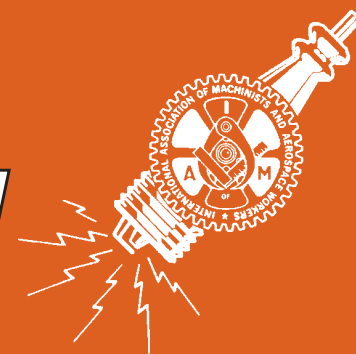


The IAM District 190 Sparkplug



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February/March 2011

Serving the Active and Retired Members of IAM District Lodge 190

Damaged cruise ship gets fixed at union repair facility

San Francisco has been courting cruise ship business for years, but rarely does a ship so large come to call. In this case, the Carnival Splendor can be seen from its dock at BAE Systems on San Francisco's eastern waterfront. Unfortunately the majestic ship is here for repair, not for a visit.

Back in November, 3,300 passengers found themselves stuck at sea off the coast of Mexico after a fire in the engine room. For several days, the ship ran on auxiliary power until tug-boats arrived to tow it 200 miles back to San Diego.

During the ordeal, passengers were left without "several key hotel systems, including air conditioning, hot food service and telephones," though the crew was able to restore toilets and cold running water to the cabins.

The stranded passengers received a full refund along with reimbursement for transportation costs. Carnival also threw in a "complimentary future cruise equal to the amount paid for this voyage."

Repairing a ship this big

With the passengers taken care of, it was time to take care of the ship. Only one facility on the west coast is capable of putting a ship of this size into drydock, and that facility is BAE Systems,

formerly known as San Francisco Drydock.

The shipyard performs work on domestic and foreign container ships, cruise liners, tankers and bulk cargo ships. It repairs 50 to 70 ships per year in its drydocks and another 50 to 100 ships at pierside.

The facility has four piers and two floating docks. Drydock #2 was dredged and retrofitted for large ships, and is the largest drydock on the west coast. "It's the only one that could handle this job," says Facilities Manager Hugh Vanderspek.

The facility has a long and glorious history, having performed work on many historical ships over the years, including the Eureka, which is maintained as a floating museum by the U.S. National Park Service at the San Francisco Maritime National Historical Park. The shipyard also readied the World War II Liberty Ship, SS Jeremiah O'Brien, for its historic round trip cruise to Europe commemorating the 50th anniversary of D-Day.

BAE Systems is the last union shipyard in San Francisco. It employs about 100 workers at any one time. The work force is represented by 10 separate unions organized under the Pacific Coast Metal Trades District Council.

"It was pretty amazing



photo by Daniel Roque

As seen from outside the facility, the Carnival Splendor is in drydock at BAE Systems getting spruced up after a fire stranded it in November.

to see," says IAM member Dan Roque. "The engine room was like a cave, all black from the smoke. You couldn't tell where you were. The first thing the workers had to do was clean it all up so they could get to work."

And on a ship this size, that's no easy task. The two-and-a-half year old ship weighs 51,000 tons. Each of the six engines weighs 170 tons. Each engine has an alternator. The fire was caused when one of the inboard alternators failed. In order to gain access to the failed alternator, BAE's crew had to cut a huge hole on the side of the ship and remove three 40-ton generators.

Local 1414 has 28 members on the seniority roster, but because the alternator was under warranty, only a few were working on this project. "Our guys do the bolting and unbolting and maintain the on-site machinery," says Business Rep Steve Older.

"Ultimately, the painters got the most work on this ship," Roque adds. "The company figured they might as well make the most of the time the ship had in drydock so they're painting it with a special friction-reducing paint that will enable it to



Getting a tour of the facility, and seeing the ship in its dry dock are (from left) Area Director Don Crosatto, California Labor Federation Secretary-Treasurer Art Pulaski, Business Reps Steve Older and Pat Woodard, and Directing Business Rep Jim Beno.

get better mileage out on the high seas."

Roque says he's watched the shipyard industry shrink. "When I started here 32 years ago, there were 12-15 shipyards," says Dan Roque as he tours a group of union leaders around the last remaining machine shop at the facility. "If you got laid off at one, you got a job at another one. We used to have several amazing huge machine shops here; now we're down to just one."

"The thing about this work is that you get to see things that others don't get to see. It's a cool job—these ships are floating because of me."



Local 1414 member Chi Luk works on one of the bough thrusters.



Long-time member Daniel Roque (R) speaks with Business Rep Steve Older about the project.

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UNION PEOPLE



Local 1173 presents its Shop Steward of the Year Awards for 2009 and 2010. From left: Area Director Mark Hollibush; Kyle Edwards from Antioch Toyota; Brian Fealy from Niello Infiniti; and Robert Fay from Team Chevrolet Cadillac.

Local 1173 gives shop steward of year awards

Local 1173 honored the Shop Stewards of the Year for 2009 and 2010 at their December membership meeting.

The 2009 shop steward of the year was Robert Fay, who's been the steward at Team Chevrolet in Vallejo. "This shop was only organized a few years ago," says Area Director Mark Hollibush. "Robert Fay has kept the shop together and the union strong."

There were two winners for the 2010 award: Brian Feeley and Kyle Edwards.

"During negotiations at Niello Infiniti, the employer had targeted

Brian and given him a really hard time," explains Hollibush. "But, Brian refused to back down. And our members ultimately got a very decent contract. It was an impressive showing."

Kyle works at Antioch Toyota and is the shop steward there. "But more than that, he's really the local's 'do-everything' guy. He's a delegate to the Contra Costa Central Labor Council and he's our Communications and Education Director," Hollibush explains. "He's the first one to volunteer for any duty at the local and we just wanted him to know how much we appreciate him."

Local 1414 recognizes its long-time members



Local 1414's December membership meeting paid tribute to the Local's long-time members. All of the men above, except for the young guy who's not holding a certificate and is the Local's Vice President, received their 45 and 50-year pins and certificates.

Local 1584 recognizes 45 & 50 year members



Local Lodge 1584 held its annual Veteran Award Luncheon at Francesco's Restaurant in Oakland on December 7, 2010. Pictured above are those members who received their 45 to 65-year membership pins. Those below received 15 to 40 year pins.



BUY UNION-MADE

Are you on the lookout for American-made, union-made, IAM-made products? If so, we'll be featuring a product an issue.

How about San Francisco French Bread. They make Colombo sourdough rolls and rye bread and Emperor Norton Salty Snacks. (They also used to make Parisian bread, but that 150-year-old label was killed off in 2005.)

The bakery is in Oakland. The breads are baked by members of the bakers union; it's delivered by Teamsters; and Local 1546 members maintain the baking equipment and trucks.

Get your IAM news on the web!

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

www.iamdistrict190.org

The IAM District 190
Sparkplug

Debra Chaplan,
Managing Editor



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If you're moving, or need to report a member who is recently deceased, send the mailing label to your local union office. See the Calendar on Page 8 for the address.

LETTERS TO THE EDITOR

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

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



UNION PEOPLE

Local 1484 member takes up volunteering in a big way

With more than 30 years of active union membership under his belt, first in the trucking industry and then at Marine Terminals at the harbor, Robert Allen retired. But he's not going away and he's definitely not slowing down. Robert is still active with the union and has also been recognized as Volunteer of the Year by the US Adaptive Recreation Center (USARC).

"I always go to our Local's meetings and I went to the retiree convention," Allen says. "But, I found the convention frustrating. Mostly, I was really dissatisfied with the political side of it. We have a lot of tea party folks among our members and I just don't think that we're listening to their real gripes or are addressing their concerns. So they're buying into the tea party propaganda and we're just writing them off. It doesn't seem smart."

As a result of his complaints, Robert is being sent to the IAM's Winpisinger Center in April for communications training. "And then I'm going to speak on behalf of the union to the membership about what they've got to do politically. And I know that humor is one of the most effective tools, so I hope to get some good material to counter our members who think Rush Limbaugh and Glenn Beck are good entertainers."

Volunteer of the Year

When he's not being an active union volunteer, Robert spends most of his volunteer hours with the USARC.

"I was skiing at Big Bear Mountain and noticed a sign recruiting volunteers for the blind ski school. I didn't do anything about it for a few years because I was busy," he says. "But once I started volunteering, I wish that I had gotten into it earlier." Robert has been volunteering for the last 13 years, and was named Volunteer of the Year in 2009.

The USARC was founded in 1983 (as California Handicapped Skiers) to ensure that access to skiing was available to people with all types of disabilities. The USARC believes people are empowered when they undertake and succeed at challenging outdoor recreation. The organization works with schools, hospitals, reha-

bilitation centers and park and recreation departments to serve children and adults with all types of cognitive or physical disabilities.

"In the summer we do water skiing, kayaking, jet skiing and sailing.

In the winter, we're skiing and snowboarding," Robert explains.

Once when USARC's old van broke down during a program trip, Robert, who was, at that time, working in the area, pulled some strings not only to defray what would

have been a significant cost, but to get the van repaired over-night.

When asked about some of his most interesting experiences as a volunteer, Robert was quick to share the time he was working with some students who reminded him of the Rain Man. "They were rattling off movie lines or statistics and totally ignoring me as I was trying to teach them to ski. At first, I was disappointed. But when we got off the

chair lift, I realized that they had heard everything I told them."

Robert says that he's gotten quite an education working with people with disabilities. "They say this is adaptive sports and that's exactly what we do. There's no one set protocol for how to set up the equipment for each individual. I'll take a student out, and I'll set them up to do what I think they're capable of. But then they'll tell me they want to do something else. So, I'll teach them what they want to learn."

Robert would love to recruit more volunteers to USARC. "Did I mention that you get free lift tickets if you volunteer," he asks. "If you're not in Southern California and near Mammoth to volunteer with USARC (www.usarc.org), check out Disabled Sports USA (www.dsusafw.org), for Northern California, Tahoe, and the west coast.

If you love to be out on the snow or on the water, Robert highly recommends volunteering like this. "It becomes almost addictive. You're just waiting to go again. It keeps you from whining. You're working with people who have no legs who are pushing you to get out on the slopes. I find it really rewarding."



Robert Allen (right) takes a client from ASARC skiing in Mammoth.



GUEST COLUMN

Time to help Gov. Brown stay true to his call for loyalty to the community

By Art Pulaski
California Labor Federation

As I listened to Jerry Brown's inauguration speech on Jan. 3, something he said struck a chord. "A Philosophy of Loyalty," he called it. "Loyalty to the community that is larger than our individual needs."

This is a concept that unionists share. It's one of the fundamentals of our movement. But it's a value under attack. Tune in to talk radio and you'll hear a bombastic host inciting his audience against government. In the corporate world, the enduring loyalty is not to community but to executive compensation.

Ideologues like Grover Norquist have also joined in the debate on California's future, not by calling for unity, but by threatening legislators who would even consider allowing voters a say on whether increasing taxes is part of the fix for our budget crisis.

After seven years of Schwarzenegger, it brings relief and hope to have a new governor who shares our loyalty to community and middle class values.

But even with the best of intentions, Brown's already had to make some difficult choices that threaten to undermine his vision. The governor

has proposed deep, devastating cuts to programs our communities depend on. In his Jan. 10 budget proposal, Brown offered \$1 billion in cuts to higher education. He slashed health and welfare programs that are a lifeline for the most vulnerable. The cuts to in-home care for the elderly and disabled are troubling.

Time to consider all options

Gov. Brown inherited a mess with few good options. But he has signaled a willingness to consider all options, including a special election to extend revenue increases, and our long-demanded elimination of some corporate tax giveaways, such as enterprise zones.

We hope that the governor won't stop there to bring more revenue into our cash-strapped state.

Multi-national corporations are effectively thumbing their noses at us, avoiding paying their fair share.

Start with the oil companies. We are the only oil-producing state without taxes on extraction. Even anti-tax darling Sarah Palin instituted a 25% oil extraction fee in Alaska. The \$1 billion per year that we'd generate would restore services for the vulnerable, keep cops and firefighters on the street and help fund higher education.

And it's time to ask the richest 1%, who just got another big break through the extension of the Bush tax cuts, to pay their fair share.

Remember, Governor Ronald Reagan himself raised taxes for the rich by adding the 8, 9, 10 and 11% brackets to state income tax. He also increased the corporate tax from 5% to 9% and reduced some tax giveaways to the oil companies.

The world-renowned infrastructure of freeways, universities, public schools and aqueducts built by Gov. Brown the elder has fallen into disrepair after years of neglect. Hundreds of thousands of jobs would be created by building the California infrastructure of the future, which includes high-speed rail. Jerry Brown must apply the political will to move these projects forward and the creative skill to fund them. Putting workers in jobs will create yet more revenues, helping put the state back on track.

And finally, let the governor use his bully pulpit to thwart misguided attacks on public employees started by Schwarzenegger and his corporate friends. Public servants did not cause the fiscal crisis and scapegoating them does nothing to help rebuild our economy. Stripping retirement security from teachers, firefighters and

other public workers would simply further weaken our state.

The root of California's budget disaster is the greed and arrogance of those on Wall Street who fueled the economic collapse. And right-wing conservatives are exploiting the budget crisis to vilify public employees, prevailing wages and decent pensions. California's new leaders must overcome the temptation to join in these scurrilous attacks and rather bring all Californians together to stand against the forces that seek to tear down our middle class.

The California labor movement was instrumental in Brown's election. But our next task is even more daunting than defeating an egomaniacal billionaire like Meg Whitman. Gov. Brown will live up to his call for us to put individual interests aside in the name of a stronger state for all. But he needs our help to do it.

We will support the governor's efforts to bring us together, and to create the revenue to lead the state from the abyss.

As we begin the conversation about how to renew California's promise, loyalty to community is a good start. But it'll take more than loyalty to move our state forward. It will take action. And, as always, the California labor movement will fight



Local 653—Fresno

Contract updates

Thanks to Steve Weinstein and Jim Wootten Jr., we were able to negotiate a new three-year agreement with Sun Maid Growers. "We got new money in wages and pension contributions and held on to a pretty good health and welfare plan," Business Rep Tom Rotella says.

Rotella also reports that he's starting to negotiate with Peerless Pump in Fresno. He's also spending a lot of time at the Fresno School District, which is particularly impacted by issues related to the state budget. "It's always hard because the state doesn't seem to want to give money to the schools. At least we've been able to get a few new jobs posted that have been open for a couple of years," Rotella says.

Well-deserved retirement

After pushing parts and dealing with shop techs at Freedom Ford's Parts Department for 33 years, Wayne Horn has retired. Wayne has also been Local 653's Recording Secretary for the last 15 years. Although he did not run last term, Wayne always attends the monthly meetings.

Wayne and Sandra—enjoy your retirement. We'll see you at next month's meeting.

Organizing team meets

Local 653's Organizing Team will meet at 5:30 p.m. on Feb. 23, 2011 at the union hall. All shop stewards, officers and activists are invited and should plan to attend to help the local grow. Retiree Frank Santos will be bringing all his knowledge to the table. Isn't it time you showed up?

Local 1101—San Jose

Arbitration victory

Nobody was happy when Alison's BMW, an AutoNations dealership in Mountain View, had to lay off two techs. But the company added insult to injury when bringing them back because they forced them to wait six months to be eligible for health care.

Local 1546 Members and Spouses PRE-RETIREMENT SEMINAR

Are you thinking about retiring in the next few years?



If so, this seminar will answer all your questions about pension and retiree medical coverage. We'll also review the retiree health plan.

Saturday, April 16, 2011 • 9:00 a.m.

Local 1546, 10260 MacArthur Blvd., Oakland

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

Note: If you would like our pension advisors to print out your current data, you must contact the office by April 1. If you feel you have an unusual or complicated question, please get it to your Business Rep ahead of time so our advisors have time to research the answer.

Please RSVP to Tanya or Yolanda at 510-638-6705 by April 12

After taking the case to arbitration, the union won; in the future, employees returning from layoff will have their health and welfare benefits covered immediately.

According to Business Rep Richard Breckinridge, "Two guys were given layoff paperwork. But when the company brought them back, they were given new hire paperwork because the company contended that a layoff is equivalent to a termination." Breckinridge argued that it's not a termination but more like a leave of absence from work, due to lack of work. "The company's own personnel book says that you get your benefits back instantly after taking a leave of absence. They just decided to call a layoff a termination instead of the leave of absence that it really is."

The company refused to go to a board of adjustment so the union had no choice but to take the case to arbitration and the company did all it could to stall the process. "We didn't get to see an arbitrator until nine months after the grievance was filed, which means that our members' health and welfare wasn't covered for the full six months."

Ultimately, the arbitrator agreed with the union's perspective on the definition of a layoff: you're not terminated; you're just not at work for lack of work. It's more like a leave of

absence. Using both the company's book and the union's definition of a layoff, the arbitrator ruled that, in the future, laid-off employees should get their health insurance immediately upon being called back to work.

Neither of the effected employees was looking for any money out of pocket, and fortunately, neither had any medical expenses during that six month period. "Because we took the case to arbitration, the company won't be able to pull this particular shenanigan in the future," Breckinridge adds.

First contract talks

Local 1101 started negotiations for a first contract with Val Strough Honda in Seaside. "So far it's going okay," says Breckinridge. "The company is bargaining hard and posturing a lot, but I think we'll get a contract soon."

Local 1528-Modesto

Working on Silgan

After holding a proposal meeting with the members who work at the Silgan Doherty plant, Area Director Mark Martin has started contract talks with the company. "We are fully aware of the settlement the Teamsters got at a sister Silgan plant. Our goal is to do better than they did, and I'm optimistic that we'll succeed."

Martin says that the union has gotten four out of five discharges back to work in the last 2-1/2 months.

Down the road, at Silgan Riverbank, a Board of Adjustment is scheduled for Valentines Day.

Local 1546—Oakland

More participants needed for solvent study

If you get a call from Frank Alvarez with UC Berkeley on the caller ID, take it! Frank has been a member of Local 1546 for 32 years, working at AutoWest Honda and Jim Doten Honda. He retired in June and is now working with UC Berkeley trying to drum up participants for their study on solvent use. To date, 400 current and former Local 1546 members have participated in the study; they need 800 more and one of those could be you!

The Bay Area Solvent Study (BASS) is examining the use of solvents by automotive mechanics over the past 30 years to see which were used, how they were used, and how those solvents may have impacted the mechanic's health. The study's goal is to prevent future injury. A previous study led manufacturers to reformulate their products with lower levels of the dangerous solvents.

If you are 60 years old or under, were a Local 1546 member and worked as a mechanic between 1990-2002, you are probably eligible. The study takes about two hours, depending on how long your work history is.

Study participants will visit the BASS clinic in San Leandro where researchers will conduct an interview lasting 45 minutes about work history, solvent use, and general health. Participants will also undergo a series of tests including memory, reflexes, nervous system and vision. Participants will also be asked to provide urine, blood and saliva samples and will be tested for diabetes. Participants are not required to answer any questions or take any tests they're not comfortable with.

Upon completing the study, each

SHOP TALK: What's the best thing about being a union member?



JOSE CARDONA
Walnut Creek Toyota
Just started - Local 1173

"The benefits that come along with it. Especially the medical. I didn't have medical at my last job."



ROBERT ANTONIO
Walnut Creek Toyota
6 months - Local 1173

"There's benefits and we're well taken care of. I feel I have job security with the union."



JEFF MIRANDA
Walnut Creek Toyota
9 months - Local 1173

"They cover your butt if anything goes wrong with the company you're working for."



KARL GOEPFERT
Walnut Creek Toyota
27 years - Local 1173

"I had some major surgery and was out for nearly three months. I was well taken care of. We were able to make all of our payments because of the union supplemental disability plan. I'm very pleased."



RON SIMAS
Walnut Creek Toyota
9 years - Local 1173

"Being treated fairly. We're also lucky because we work for a fair dealership."

THE LOCALS

participant will be given \$75 to cover their time and travel. Furthermore, all participants who completed the clinic visit will be entered into a lottery for one of three prizes: Grand Prize—a 5-day Hawaiian vacation for two, including flight and hotel accommodations, valued at \$1,500; First Prize—\$1000 cash; Second Prize—\$500 cash. The drawing will be held after data have been collected from all participants, most likely in time for the 2011 holidays.

“After Professor Hammond spoke at a shop stewards meeting, I signed up right away,” says Alvarez. “It turns out I was one of the first respondents, so I was kind of a beta subject. It was an interesting process and it’s really important, not only to see how these chemicals may or may not have affected my health, but to make sure things can be healthier for future techs.”

For more information about the

Bay Area Solvent Study, please visit the study website: bass.berkeley.edu. If you have any questions, contact the BASS field office at 510-614-8070.

Local 1596—Petaluma

Contract Updates

Area Director Tom Brandon reports that, by a vote of 47-11, the members at MGM Brake in Cloverdale ratified their new three year contract. The first year, they’ll get a bonus, which should cover their Health and Welfare; they they’ll get wage increases of 2% in year two and 3% in year three.

The next contract up is Donal Machine in Petaluma.

Local 2005-Livingston

Getting the right pay

When the calendar turned to 2011, Pedro Mendez, Ruben Zesati and Tom Rotella were off and running.

Foster Farms failed to pay the proper overtime for work on New Year’s Day. Fast action by Pedro, Tom and Shop Steward Mike Sarias forced Foster Farms to correct the pay scale. All effected workers have gotten the pay they were due. We are now working on issues in Deli, NCDC, and others.

Executive Board

It’s time for Local 2005 members to elect a new Executive Board. All positions are open. According to our Local’s Bylaws and the IAM constitution, an election is required every three years and that time has come. Look for postings and fliers in the next few weeks. If you’re interested in being part of the future of the union and Local 2005, talk to Tom Rotella or Pedro Mendez about the requirements.

We would like to thank Anacleto Maldonado (Teto) for his long and hard work on behalf on the workers at Foster Farms. Teto has decided to


take some time off from his union duties to have more time with his family. Teto, we know that you’re still there to help and share your vast knowledge about Foster Farms. You’re a tool we cannot do without!

Local 2182-Sacramento

You can fight city hall

We reported in the last issue that the City of Sacramento was trying to back out of an agreement they made with Local 2182 over contract give-backs. The Local has since filed PERB charges against the city.

“They had the nerve to ask us to extend our furlough days beyond the original agreement,” explains Business Rep Skip Hatch. “Gosh, it’s really a busy time for us, and I’m just not sure we’ll be able to act quickly enough to get our guys to contemplate taking more furlough days.”



UNION IOI

Using leverage to keep the union strong

By PEDRO MENDEZ
District 190 Business Representative

Leverage—it’s the thing that shop stewards need to learn to foster, and the thing that union members need to activate to be effective advocates for rights on the job.

What is leverage? It’s the force that each side uses to make the other side yield. For a shop steward, the aim of using leverage is to get respect for the union’s members and to solve problems.

These days, many shop stewards find the process of resolving grievances unworkable, as employers in the public and private sectors stall the process.

Almost every grievance is stretched out for months without resolution. Nothing is more frustrating for a member than having to ask the steward “What is the status of my grievance?” and getting the response: “We’re waiting for the company’s response,” or worse, the boss flat-out saying “no” to any grievances.

As a business rep, I too often find that the employer will abuse their rights as management. When we call them on it, they drag out meeting schedules or refuse to settle contract violations. Often, they force the union to go to arbitration—which is both time-consuming and potentially expensive—even when they know that they don’t have a good case.


While the actions of the employers might seem erratic, their behavior is well-calculated to gain leverage, enabling them not to abide by the union contract. Management’s aim is to demoralize the membership so they lose confidence in their union. The IAM is a strong union, but our employers have very deep pockets.

Employers are taking huge bites out of union contracts and altering conditions in the workplace. Having leverage for the shop steward means figuring out how to win the game, to “move the boss.”

Some of the ways union stewards can increase their leverage are to:

- Work carefully and slowly and keep procedures like maintenance within the terms of our contract;
- Prioritize issues to bring before management. This is also called “picking your fights.”
- If management tries to unilaterally change the contract, demand bargaining rather than just filing a grievance;
- Work to resolve disputes at the lowest level you can, before taking it up the ladder. Try to resolve the problem with the direct supervisor; if that doesn’t work, go to that person’s supervisor. Don’t rush to bring everything to top management;
- Educate the members in the process of developing leverage;
- Bring members into grievance meetings;
- Pay attention to health and safety issues, report dangerous conditions in the workplace and let members know that they can and should refuse a hazardous assignment;
- Take control of the workplace—stop rumors and horror stories that the boss and management spread so that the union doesn’t cave in;
- Build solid communication between union members at all levels;
- If management tries to intimidate or harass any members, let all the members know. Shining a light on management’s illegal actions will keep the union strong.

Most important, shop stewards need to stay positive and strong. Don’t say “there’s nothing we can do.” Learn how to “think outside of the box” and find creative solutions.






GIULIO DeSANTIS
Walnut Creek Toyota
15 years - Local 1173

“The wages and benefits. I have a family, so the benefits come in handy. My wife and I both had surgery and it really paid off. I tell the young guys, when they get older, they’ll really appreciate it.”




JACK BLACKFORD
Walnut Creek Toyota
11 years - Local 1173

“The benefits. Job security. And wages. That’s it.”




ROBERT WEINSTEIN
Walnut Creek Toyota
8 years - Local 1173

“Job security. Knowing that my job is still there when I wake up in the morning.”



DANNY KIEL
Walnut Creek Toyota
23 years - Local 1173

“I can retire! I have a pension and a 401K, so I’m a lot better off than I’d be if I only had a 401K. I also have retirement health benefits. Too few people have these benefits after putting in a lifetime of service.”



NICK BELENKOV
Walnut Creek Toyota
7 years - Local 1173

“I’ve been a union member all my career. I can look forward to the union pension and being able to retire.”



IN THE NEWS

Too much money can make the boss mean

by James Parks, AFL-CIO Now

Here's another reason to do away with runaway CEO pay. A 2010 Harvard study shows bloated CEO pay can make the boss mean.

The study examined the corporate behavior of 261 companies and found a close correlation between pay inequality and poor treatment of workers. Companies whose CEOs made much more than their average workers were more likely to underfund pensions or cut corners on health and safety. Often, according to the study, the bosses engaged in a cost-benefit analysis, calculated that a fine would merely be a cost of doing business and be a minimal cost compared with the profits they could make.

"You end up basically thinking of those at the bottom as numbers," Sreedhari Desai, a Harvard research fellow who co-authored the study, told *Boston Globe* columnist Joanna Weiss. "They're disposable."

"Wide pay gaps between executives and workers...enhance the sense of power executives feel and cause them to objectify lower level employees," wrote Sam Pizzigati of the Campaign for America's Future.

Or, to put the matter more plainly, "executives with higher income treat employees more meanly."

OSHA backtracks on workplace injury rule

by Mike Hall, AFL-CIO Now

It seems simple enough. Employers already keep a record of workplace injuries and illnesses—why not add a column to the report for musculoskeletal disorders (MSDs)—ergonomic injuries? The Occupational Safety and Health Administration (OSHA) would provide the form and employers would simply put a check mark in the right place to identify which injuries are MSDs. But now OSHA is withdrawing the rule from final review to get



further input from small businesses.

From 1970 until 2003, when the Bush administration deleted the MSD column on the injury and illness form, employers were required to identify these injuries. But when OSHA proposed to restore the MSD record-keeping rule, the business community went into a tizzy, claiming it was a costly burden and government overreach.

MSDs are the biggest source of workplace injury and illness. The proposed rule would help employers, workers and the government to identify the extent of the problems and take action to prevent them.

The rule is important to allow workers and employers to identify unsafe practices earlier and put in place corrective equipment and procedures, and then analyze whether such corrective interventions had a positive impact on worker safety.

Republican budget goals benefit the rich

by Mike Hall, AFL-CIO Now

If new House Budget Committee Chairman Rep. Paul Ryan (R-Wis.) gets everything on his budget-cutting wish list, it would be, says a new analysis from the Economic Policy Institute (EPI), "a massive transfer of wealth from the middle class to

wealthy Americans and corporations and a wholesale dismantling of the social programs that all Americans rely on, including Medicare and Social Security." Rep. Ryan is not a lone wolf on the committee; he was chosen by the Republican party to give the party's response to the President's State of the Union address in January.

Republican leaders are pushing to slash discretionary federal spending by 20 percent, including job-creating infrastructure programs, education, health, housing, workplace safety and other family support programs.

"Ryan's road map still swears by the failed Bush-era economic policies of cutting taxes for the wealthy while neglecting the middle class and national investments," says EPI policy analyst Andrew Fieldhouse in a new report entitled *Paul Ryan's Plan for Millionaires' Gain and Middle-Class Pain*.

Ryan's plan also proposes the partial privatization of Social Security, an increase in taxes on the middle class, the elimination of corporate taxes and the privatization of Medicare. Fieldhouse says the wealthiest 0.1 percent of taxpayers—families making \$3 million or more—would see an average yearly tax cut of \$1.7 million.

Important news for football fans

If you are a football fan, you should have savored Sunday's Super Bowl, because when the Packers and Steelers left the field, that may have been the last game for a while.

The National Football League (NFL) owners say they will lock out the players next season unless they agree to outrageous givebacks.

When the NFL Players Association recently tried to get a clear message out to fans in a TV commercial that simply says to the owners, "Don't lock us out. Let us play," CBS refused to air the ad.

Even if you are not a football fan, you should be concerned because a lockout doesn't only impact football players and fans. Stadium employees will be jobless. Sports bars, restaurants, hotels, police officers who provide stadium security and others whose work supports the game will also be hurt. In fact, 4.8 million workers will feel the impact, and \$4.5 billion in revenue will disappear from 32 cities around the nation.

Still better to be union

The Bureau of Labor Statistics announced that the median usual weekly earnings of full-time wage and salary union members was \$917, compared to \$717 for non-union workers. For Latinos, the wage disparity is even greater, with union members earning an average of \$771 compared to \$512 for non-union Latino workers, a difference of 33.6 percent.

"When coupled with existing data showing that union members have access to better health care, retirement and leave benefits," said Secretary of Labor Hilda Solis, "today's numbers make it clear that union jobs are not only good jobs, they are central to restoring our middle class."

Too bad the number of wage and salary workers belonging to unions is still on the decline (going from 12.3 percent of all workers in 2009 to 11.9 percent in 2010). They must not know the numbers.

SHOP TALK: What's the best thing about being a union member?



RICKY LOPEZ
Walnut Creek Toyota
11 years - Local 1173

"If it wasn't for the older, experienced guys, I wouldn't be here. They fought for our rights and to get us benefits—especially medical. We have to give them thanks."



MARCUS FOGLE
Walnut Creek Toyota
8 years - Local 1173

"Piece of mind on the job. Brotherhood. A family-oriented system. Definitely a plus for learning the automotive trade."



KEN SCHUSSEL
Walnut Creek Toyota
17 years - Local 1173

"The benefits—medical and pension. Having medical is number one—that's what you need every day in the here and now. The pension is something to look forward to in the final days."



ANDREW LOZANO
Walnut Creek Toyota
7 years - Local 1173

"A sense of security—job security."



CRAIG CLIFTON
Walnut Creek Toyota
15 years - Local 1173

"The fairness in the way you're treated. Everyone gets a fair deal, there are no special deals. I had that at a previous job and it made everybody miserable."

BENEFITS NEWS

Members with Plan C debit card are encouraged to use it

In an effort to get members the best possible benefits for the lowest possible price, the health and welfare trustees have made a variety of programs available to members and employers.

The traditional plan, called Plan A, is a Health Reimbursement Account (HRA). This means that money is put into an account only as you use the services. If you have nothing that needs to be reimbursed, no money goes in. If you go to the doctor or get a script, you can submit for reimbursement.

As part of the Health and Welfare Direct Pay Plan—also called Plan C, the Trustees created a “Health Savings Account” (HSA) debit card. In this case, each plan participant gets a debit card with \$50/mo or \$600/year deposited onto the card. The funds are cumulative, which means that they roll over from month to month and year to year. The card will fully cover the cost of the deductible

(\$200/single; \$400/family). Any remaining money may be used for the office visit co-pays, dental, prescription drugs, eyeglasses—or any place that takes a debit card and can be used for your health.

Plan C is the least expensive plan, so the union and employers are increasingly moving towards utilizing it. “The money that gets deposited on the debit cards comes from the plan,” says Area Director and trustee Don Crosatto. “This is meant to be an incentive to make Plan C more appealing.”

To date, however, only 34% of the money deposited onto members’ cards has been utilized, leaving the money to accumulate in their accounts.

“I want to remind members that if you have a health debit card through your Plan C insurance, you ought to use it,” Crosatto says. “If you didn’t get the card, call the Trust Fund to get your card and get it activated.”

2011 IAM Scholarship Competition

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

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

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

How to Apply: There are three different application packets: one for members, one for children of members, and one for vocational/technical school. Application packets for the 2011 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.

ORGANIZING WINS

Mercedes Benz of San Diego and Anaheim

Last year, the mechanics at Mercedes Benz of San Diego decided they wanted a union. They contacted Area Director for Organizing Jesse Juarez and he took on the job. He met with the workers, explained the process of trying to get union representation, and filed for an election, which the union won.

Unfortunately, that’s just step one of the process. “The company objected to the election results and took their case to the Labor Board. The Board ruled in favor of the union, so the company has appealed. “We’re waiting for the legal issues to get settled,” says Juarez. “The Board has already found them in violation of labor law. We’re just waiting for them to reject the company’s final appeal.”

On the positive side, mechanics across Southern California heard about the organizing drive and contacted the union. And on February 8, 25 of the 35 mechanics at Mercedes Benz of Anaheim marched on their boss, all wearing “Union Yes” buttons, and let him know that they were filing for an election.

“The issues they’ve confronted are unpaid work time, they haven’t gotten raises in five or six years, and the conditions are much worse than what we see in Northern California,” Juarez explains.

Juarez says that the company has managed to find out about the union organizing meetings. At first, they were belligerent and said ‘don’t let the door hit you on the backside.’

Then they started to hand out raises to a few key people.

“So far, the guys haven’t taken the bait,” Juarez says. “We filed with the Labor Board for an election the next day.”

Quest Diagnostics

In January, 2010, Juarez met with the phlebotomists at the Quest Diagnostics blood centers in and around Modesto. The company found out about the union meetings and immediately held a captive audience meeting where they promised to change their evil ways. This chilled the campaign and key union supporters said that they wanted to give the company a second chance to do the right thing.

Almost exactly one year later, they contacted Juarez again. “They said that nothing had changed and they wanted to try again to organize.” Juarez met with the group again; the company found out about the meeting; held another captive audience meeting and has since engaged in a campaign to bully union supporters. “We’ve already filed charges against the company. This time, the employees are standing strong. “ Another meeting with the employees has been scheduled for mid-February.

Kimball Motor Company

The NLRB has certified Local 93 to represent workers at Kimball Motor Company in San Luis Obispo after the election was held last fall. Business Reps Sam Saiu and Richard Breckenridge have begun negotiations for a first contract there.



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

Contact us at 510-836-2484

SHOP TALK: What’s the best thing about being a union member?



CHRIS VO

Walnut Creek Toyota
7 years - Local 1173

“Benefits for the family. A good pay rate. Health care. And someone to fight for your rights. I used to work non-union and didn’t like it at all.”



GREG HARRINGTON

Walnut Creek Toyota
22 years - Local 1173

“The security. And the stability of having work.”



VINCE ROLFE

Walnut Creek Toyota
10 years - Local 1173

“I’m union for many generations—my family was Teamster all the way back to when they drove the horses. It’s about job protection and good health benefits. I support the union 100%. First you pay your dues, then you pay the rent!”



MARVIN TOM

Walnut Creek Toyota
9 years - Local 1173

“It’s stable. You’ve got people to back you up and something to look forward to when you retire. And good people to work with now.”



KAMI GHOLAMSHAHI

Walnut Creek Toyota
16 months - Local 1173

“The union is always behind me; they protect me. And I have good insurance. The membership fee is nothing compared to the job the union does for us.”

“One of the most useful books California workers will ever encounter...”
Art Pulaski, Executive Secretary-Treasurer, California Labor Federation, AFL-CIO

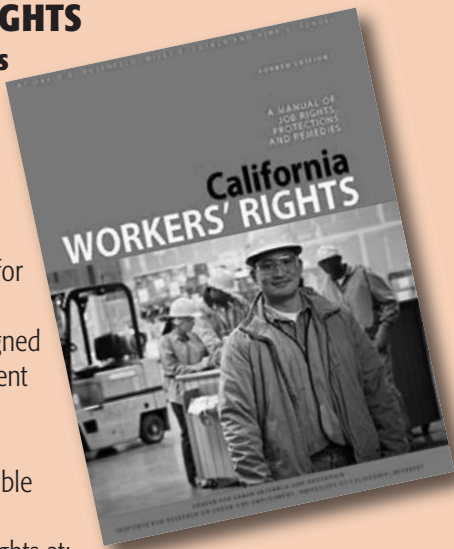
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Join the MNPL
and get entered into the 2011 raffle



If you’d like to donate to the MNPL and help the
Machinists build our political power and effectiveness,
now’s the time. Not only will you make an important con-
tribution, but you’ll also get a ticket for the 2011 raffle.

Each member who contributes \$25 or more as a spon-
soring member will receive a ticket for our drawing. Raf-
fle prizes will include Machinists Union watches, shirts and other goodies.
The membership drive starts now and runs through July 26, 2011. The
drawing will be held at District 190 Delegates’ meeting in July. You need
not be present to win.



The **California Conference of Machinists**
meeting will be on **April 6-7, 2011**
at the Citizens Hotel in Sacramento.
Contact Tom Brandon for details.



UNION MEETINGS



**District
Lodge 190**

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

Meetings are the fourth Tuesday of each month
February 22 • March 15 • April 19
Executive Board Meeting: 6:30 p.m.
General Delegates’ Meeting: 7:00 p.m.

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 17 • March 17 • April 21
General Membership Meeting: 6:00 p.m. on the
first Tuesday of the month
February 1 • March 1 • April 5
Retirees’ Club: 1:00 p.m. on the third Wednesday of
the month: February 16 • March 16 • April 20

Local 93

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

Meetings are the second Tuesday of each month
February 8 • March 7 • April 12
Grievance Committee: 3:30 p.m.
Executive Board Meeting: 4:30 p.m.
Membership Meeting: 5:00 p.m.

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

Local 1528

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

Meetings are the first Wednesday of the month
February 2 • March 2 • April 6
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 16 • March 16 • April 20
Narcotics Anonymous: 5:30-6:30 p.m. every Tuesday

Local 653

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

Meetings are the third Wednesday of the month
February 16 • March 16 • April 20
Executive Board Meeting: 5:00 p.m.
Membership Meeting: 5:30 p.m.

Local 1546

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

Meetings are the first Tuesday of the month
February 1 • March 1 • April 5
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
January 27 • February 24 • March 31
Retiree Club Pot Luck Luncheon: 12 noon on the
first Wednesday of each month
February 2 • March 2 • April 6
Alcoholics Anonymous: 9 a.m. every Saturday

Local 801

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

Meetings are the third Thursday of the month
February 17 • March 17 • April 21
Membership Meeting: 4:00 p.m.
Meetings are held at the Carpenters’ Hall, in Reno.

Local 1101

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

Meetings are the second Thursday of the month
February 10 • March 10 • April 14
Executive Board Meeting: 5:30 p.m.
General Membership Meeting: 6:30 p.m.

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

Local 1584

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

Meetings are the third Thursday of the month
February 17 • March 17 • April 21
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 1 • March 1 • April 5

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 10 • March 10 • April 14
Membership/Shop Stewards’ Meeting: 6:30 p.m. on
the third Thursday of the month
February 17 • March 17 • April 21

Local 1596

4210 Petaluma Blvd. No.
Petaluma, CA 94952
707-795-0086

Meetings are the third Tuesday of the month
February 15 • March 15 • April 19
Executive Board Meeting: 6:30 p.m.
Membership Meeting: 7:00 p.m.

Local 2005

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

*Meetings are held the third Sunday of each
month* at the Veterans Memorial Hall: 1605 7th
Street, Livingston, CA 95334.
February 20 • March 20 • April 17
Executive Board Meetings: 11 a.m.
General Membership Meetings:
Spanish: 1:00 p.m.
English: 2:00 p.m.

Local 1414

150 South Boulevard
San Mateo, CA 94402
650-341-2689

Shop Stewards’ Meeting: 5:30 p.m. on the third
Thursday of the month
February 17 • March 17 • April 21
Executive Board Meeting: 6:00 p.m. on the second
Thursday of the month
February 10 • March 10 • April 14
General Membership Meeting: 6:30 p.m. on the
third Thursday of the month
February 17 • March 17 • April 21
Retirees’ Club: 11:00 a.m. on the first Wednesday of
March, June, Sept., Dec. All are welcome!
March 2 • June 6 • Sept. 7 • Dec. 7

Local 2182

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

Meetings are the second Tuesday of the month
February 8 • March 8 • April 12
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: Feb. 16 • Mar 16