th Street Modesto, CA 95354 209-529-9210	 Meetings are the first Wednesday of the month November 3 • December 1 • January 5 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 20 • November 17 • December 15 	
544 West Olive, Fresno, CA 93728 559-264-2815		Local 154610260 MacArthur Blvd., Oakland, CA 94605510-638-6705*Note: Date changed due to November elections.Meetings are the first Ta November 9* • DecemMeetings are the first Ta SecurityMeetings are the first Ta November 9* • DecemGeneral Membership M Member Education Me Executive Board Meet Thursday preceding mem November 4* • Decem Retiree Club Pot Luck 1 first Wednesday of each 1 November 3 • Decem	 Narcotics Anonymous: 5:30-6:30 p.m. every Tuesday Meetings are the first Tuesday of the month November 9* • December 7 • January 4 General Membership Meeting: 7:00 p.m. Member Education Meeting: 5:30 p.m. Executive Board Meeting: 6:30 p.m. on the 	
Local 801 7717 Oakport Street, Oakland, CA 94621 800-655-2182	Meetings are the third Thursday of the month October 21 • November 18 • December 16 Membership Meeting: 4:00 p.m. Meetings are held at the Carpenters' Hall, in Reno.		Thursday preceding membership meeting November 4* • December 2 • December 30 Retiree Club Pot Luck Luncheon: 12 noon on the first Wednesday of each month November 3 • December 1 Alcoholics Anonymous: 9 a.m. every Saturday	
Local IIOI 2102 Almaden Rd., #105 San Jose, CA 95125 408-723-4900 Note: Office hours are no	Meetings are the second Thursday of the month October 14 • November 11 • December 9 Executive Board Meeting: 5:30 p.m. General Membership Meeting: 6:30 p.m. w 8 a.m4:30 p.m. Monday through Friday.	Local 1584 8130 Baldwin Street Oakland, CA 94621 510-635-2064	 Meetings are the third Thursday of the month October 21 • November 18 • December 16 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: November 2 • December 7 	

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 14 • November 11 • December 9 Membership/Shop Stewards' Meeting: 6:30 p.m. on the third Thursday of the month	Local 1596 4210 Petaluma Blvd. No. Petaluma, CA 94952 707-795-0086	 Meetings are the third Tuesday of the month October 19 • November 16 • December 21 Executive Board Meeting: 6:30 p.m. Membership Meeting: 7:00 p.m.
Local 1414	October 21 • November 18 • December 16 Local 44 Shop Stewards' Meeting: 5:30 p.m. on the thi	Local 2005 month at the Veterans Memorial Hall: 1605416 Main StreetStreet, Livingston, CA 95334Livingston, CA 95334October 17 • December 19	October 17 • December 19
150 South Blvd. San Mateo, CA 94402 650-341-2689	 150 South Blvd. San Mateo, CA 94402 650-341-2689 Thursday of the month October 21 • November 18 • December 16 Executive Board Meeting: 6:00 p.m. on the second Thursday of the month October 14 • November 11 • December 9 	209-394-7822	 Spanish: 1:00 p.m. • English & Punjabi: 2:00 p.m. Executive Board Meetings are held at the Local 2005 office in Livingston: October 17 (11 a.m.) • November 20 (9 a.m.) • December 19 (11 a.m.)
General Membership Meeting: 6:30 p.m. on the third Thursday of the month October 21 • November 18 • December 16 Retirees' Club: 11:00 a.m. on the first Wednesday of March, June, Sept., Dec. All are welcome! December 1 • March 2	Local 2182 967 Venture Court, Sacramento, CA 95825 800-458-9200	 Meetings are the second Tuesday of the month October 12 • November 9 • December 14 Executive Board Meeting: 6:00 p.m. General Membership Meeting: 7:00 p.m. Retirees' VISTA CLUB: 11:00 a.m. on the third Wednesday of each month: Oct. 20 • Nov. 17 	