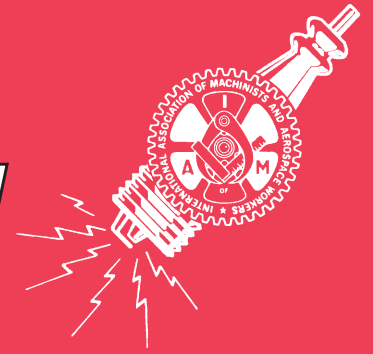


The IAM District 190 Sparkplug



VOL. 13 NO. 6

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December 2011/January 2012

Serving the Active and Retired Members of IAM District Lodge 190

We are the 99%

If you're reading this paper, you're part of the 99%. If you belong to a union and work for a living, you're part of the 99%. If you earn less than \$250,000 per year, you're definitely part of the 99%.

Some people think they're doing well; they own their home, a few cars, they take trips, have a kid in college. They may be doing well, but they're not doing as well as the top 1% of America. That group of people, numbering less than 1.4 million, own 42 per cent of the wealth in the U.S. And America's richest 400 people have more wealth than 155 million people combined.

Occupy Wall Street (OWS) is a protest movement that began on September 17, 2011 in New York City's Wall Street financial district and quickly sparked similar protests in Oakland, San Francisco, Los Angeles, and around the globe.

While the media keeps asking "what's their message?" the protestors are clear: they are against social and economic inequality, high unemployment, greed, as well as corruption, and the undue influence of corporations—particularly from the financial services sector—on government.

The Occupy movement caught fire because its message resonated across America. It caught fire with unions because they were talking about the same issues that the labor movement has raised for years: the need to take care of "Main Street" and not just Wall Street; the need to get people employed again; the need

for fair trade and not free trade; the need to hold the Wall Street crooks accountable for ruining the economy and forcing millions of people's homes into foreclosure.

Whether you support the tactics that the Occupy movement employs or not, as a union member, you have to know that their message is about you.

The Occupy/99% movement has already had a tremendous impact. Besides the fact that *Time Magazine* named "Protestors" the 2011 "Man of the Year," (they were also referring to the Arab Spring protests throughout the Middle East), these protests have changed the debate in the U.S.

The Occupy/99% movement has raised public consciousness so much so that the nation's focus has shifted. We're not talking about the debt or deficits now; we're talking about income inequality. We're focused on political dysfunction, lobbying excesses, the cozy links between politicians and the power elite. We're focused on growing the economy; making taxes more fair; regulating financial institutions in the public interest; providing relief from foreclosure; protecting workers' rights, and shifting the focus of public policy discussions from debt reduction and social spending cuts to fostering full employment and job creation.

We asked IAM members in the North Bay their holiday wish for the country, and the vast majority said, "fix the economy." That's what we—the 99%—are about.



Top: IAM and Labor Council staff lead the Occupy Oakland demonstration at Mercedes-Benz of Oakland on November 2; Left: some of the labor and community members who joined the march and rally; Right: Business Rep Robbie Pintos runs a burger station.

Machinists busy at Oakland "Day of Action"

Occupy Oakland is centered in the backyard of Local 1546 and as every good unionist should, the staff of 1546 did not waste one minute in standing shoulder to shoulder with the rest of the 99% to call attention to the unequal distribution of wealth. The Business Representatives from local 1546, working in concert with the Alameda Central Labor Council and several other unions, served as marshals for the Day of Action on November 2 to insure the marchers were safe and the event was nonviolent and, for the most part, free of vandalism.

Local 1546 Business Reps Pat Woodward, Robert Pintos, Steve Older and Garry Horrocks diverted a small group of the 10,000 marching that day and led them to Mercedes Benz of Oakland. Horrocks has been in tough negotiations with Mercedes over a new contract. The Local 1546 members unanimously turned down the company's "last, best and final" offer because, not only had the company asked for and received concessions midterm in the previous contract to "keep the doors open," but now the company is

asking for even more draconian cuts. They are refusing to continue making contributions into any retirement plan and insisting that the members switch to the company's health care plan. While their plan would reduce the co-pay for single people, those with families would see a \$200-300 increase in their health insurance.

The group of marchers went to the Mercedes dealership to let them know that, not only do the Machinists demand a better deal for their members, but so does the community.

"Working families did not cause this problem, and we can't continue to pay the price," California Labor Federation Secretary-Treasurer Art Pulaski told the marchers. "It's time we protest the fact that corporations and banks are pulling down record-breaking profits while working people are losing their homes, health care and pensions. Who better represents the 1% than Mercedes Benz?"

At the end of the day, the crew from Local 1546 helped fire up the grills and they barbecued burgers and dogs for approximately 3,000 hungry 99%ers.

To all the active, retired & future members
of the IAM and your families

Happy
Holidays!

iFelices
Fiestas!

ੴ ਸਦਿਲ ਦਾ ਮੁਬਰਕਿਕ
节日快乐

Bonnes Fêtes!

Feritados Felizes!



From the officers and staff of District Lodge 190

MEMBERS IN ACTION

Schools out! Congratulations to new IAM journeymen



On Saturday, November 12, at Francesco's Restaurant in Oakland, the IAM's newest class of journeymen celebrated completing their apprenticeship. This group includes members from Locals 1173, 1414 and 1546. Pictured above are the members of the class, along with union and management reps on the Apprenticeship Trust Committee.

Local 1584 celebrates long-time union member's 100th!

Mary Ramos, a 51 year member of the IAM and active member of the Local Lodge 1584 Retirees' Club, celebrated her 100th birthday on November 15, 2011. The Retirees' Club held a luncheon in her honor on November 1 and Club President Daniel Borrero presented her with a gift from the Club of a hundred dollar bill in honor of her 100th birthday.

The thrilled and grateful honoree thanked the assembled group, which also included a number of special guests. Western Territories Grand Lodge Rep Claudio Figueroa gave an emotional speech in her honor and passed along the best wishes of General VP Gary Allen. Local 1584 Business Rep Chris Rasmussen and Office Manager Rebecca Carbello presented Mary with a check from the Local Lodge. Nancy Morris and Patricia Larriega were there to present the best wishes of District 190. Charlie Micallef from the International Retirees'

office sent a letter and gift of a Machinists' hat, T-shirt and tote bag.

Mary worked at the Oakland Del Monte Cannery on 29th Avenue for a number of years before transferring to the newly opened Del Monte can manufacturing plant on San Leandro Street in the mid-1950s. The can factory was her first union job. Originally a Teamsters shop, in 1961, the workers joined the IAM.

Mary started working at age 16, picking fruits and vegetables in the fields that were common around the Bay Area at that time. She earned 15¢ an hour, less than half the California minimum

wage, which was 33¢ from 1920 to 1943. But, she says, she even got cheated out of that sometimes. One day her entire family was refused their pay after they had all worked a full day in the fields. She was very happy when she went to work at Del Monte for 33¢ an hour and an honest pay policy.

Mary was happier still when she joined the union and knew that her rights were further protected by the power of a united workforce.

Mary never missed work and was only late once, although she's still gets indignant that they docked 15 minutes from her pay even though she was only 11 minutes late. She

retired from Del Monte in 1979.


Mary is still quite active. She does her own housekeeping and most of her own yard work. She has her own vegetable garden and has several fruit trees in her back yard.

Mary's clearly a legend in the Local 1584 Retirees' Club. Once, when she decided to resume attending Club meetings after a lengthy period of inactivity, she walked the 3½ miles from her home to the Local Lodge. This was just six years ago when she was 94 years old. As Mary described it, she got impatient waiting for the bus and decided to walk along the bus route until the bus came along. Before she knew it she had reached her destination. Needless to say she got a ride home that day and someone always gives her a ride both ways now.

Congratulations, Mary, on celebrating your first century. The Retirees' Club looks forward to many more Bingo games in the future!





IAM retired member Mary Ramos celebrates her 100th birthday with the union.



Happy shooting!
 Congratulations to Local Lodge 1596 President Randy Watson and Vice-President Frank Crabtree. They took second place in the Union Sportsmen's Alliance (USA) Trap Shoot held in November.

The IAM District 190

Sparkplug

Debra Chaplan,
Managing Editor

The Sparkplug (USPS 007966) is published bi-monthly by District Lodge 190, International Association of Machinists, Oakland, Calif., a non-profit organization. Periodicals postage paid at Oakland. Subscriptions are \$3 per year.

The Sparkplug is the official publication of District Lodge 190 and its affiliated local lodges and notification of any meeting or election in this paper shall constitute official notice per Article B, Section 4 of the IAMAW Constitution and Articles V and VII of District Lodge 190 By-Laws.

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

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

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

About you:
 Name: _____
 Where you work: _____
 Your phone number: _____

Please call the following to tell them more about IAM representation:
 Name: _____
 Company: _____
 Home or Cell Phone Number: _____
 Best time to be reached: _____

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

MEMBERS IN ACTION

Local 1546 honors Shop Stewards of the year

Every year, Local 1546 honors a steward of the year—someone who has gone above and beyond the call of duty to speak for and work for his or her fellow employees. This year's honor was bittersweet, as the local had chosen two stewards to honor, both of whom had died before the ceremony. Their



The wives of the two stewards honored received their plaques. From left: Robin Alvarez, Don Crosatto, and Dena Millard.

plagues were given to their widows at the December 6 dinner held at the Local Hall.

Frank Alvarez had worked at Doten Honda in Berkeley for 28 years and served as Assistant Shop Steward there, until the 11-month long strike in 2005 forced him out. He moved over to AutoWest Honda in Fremont and took over as Shop Steward. He retired early, but instead of staying at home, he went to work at UC Berkeley to coordinate outreach to mechanics for their solvent study. "He threw himself into that and did a great job," says Area Director Don Crosatto.

Unfortunately, he got sick in the early summer and the cause was discovered to be a brain tumor; he died soon thereafter. "Frank was just a real stand-up guy," Crosatto adds.

Joe Millard, shop steward at Cummins West for about 22 years, died two days after Frank. He had been out on disability recovering from

diabetes, and died suddenly in his sleep. "Joe really worked hard for his shop," Crosatto says.

"Last year, we could have had some contentious negotiations with Cummins around the pension issue, but he embraced the compromise of going into a 401K with very heavy company contributions. What could have been an ugly strike turned into a real positive contract."

The Local was pleased to recognize Frank and Joe for their hard work, and only sorry that they couldn't be there to receive the accolades.

NASA recognizes Shop Steward Paul Souza

Congratulations to Paul Souza, a 22-year member of Local 1414 and Senior Shop Steward at IAP World Services, Inc., for receiving an Outstanding Performance Recognition Award from NASA.

Paul works on the lead Building Maintenance Support Team (BMST) at NASA's Ames Research Center at Moffett Field, near Sunnyvale. He has strong HVAC experience and an even stronger work ethic. He became the HVAC lead prior to IAP acquiring the Johnson Controls contract and he currently leads the BMST team and provides assistance as needed to all the shops.

In giving Paul the award, NASA said the following about him:

A true team player, Paul only sees one goal: to get the job done safely, correctly, and at the lowest cost.

Paul is known as a leader who serves others by way of example. He demonstrates the qualities that mark a leader and helps influence the leadership process—vision, ability, enthusiasm, stability, concern for others, self-confidence, persistence, vitality, charisma, and integrity. Through his initiative, a regular bi-monthly meeting has been established with Shops Stewards and Project Management to facilitate communications and resolve issues.

Paul also fully supports IAP's vision and



Paul Souza (C) flanked by Business Reps Steve Older and Pedro Mendez at NASA's Ames Research Center at Moffett Field.

mission to serve its customers. He will not sacrifice quality or safety. He reinforces those standards with his crew, ensuring they "walk the talk."

Paul collaborates with management decision makers to ensure continuity of the work flow. He fully understands and supports making financially sound decisions that ultimately reflect to the customer his comprehension of saving time and money. He works intelligently and continually looks for ways to improve processes. He clearly stands at the top of a superb team of bargaining unit professionals and has earned the respect and trust of his customers and team.

Local 1414 is very proud to have Paul as a Shop Steward and an actively participating member, and we all wish to express our appreciation and congratulations.

A call to retirees

Will your children and grandchildren be better off in retirement than you are today? After a lifetime of work, will they have secured their part of the American Dream? From today's perspective, the answer looks to be "no."

In my 35 years in the IAM, I have often heard that this will be the most important election year of our lives. I agree they have all been important. And each year, I voted in what I believed were the best interests of our union and our country. In those 35 years, our country's and our union's economic climate have dramatically cooled.

Now in retirement with time to really think about our past, I can clearly see that 2012 will be the most "important election" in my lifetime to date. Retirees, working people, the working poor and the unemployed are under attack daily from the extreme right wing of the Republican Party. With the issues that are facing retirees and active workers today, we "Retirees" will have one more job to do before we can really consider ourselves retired, we must work hard to energize our selves, our families and our communities to fight for the lost American Dream.

So, spend time with your families over the holidays, rest up and be ready to roll up your sleeves at the beginning of the new year because all IAM retirees are being invited to become political activists helping to secure a bright future for ourselves, our families, our communities and of course our union.

Frank Santos

IAM&AW Retiree Coordinator

LETTERS TO THE EDITOR

Retired and active members: Please write in if something in *The Sparkplug* makes you happy or mad or inspires you to action. 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

Reminder to all Mechanics: As the end of the year approaches, don't forget to update your tool list with your employer.

Local 93 - San Jose

Bargaining updates

Local Lodge 93 continues to bargain with Granite Rock Company and Industrial Machine Shop for new Agreements, and with Kimball Motor Company for a first contract. Business Rep Richard Breckenridge has also opened negotiations with Sam Linder Cadillac Honda, in Salinas.

Thank you, Sam Saiu

After 21 years working for the union, Business Rep Sam Saiu will be retiring as of January 1, 2012. Local 93 President Harry Turner has appointed him to the position of Local Lodge Communicator, starting in January, and it's a sure bet he'll stay involved with *Hawgs for Dogs*. Enjoy retirement, Sam, and the members of Local 93 look forward to continuing to work with you in the future!

New assignments

Once Saiu leaves, shop servicing assignments will be changing.

Business Rep Robbie Pintos will be moving from Local 1546 to Locals 1101 and 93. He will assume responsibility for Jennings Technology, San Jose Die Casting, and TM Industries.

Area Director Jim Schwantz will assume responsibility for BAE Systems and Northrop Grumman. He will continue to service Burke Industries, with assistance from Pintos at Burke.

In addition to Sam Linder Cadillac and VSE Corporation, BR Breckenridge will also take over the servicing assignments at World Technical Services, Inc., Coast Counties Truck and Equipment, Commercial Truck Company, Industrial Machine Shop, Chemical Lime Company, Lehigh Southwest Cement and United Parcel Service.

Local 653 - Fresno

Welcome new officers

Nominations for Officers, Auditors and District Delegates were held

at the November Local Lodge Meeting. Since all positions were unopposed, the local lodge voted that the following have been deemed elected. President: Jeremy Celaya; Vice-President: Brandon Sandoval; Recording Secretary: Ronald Roberts, II; Secretary/Treasurer: George Robles; Trustees: Hector Gonzales, Anastacio Rodriguez III and Albert Smith; Auditors: Ron Glapenske, Harley Walker and Wayne Horn; District Delegates: Ron Glapenske, Frank Santos and Ron Roberts, II, Communicator/Educator: Thomas Rotella, Jr. Please welcome your new officers who will guide you through 2014.

New Contracts

The members at Ruan Transport Corporation in Tulare and Elliott Manufacturing Company in Fresno have ratified new labor agreements.

In memoriam

It is with great sadness that we announce that Brother Ron Glapenske passed away on 11-11-11. Ron was an active member of Local Lodge 653 E-Board and on the District 190 E-Board. Ron retired from Fresno Truck Center June 30, 2011. He will be greatly missed.

Retiree action

"When we retire, we retire from our employer not our union," says retiree Frank Santos. A few retirees from the local have been talking about re-starting the IAM San Joaquin Valley Retirees Club, which had met for many years in Fresno. The group hopes to start meeting again for social interaction and issue-oriented projects of importance to retirees. Look for your outreach letter after the first of the year. If you would like to find out more, please call the union hall at 559-264-2815 or call Frank Santos at 559-266-2059.

If you're interested in getting involved in political action with IAM and other union retirees, consider joining the California Alliance for Retired Americans Action Team (CAT). They meet the 4th Tuesday of

each month at 10:00 am at Country Waffles, 13851 North Blackstone, Fresno. The IAM is affiliated with the Alliance for Retired Americans that works to unite retired workers and community groups to help with social, economic and civil rights efforts in our community; CARA is the California chapter. Currently, the group is focusing on preserving Social Security, Medicare and Medicaid.

Local 1101 - San Jose

Bargaining updates

The members at Ryder Truck ratified a new three-year contract. They'll get about a 2.5% wage increase each year, reports Business Rep Richard Breckenridge.

Members at the three San Jose-area Sonic Stores—Stevens Creek BMW, Stevens Creek Honda and St. Claire Cadillac—agreed to a new 13-month contract. "The biggest thing is that they moved into the AI Plan C and the employer will pay 100% of deductibles. The plan includes premium splits and the ability for members to opt out, which is something they really wanted," Breckenridge says.

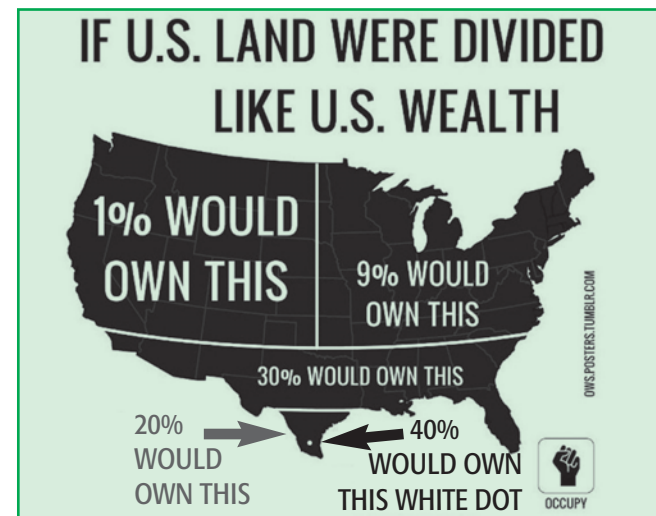
Progress continues to be made on the first contract with Val Strough Honda in Seaside. "We're getting there," says Breckenridge, "but we still have a few more issues to iron out."

Local 1173—Concord

Hopkins Honda-Acura finally settle first contract

After voting for union representation in April 2010, the 15 techs at Hopkins Honda-Acura in Fairfield finally have a contract. But first, they had to endure a long and nasty process.

"The company made dozens of unilateral changes to the terms and



conditions of employment and illegally laid people off during the negotiating process," explains Area Director Mark Hollibush. "They were just racking up unfair labor practice charges. The employees went on strike for two weeks in February to get them to bargain in good faith. When they gave us a 'last, best and final' offer in May, we took it to the Labor Board, and in July, the Board forced them back to the table with a specific settlement agreement that they were mandated to follow in bargaining."

Even back at the table, however, the company violated that agreement by refusing to rescind the unilateral changes they had made before, and they continued to make unilateral changes.

In the meantime, the Labor Board was scheduled to make a decision on November 25 about the outstanding charges. Everyone knew that the Board would uphold the charges, so in mid-November, the employer approached the union with a contract offer. They hoped that if it was ratified, the union would withdraw all the charges, saving them a few hundred thousand dollars in back pay and attorneys' fees.

In the union's opinion, it's a very good first contract. "We achieved almost every one of our goals," says Hollibush. "The techs will get their first wage increases in seven years; money put into retirement each month, which they never had before;

SHOP TALK: What's your holiday wish for the country?



RUBEN SILVA SANTAMARIA
Novato Toyota
Local 1596—5 years

I wish for the economy to start going up, because it's going crazy, now!"



STEVE WALKER
Diego Truck Repair, Greenbrae
Local 1414—27 years

"My holiday wish is to improve the economy. Make things more affordable, like the housing market. And get people back to work."



TREVOR BARRIE
Diego Truck Repair, Greenbrae
Local 1414—15 years

"I'm wishing for a new president. That'll turn the economy around."



STEVE ALBERTINI
Mill Valley Refuse, San Rafael
Local 1414—26 years

"My wishes? Jobs. Happiness. Peace."



DAVE JOHNSON
Novato Toyota
Local 1596—29 years

"I wish that our congress can get its act together and do right by the unions and the regular American people (instead of the high dollar boys who don't care about us)."

THE LOCALS

help with the medical—the company agreed to pay 50% for all dependent increases, and 100% for the employees; and seniority language. They’ll also get fixed holidays, vacations, and a grievance and arbitration process—all the goodies.”

The employees ratified the contract on November 22 and ultimately agreed to withdraw the charges.

“It’s been my experience, like other business reps, that when the cost of not doing business exceeds that of doing business, then you get a contract,” says Hollibush. “It was cheaper for the company to give a fair contract than to continue to play games.”

The bargaining unit hung tough and won their contract after a hard-fought 18-month battle. Hollibush especially wanted to recognize tech Dan Lind, who served on the bargaining committee. “Dan did an exceptional job on the committee. He hung in there and represented everybody, even at a cost to himself. The guys elected him, unanimously, to be the shop steward.”

Local 1414—San Mateo

Good deal at port

The Local 1414 members who work at Ports America in Oakland ratified their new five-year contract. “It was a very good package, including wage increases of \$5.70 over the term of the agreement; maintenance of benefits; 15¢/hour increases to the IAM National Pension each year, and 11¢/hour each year into the 401K and Mike Day Retiree Medical Plan,” says Area Director Tom Brandon. “I think everyone was very pleased to reach such a quick and favorable agreement.”

Local 1528-Modesto

Finally getting good health care

In the last issue of the *Sparkplug*, we asked members at Applied Aerospace in Stockton what they most wanted to see in their new contract.

Unanimously, the answer was a better health-care plan. While they did get an improvement, it probably wasn’t as much as they wanted, but they supported the contract by a vote of 120-32.

The 200 employees have a new four-year contract that includes a \$500 reduction in the co-pays for single members and a \$2,500 reduction for those on the family plan. The company will also look at the feasibility of an HSA plan to cover the high up-front costs. Employee copays are limited to 6% of the total cost each month for the first three years; the max goes up to 7% in year four. Wage increases will be 3% in year one, 4% in year two and 2.75% and 3.25% respectively in the next two years. They also got increases into the IAM pension plan and improvements in the progression language.

“Business Rep Skip Hatch deserves great praise for doing such a masterful job for the members,” says Area Director Mark Martin. “Maybe the stars aligned or he was drinking Charlie Sheen’s tiger blood, but it was all good.”

Local 1546-Oakland

A better parent at Fabco

Fabco Automotive is a great company. So great, in fact, that when its parent company, Accuride, got in financial trouble, they sold their only profitable unit—Fabco—to Wynnchurch Capital, a Chicago-based private equity firm.

All too often, this scenario is a negative one; either the equity firm doesn’t recognize the union, or they decimate the company, or both. In this case, Wynnchurch seems to understand that they have a profitable company, and they want to give the local management more autonomy to do what they do well,

When Local 1546 negotiated a one-year contract with Accuride just prior to the sale, they had to keep Accuride’s health plan, which had high deductibles and no Kaiser option. Once the sale went through, however,

the Local was able to negotiate a two-year extension with Wynnchurch that provides modest wage increases and puts the employees into the AI Plan C with a Kaiser option. “The deductibles are about the same, but with Plan C’s HRA plan, the company is paying about half of the deductibles. And the monthly co-pay is cheaper than it was under Accuride’s plan,” explains Area Director Don Crosatto. “We look forward to building a good relationship with Wynnchurch.”

Located in Livermore, Fabco makes gear boxes and transfer cases for heavy duty vehicles, including many going to Afghanistan.

Local 1596-Petaluma

All around Petaluma

Area Director Tom Brandon reports that he’s still in negotiations with Hansel Ford. “Health insurance is the issue. The owner proposed that our members pay half of the cost,” says Brandon. “This same owner also has Henry Curtis Ford, and I expect that he’ll propose the same deal there. We’ll be meeting.”

Brandon’s also working on a wage opener at Van Bebbler Bros.

Local 2182-Sacramento

More contracts

Business Rep Skip Hatch has negotiations coming up with Clutch and Brake Exchange in Stockton. “All indications point to the possibility of a reasonable settlement,” he said. Talks are also coming up with American Medical Response.

Multiple Locals

Bad plan for bankruptcy

Interstate Brands owns Wonder Bread and Hostess and members in Locals 1414, 1596, 1101, 1546, 2182, 1528, 653, 801 work for them. Unfortunately, “as a company at-large, they have lost their collective minds,” says Area Director Mark Martin. “The company discontinued paying its

pension contributions six months ago, and we believe that’s unlawful. The IAM National Pension Plan has filed a lawsuit against the company, and AI is next in the barrel.”

In addition, the company proposed wage freezes until 2015. “And they can’t understand why the unions haven’t embraced those conditions with open arms,” Martin adds. “We’re hearing rumors that the Bakers or Teamsters have taken them on back east and closed down five bakeries.”

“We’re mystified by their approach,” Martin says. “It doesn’t make any sense strategically. How does a labor dispute help you out of bankruptcy? How does it help them reorganize when the union has more leverage than we would have otherwise? How will the bankruptcy judge look upon them?”

“We’ve had four members in 2182 and 1528 who chose to retire immediately because of all of the pension nonsense. The company is struggling to replace them, but because their future is so uncertain, I’m hesitant to steal somebody good and send them there,” Martin says.

Troubled sale

Bimbo Bakeries bought Sara Lee in early December and immediately there was trouble in the batter. The U.S. Department of Justice ruled that Bimbo would have too large a market share in certain areas, including California. They ruled that Bimbo has 90 days to divest itself of Sara Lee in those areas. If Bimbo can’t divest within that target period, the DOJ can appoint a trustee to run the company and work through that sale.

“At this point, we don’t know the net impact to our members,” says Martin. “It depends on who purchases Sara Lee in those areas.” Bimbo will operate Sara Lee in Nevada, but even this remains a question mark, because the trucks are owned by the Sacramento bakery.

Members of Locals 1414, 1596, 1101, 1546, 2182, 1528, 653, 801 currently work at Sara Lee.



RICHARD GRINDEL
Novato Toyota
Local 1596—2 years

“I wish for a better economy, and more equality in wages when it comes.”



ERIC KOLER
Diego Truck Repair, Greenbrae
Local 1414—14 years

“I wish for more jobs and a better economy. That will promote good health for everybody.”



RYAN LADD
Novato Toyota
Local 1596—8 years

“My wish is that the economy will get a lot better and there will be work for everybody.”



PHIL BAIOCCHI
Novato Toyota
Local 1596—45 years

“Stop the occupy protests and settle it some other way. The two sides of government don’t see eye to eye. My wish is that we can work together as one, again.”



CARLOS COLONIA
Mill Valley Refuse, San Rafael
Local 1414—13 years

“I hope the economy gets a lot better than it is nowadays. And people get jobs. Congress has to act or people will suffer.”

IN THE NEWS

400 American families have \$1.37 trillion. What could that buy?

United for a Fair Economy

With the 400 richest households in the U.S. holding \$1.37 trillion in wealth—an amount that's just about unimaginable to most of us—United for a Fair Economy offers, for perspective, 10 things that \$1.37 trillion could pay for. Among them, the richest can:

- 1) pay off every student loan for every single student in the U.S.
- 2) pay your rent, and the rent of every single renter in the entire United States for three years.
- 3) pay the mortgages of every house in the whole country for 14 full months.
- 4) triple the number of teachers in the United States, then give every single one a \$30,000 raise.
- 5) buy every single house that was foreclosed on in 2007 and 2008.
- 6) pay the annual salaries of 19 million families for one year. So go ahead, take that year-long, family vacation around the world you've always dreamed of.
- 7) pay off all credit card debt for every single person in the entire United States.
- 8) afford to give a \$10,000 bonus to every single worker in the entire country.
- 9) buy a new car for every family in the United States.
- 10) pay for 3 ½ years worth of gas for every driver in the country.

The richest 400 families alone could replace 70% of all money lost in the Great Recession, for everyone! Not only do the rich still have enough money to fund their wildest dreams, but they can also fund your retirements.

As you can see, the wealthiest families in the U.S. are doing just fine. And with this money has come a great deal of political influence, often in the form of tax breaks and tax loopholes. Their influence on policy has made it easy for the rich to stay rich [and get richer].

30 Major U.S. Corporations Paid No Federal Taxes in the Last 3 Years (News Item)



And until this winner-take-all economy changes, it will remain nearly impossible for us regular folks to get ahead, no matter how hard we work.

High-Speed Rail a Boon for California Workers

By Art Pulaski

California Labor Federation

With the release of its business plan in November, the California High-Speed Rail Authority transformed the idea of a bullet train zipping up and down the state into a carefully planned blueprint that will make it a reality.

The labor movement in California has been among this ambitious project's most vocal supporters. There are many reasons to get behind high-speed rail, and for hundreds of thousands of unemployed workers, this project means the hope of a good-paying job. In an economy wracked by joblessness, it can't be overstated how important high-speed rail is to putting people back to work and beginning to rebuild after the damage created by Wall Street's recklessness.

The construction of high-speed rail will put nearly half a million people to work. Like the transcontinental railroad so many years ago, high-speed rail will be a boon for communities and local businesses along the

route, particularly in the economically devastated Central Valley. Over the life of the project, it's estimated that a million jobs will be created, many in the private sector. And for a construction sector with 30% out of work, high-speed rail is a lifesaver for families teetering on the edge after months without work.

Despite high-speed rail's promise of jobs and environmental benefits, anti-government ideologues like State Senate Republican leader Bob Dutton are attacking the project. Dutton called it a "boondoggle," but no project as ambitious and forward thinking as high-speed rail has ever been completed without naysayers like Dutton. Even many in Dutton's own party realize his shortsightedness on this issue. Fresno Mayor Ashley Swearengin, a Republican, is one of the project's most ardent supporters.

California has always been a state of visionaries. The rest of the nation—even the world—looks to us for big ideas. That's why we're not about to let the narrow-minded critics quash the promise of high-speed rail. Voters approved this project in 2009 because they saw its potential. Now, with a solid plan in place to make high-speed rail a reality, it's time to ratchet up our support.

California needs efficient, clean transportation and the jobs that come

with it. And if we're serious about creating a brighter future for our economy and state, now's the time for everyone to hop on board the high-speed rail express.

Corporate Tax-Dodgers Imperil State Budgets

by Adele Stan, AFL-CIO Now Blog

Many of the huge and profitable corporations listed in the Fortune 500 managed to pay no state corporate income tax for at least one year between 2008 and 2010. A new report, "Corporate Tax Dodging in the Fifty States, 2008-2010," from the Institute on Taxation and Economic Policy (ITEP) and Citizens for Tax Justice (CTJ), found that tax avoidance has cost states some \$42 billion in revenues over the course of the past three years, even as states struggle to meet their basic obligations to citizens.

The report—one of several—shows how many massively profitable corporations pay little to no taxes. (ITEP and CTJ examined the top corporate tax-dodgers on the federal rolls.

Looking at the tax records of 265 Fortune 500 corporations, the watchdog groups found 68 companies that managed to score, in the arena of state corporate income tax, at least one tax-free year, as well as another 20 whose tax bill averaged zero or less for the entire three-year period covered by the report.

Who are these deadbeat corporations? Intel, the high-tech giant; DuPont, a major polluter; health care behemoth Baxter International; and utility provider Pepco Holdings, to name just a few.

"Our report shows these 265 corporations raked in a combined \$1.33 trillion in profits in the last three years, and far too many have managed to shelter half or more of their profits from state taxes," explained report co-author and ITEP Executive Director Matthew Gardner. "They're so busy avoiding taxes, it's no wonder they're not creating any new jobs."

SHOP TALK: What's your holiday wish for the country?



MIKE CLINTON

Diego Truck Repair, Greenbrae
Local 1414—25 years

"I wish for more jobs and to stop the occupancy guys—I don't think they know what the message is."



MINH CHUNG

Novato Toyota
Local 1596—6 years

"I wish for the economy to pick up."



CHARLIE TURNER

McNears Brick & Block, San Rafael
Local 1596—11 years

"My wish is to get back on track—get employment up and get the deficit down. Get everyone working and being prosperous again."



JIM ROUTH

Novato Toyota
Local 1596—10 years

"I wish for peace and quiet; a calm in the storm. We need to turn this terrible situation around."

GUIDE DOGS

District 190 makes strong showing at Guide Dogs dinner



For more than 20 years, District 190 has hosted a golf tournament in August, with all of the proceeds going to Guide Dogs of America. This year, at GDA's annual fundraising and thank-you dinner, held in Las Vegas on November 20, the District was able to present a check of \$130,000.

In addition, West Coast Hawgs for Dogs, organized by Local 93's Business Rep Sam Saiu, donated \$4,000. And the District's UPS

members, and some managers as well, gave another \$25,000 through the United Way.

Brian Morton was honored this year. Brian heads up McMorgan & Company and has been active in District Lodge 190's GDA fundraising efforts for years. In fact, the graduate ceremony area at GDA headquarters in Sylmar is named for his parents, Tom and Helen Morton.

What they say about charity is that you receive as much as you give. And this year, one local 1484 member received a lot for buying raffle tickets. Tim Tietz, a 29-year member of Local 1484 and a refrigeration mechanic at ITS in Long Beach, won the grand prize—a 2011 Harley-Davidson Tri-Glide Ultra Classic motorcycle. Congratulations, Tim!

Watch for notices of the revamped website for all AI Trust Funds: Pension Health, Retiree. The launch date will be in the spring of 2012. You'll be able to access more information and it'll be more timely.

Get a 15% discount on all union wireless

AT&T—America's only union wireless service—offers a 15% discount to union members and their families. Members of the Communications Workers (CWA), International Brotherhood of Electrical Workers (IBEW) and the International Brotherhood of Teamsters (IBT) work to provide premier wireless service to AT&T customers.

Go to the Union Plus website, www.unionplus.org, to get more information and your discount code number. While you're there, look for many discounts available only to union members at Union Plus. It pays to shop union!

ON THE BALLOT

Prepare to fight "paycheck deception" for the third time

A ballot initiative limiting the rights of union members to be involved in political activity will be on the November 2012 general election ballot. This bill is similar to Propositions 226 and 75, which were already defeated by California voters in 1998 and 2006. The third time is NOT a charm, and unions will be coming out strong to defeat this bill, too.

Currently, unions may not and do not spend union dues on political campaigns. Instead they set up special funds to which members may choose to make voluntary contributions. The IAM has the MNPL Fund (Machinists' Non-Partisan Political League).

While corporate backers of the "paycheck deception" initiative say that it is about special interests and would rein in union and corporate campaign contributions equally, the deceptive wording of the initiative specifically targets union members, while a big loophole leaves corpo-

rate campaign contributions essentially unscathed and unchecked.

This measure would severely restrict union members in both the public and private sector from having a voice in our political process. Every union in California would be impacted.

The Facts

This initiative silences working people's voices by prohibiting ANY voluntary political contributions from union members collected via payroll deduction.

This measure is NOT campaign finance reform, as its backers claim. In fact, the right-wing millionaire supporters of this initiative have written a giant loophole into the measure that would allow for UNLIMITED corporate spending on political campaigns.

Don't be fooled. This deceitful measure is designed to silence your voice in political campaigns.

This measure would result in big corporations and their lobbyists having even greater influence over our political system. Corporations already outspend unions 15-1 in politics. This measure would effectively clear the playing field of any opposition to big corporations' agenda, which includes outsourcing jobs, slashing wages and health benefits and attacking retirement security.

The loophole in this measure would allow corporations to make unlimited expenditures through shadowy front groups to support or oppose candidates. The same goes for corporate contributions to ballot measures that support big business's agenda.

This is a partisan initiative in support of a national right-wing

agenda. The sponsors of this measure are lawyers who work for the firm that represents the California Republican Party. The primary financial supporters are millionaires associated with the extreme right-wing Lincoln Club of Orange County.

Despite the proponents' claims that this initiative is geared toward "getting special interest money out of politics," the truth is it's a deceitful measure designed to silence machinists, mechanics, plumbers, construction workers, teachers, nurses, firefighters and other working people while giving big corporations and CEOs free rein to exert limitless influence on our political system.

Don't be fooled by this misleading and deceptive initiative. The Secretary of State has not yet designated numbers for the initiatives on the November ballot, but watch this paper for more information as the election gets closer.

SHOP TALK: What's your holiday wish for the country?



KELVIN MAUCLINE
Mill Valley Refuse, San Rafael
Local 1414—30 years

"My wish is to get people back to work and create more jobs. They need to stimulate the economy."



SCOTT MANLEY
McNears Brick & Block, San Rafael
Local 1596—7 years

"People should be more grateful for what they've got. Though the country may never get back to where it was, we need to see some gains in the economy."



BRYON O'DONNELL
Diego Truck Repair, Greenbrae
Local 1414—30 years

"There are so many issues, where do you start? All I can say is that we need to get it together. That's my wish."



THANH LE
Novato Toyota
Local 1596—6 years

"I guess my wish is for a new president."

Get your IAM news on the web!



Visit the District 190 website at:
www.iamdistrict190.org

Go to the International IAM website:
www.goiam.org

Local 1546 members have a website for their local news:
www.IAM1546.com

Check out Local 1101's Facebook page:
facebook.com
(search for IAM Local 1101)



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

Contact us at 510-836-2484

MOVING? Or need to report a member recently deceased...

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

UNION MEETINGS

District Lodge 190

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

Meetings are the fourth Tuesday of each month
December 14** • January 24 • February 28
Executive Board Meeting: 6:30 p.m.
General Delegates' Meeting: 7:00 p.m.

**Note: December meeting changed due to the holidays.

Local 1484

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

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

December 15 • January 19 • February 16

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

December 6 • January 3 • February 7

Retirees' Club: 1:00 p.m. on the third Wednesday of the month: December 21 • January 18 • February 15

Local 93

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

Meetings are the second Tuesday of each month
December 13 • January 10 • February 14
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

December 7 • January 4 • February 1

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:

December 21 • January 18 • February 15

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
December 21 • January 18 • February 15
Executive Board Meeting: 5:00 p.m.
Membership Meeting: 5:30 p.m.
Retiree Club Meeting: 3:00 p.m.

Local 1546

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

Meetings are the first Tuesday of the month

December 6 • January 3 • February 7

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

December 29 • February 2 • March 1

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

December 7 • January 4 • February 1

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
December 15 • January 19 • February 16
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
December 8 • January 12 • February 9
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

December 15 • January 19 • February 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: December 6 • January 3 • February 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
December 8 • January 12 • February 9
Membership/Shop Stewards' Meeting: 6:30 p.m. on the third Thursday of the month
December 15 • January 19 • February 16

Local 1596

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

Meetings are the third Tuesday of the month

December 20 • January 17 • February 21

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.

December 20 • January 15 • February 19

Executive Board Meetings: 10 a.m. at Union Hall

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
December 15 • January 19 • February 16
Executive Board Meeting: 6:00 p.m. on the second Thursday of the month
December 8 • January 12 • February 9
General Membership Meeting: 6:30 p.m. on the third Thursday of the month
December 15 • January 19 • February 16
Retirees' Club: 11:00 a.m. on the first Wednesday of March, June, Sept., Dec. All are welcome!
December 7 • March 7 • June 6

Local 2182

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

Meetings are the second Tuesday of the month

December 13 • January 10 • February 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:

December 21 • January 18 • February 15