

VOL. I4 NO. 5 October/November 2012

Serving the Active and Retired Members of IAM District Lodge 190

The facts behind Prop 32

What the Ballot Says

"Proposition 32: Prohibits Political Contributions by Payroll Deduction. Prohibitions on Contributions to Candidates."

What it Really Means

The ballot title clearly states that the primary focus of the measure is NOT "stopping special interest money," as the proponents claim. The measure was intentionally written to restrict union contributions while exempting corporate special interests, CEOs and billionaires.

What the Ballot Says

"Restricts union political fundraising by prohibiting use of payroll-deducted funds for political purposes."

What it Really Means

Unions collect dues via payroll deduction. For some unions, a portion of those dues are used for political action to protect workers' wages, retirement, workplace safety and other rights on the job. This doesn't happen in the IAM; instead some IAM members voluntarily make a payroll deduction for political action. By prohibiting the use of payroll deductions, this measure will completely silence the collective voice of workers, threatening all our priorities.

What the Ballot Says

"Same use restriction would apply to payroll deductions, if any, by corporations or government contractors.

What it Really Means

It's not what's in Prop 32 that you should be worried about, it's what is NOT in it. The insertion of two simple words, "if any," points out the glaring loophole in the measure – corporations almost never use payroll deductions to fund political campaigns. Instead, they use their massive profits (which are not restricted under Prop 32). And business associations that collect dues – like the Chamber of Commerce – would still be permitted to spend those monies on politics, while unions would be completely prohibited from standing up to these powerful corporate special interests.

What the Ballot Says

"Permits voluntary employee contributions to employer or union committees if authorized yearly, in writing."

What it Really Means

Under current law, union members already have the ability to opt out of having their dues go towards politics. Prop 32 would prohibit workers from making voluntary contributions to politics through payroll deduction, which infringes on our freedom of speech. While workers would be able to authorize political donations in other forms, they would have to authorize those donations in writing, every year. This provision works to throw up logistical hurdles to prevent unions from speaking out on issues that impact workers.



Remember, corporations don't use payroll deduction, so when the ballot says, "Other political expenditures will remain unrestricted," it's referring to almost ALL corporate political money. Working people must vote "No on 32"

The choice can't be more clear; vote in November



From the Desk of James Beno IAM District Lodge 190



Dear Sister and Brother Machinists:

Proposition 32, a measure on November's ballot, is the most anti-worker measure we've ever seen. It threatens our jobs, wages, retirement, contracts and more. In short, it silences union members while giving even more power to corporate special interests and CEOs to attack our rights.

Proposition 32 pretends to be about "stopping special interests" but that's a lie. Prop 32 was carefully written to weaken unions and silence workers. While the antiunion millionaires backing it say it's balanced, it's actually full of special exemptions for all sorts of corporations, Wall Street firms, billionaire CEOs, big insurance companies and Super PACs. Not surprisingly, the very same corporate interests behind the measure all have their own exemptions in Prop 32.

The proposition's slick commercials talk about Sacramento being broken because of all the money given by unions AND corporations. What they don't say is that corporations contribute 15 times more money than unions do, and that only unions would be taken out of the political process by this proposition.

Don't be fooled by their lies. The fact is, the measure's backers intentionally designed it to confuse voters in order to cover up their real agenda – to silence our voice and eliminate our union's ability to fight for things like jobs, good wages, workplace safety and retirement security.

This measure is the first blow of a one-two punch. If anti-union CEOs behind Prop 32 eliminate our voice, they'll waste no time cutting our jobs, wages and retirement to boost their own profits.

Prop 32 is bad for our families, communities and the state's middle class. We must defeat this deceptive measure. We urge you to vote NO on Prop 32 this November, and ask your friends, family and co-workers to do the same.

I also strongly recommend that you vote **YES on Prop. 30**. If you care about public schools and public safety, this measure calling for a "Millionaires Tax" will stem the tide of unimaginable cuts. Our state cannot afford not to pass Prop. 30.

When you evaluate which candidates to support—from city council to state assembly to president—look carefully at who supports collective bargaining and your rights as a union member. Your job and your future will depend on it.

Again, whether you get your ballot in the mail, or go the polls on November 6, I urge you to vote **NO on Prop 32** this November, and ask your friends, family and co-workers to do the same.

Fraternally,

James M. Beno

James H. Beno

Directing Business Representative, IAM District Lodge 190

Are you registered to vote? If you've moved since the last election or you're just not sure, you need to re-register. Go to:

www.sos.ca.gov/elections/elections_vr.htm

The deadline to register is October 22, 2012, but if you register now,

you can get an absentee ballot and vote from home.

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2012 ELECTIONS

Comparing the candidates





President		Former Gov.	
Barack		Mitt Romney	
Obama			
Yes *	Budget, Spending, and Taxes : In order to balance the budget, do you support an income tax increase on any tax bracket?	No *	
No *	Budget, Spending, and Taxes : In order to balance the budget, do you support reducing Medicaid spending?		
No *	Budget, Spending, and Taxes: In order to balance the budget, do you support reducing Medicare spending?	Yes *	
Unknown *	Budget, Spending, and Taxes : Is balancing the budget an administrative priority?	Yes *	
Yes *	Economy : Do you support federal spending as a means of promoting economic growth?	No *	
Yes *	Economy: Do you support providing tax incentives to businesses for the purpose of job creation?		
No *	Social Security: Do you support allowing individuals to divert a portion of their Social Security taxes into personal retirement accounts?	Yes *	
Yes *	Supports Davis-Bacon (prevailing wage) on federal construction projects	No *	
Yes *	Supports OSHA and regulations that support workers' health and safety	No *	
Yes *	Supports a strong National Labor Relations Board.	No *	

These ratings were developed by Project Vote Smart (votesmart.org). This non-partisan organization surveyed the candidates for all congressional races; if the candidate did not respond, Project Vote Smart reviewed their campaign materials and statements to glean an opinionthese are marked by an * (Note: Project Vote Smart reviews many issues; we've picked just those that seem most relevant to labor and the economy.)

For those of you in Alameda County—the IAM recommends Richard Valle as County Supervisor and Rob Bonta for Assembly District 18.



BUY UNION

Union coffee

Those who survive the morning and beyond (especially on Mondays) by enjoying few cups of hot coffee know that quality is key. The household names-Folgers and Maxwell House-are both union-made. Also, check out the USA Coffee Company. They are 100% union, which means even the beans (grown in Hawaii) are their own - a true rarity in the world of coffee!

Coffees: Folgers • Maxwell House • USA Coffee Company Creamers: International Delight • N'JOY

(For lots of great tips about union products, go to Labor 411 at **Labor411.org**. This great resource tracks and promotes a wide range of union-made consumer products.)

AFL-CIO Flash Fact

1 of 3 multimillionaires pay less income tax than most who make \$60,000 a year.

Congressional District 3	John	Kimberly Vann
	Garamendi (D)	(R)
Budget : In order to balance the budget, do you support an income tax increase on any tax bracket?	Yes *	No *
Economy : Do you support federal spending as a means of promoting economic growth?	Yes *	No *
Economy: Do you support providing tax incentives to businesses for the purpose of job creation?	Yes *	Unknown *
Social Security: Do you support allowing individuals to divert a portion of their Social Security taxes into personal retirement accounts?	No *	Unknown *

Congressional District 7	Ami Bera (D)	Dan Lungren (R)
Budget: In order to balance the budget, do you	Yes *	No *
support an income tax increase on any tax		
bracket?		
Economy : Do you support federal spending as	Yes *	Unknown *
a means of promoting economic growth?		
Economy : Do you support providing tax incentives	Yes *	Yes *
to businesses for the purpose of job creation?		
Social Security: Do you support allowing individ-	No *	Yes *
uals to divert a portion of their Social Security		
taxes into personal retirement accounts?		

Congressional District 10	José	Jeff Denham (R)
	Hernandez (D)	
Budget : In order to balance the budget, do you support an income tax increase on any tax bracket?	Yes *	No *
Economy : Do you support federal spending as a means of promoting economic growth?	Yes *	Unknown *
Economy: Do you support providing tax incentives to businesses for the purpose of job creation?		Yes*
Social Security: Do you support allowing individuals to divert a portion of their Social Security taxes into personal retirement accounts?	No *	Yes*

Congressional District 15	Pete Stark (D)	Eric Stalwell (D)
Budget : In order to balance the budget, do you support an income tax increase on any tax bracket?	Yes	Yes*
Economy : Do you support federal spending as a means of promoting economic growth?	Yes	No *
Economy : Do you support providing tax incentives to businesses for the purpose of job creation?	Yes	Yes *
Social Security: Do you support allowing individuals to divert a portion of their Social Security taxes into personal retirement accounts?	No	Unknown *

LETTERS TO THE EDITOR

Please write in if something in *The* or inspires you to action. All letters fax: 510-288-1346 from members will be used, space mail: IAM District 190 permitting. They may be edited for length or grammar, but not for con-

Retired and active members: tent. Letters may be submitted as fol-

Sparkplug makes you happy or mad e-mail: dchaplan@mindspring.com

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



THE IAM CONVENTION

District 190 rocks the 38th IAM Convention in Toronto The District 190 delegation takes the stage at the Metro Toronto Convention Centre.

IAM delegates returned from the 38th Grand Lodge Convention in Toronto, Canada carrying the message that union members' interests at home can be protected by supporting workers struggles around the world. Taken from the second verse of the Canadian National Anthem, the Convention's theme "Hope For All Who Toil" provided both the message and the mission for the nearly 1,000 members from across the U.S. and Canada who were elected to serve as delegates. District 190 Local Lodges sent almost 50 members.

District 190 wins: The District 190 newspaper *The Sparkplug* received two top awards at the convention: an Honorable Mention in the General Excellence category and a Second Place in the Best Feature category. We were in tough competition with every newspaper published by District Lodges throughout the US and Canada. "We would like to extend our thanks and gratitude to our Editor, Debra Chaplan for the outstanding job she has done in making *The Sparkplug* one of the top Machinists' newspapers in the entire union," said Directing Business Rep Jim Beno.

Reviewing the Constitution: After the arduous hours and debate at our last convention in 2008, this convention was a walk in the park. Beno, who is a member of the Convention Law Committee, said that there were only about 80 proposals to amend the constitution this year, in contrast to the more than 300 proposals submitted in 2008. No substantive changes were made to the constitution this time, which indicates that the current document is up-to-date and ready to guide our union for the next four years.



IAM President Thomas Buffenbarger presents DBR Jim Beno with a certificate recognizing **The Sparkplug** *for General Excellence.*

Convention strongly endorses Obama/Biden:

The most important action taken by the convention delegates was the overwhelming endorsement of a second term of office for President Obama and Vice President Biden. Delegates spoke on the absolute necessity to re-elect President Obama, a pro-labor candidate, as evidenced by his policies and appointments.

Many delegates pointed out that a Mitt Romney administration would be a disaster for working Americans and the unions that protect them. Romney's policies would create an anti-union, anti-worker atmosphere the likes of which we have never seen. Policies to do away with collective bargaining rights and union security are at the top of Romney's agenda. We can't let this happen or the labor movement will be set back 100 years.

Welcoming younger members: This convention also welcomed our younger members and embraced the ideas and values of our younger generation. At one point in the convention, the stage was filled with our delegates who were under the age of 35. President Buffenbarger introduced them as the future of our union. These are the members who will carry us through the 21st century and beyond. Next year, the Machinists Union will celebrate its 125th anniversary and the youth of our union will carry us into our next 100 years.

All electronic: Another first for this convention was the absence of reems of paper reports. For the first time, the convention was conducted using the latest in electronic technology. The union provided each delegate with a Kindle Fire that was updated electronically on a daily basis to include committee reports and action items on the business of the convention. This was the first of any union convention to go completely electronic.

The IAM has once again proven that it is a leader in the union movement. After all, if you don't adapt to change you eventually die. Not the Machinists Union!











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AROUND T

Local 93

Granite Rock

After a year and a half of fruitless negotiations, Granite Rock's CEO Bruce Woolpert, passed away. The new CEO is a bottom line guy who just wants to get business done.

Four unions—IAM, Operating Engineers, Teamsters and Laborers were making no headway. After reconfirming their desire to stay union, first the Operators and then the IAM members voted to strike. "Within a day, the company was calling for negotiations. A day after that, we settled after 14 hours of bargaining," Crosatto says

The IAM group will end up with increases of \$1.10, \$1.65, and \$1.85, which Crosatto believes should be more than sufficient to cover benefits and give the guys a raise they haven't had for two years. Under the new management, labor relations should improve at the quarry as well.

"We were fighting over the retiree health program," explains Crosatto. "The new CEO didn't feel it was a good value, but the bottom line was that the members wanted to keep it and they had paid for it out of their wages. The new management saw the wisdom of that."

653-Fresno

Updates on Local happenings

The members at Hedrick's Collision Center ratified a new four-year agreement that includes improvements in wages and health and welfare. Business Rep Tom Rotella would like to thank Shop Steward Brandon Sandoval for his help in negotiations.

Rotella has been working on grievances at Fresno Chrysler-Dodge-Jeep-Ram, Sun-Maid Growers and UPS.

Local 653 will be holding an organizing class. The date and time for the class will be posted soon. If you are interested in being on the Organizing Committee, contact the union office at 559-264-2815.

Local 1484—Wilmington Celebrating Labor Day SoCal Style



Local 1484 members and their families came together in solidarity with other labor unions to celebrate the 33rd Annual Labor Day Parade and Rally in Wilmington. This event was a celebration of labor's victories and a showcase of labor's current political struggles to stop the war on workers.

The parade began at 10 a.m. and went through Wilmington, concluding at Banning Park, where a rally begin at noon.

"I'm so happy to see so many of our member, their families and our friends and allies of the movement coming together here today," Local 1484 Secretary-Treasurer Thomas said.

"We are marching for basic

union rights and be idarity with our b sisters here today," 1484 President Rica

"Our basic righ eroded at an alarm corporate and pol interests while crea



Local 801 - Reno

Saperstein Support Services

The members at Saperstein recently ratified a one-year contract that includes gains in wages and benefit amounts.

"Normally, with government subcontractors like Saperstein, we typically go for longer-term agreements," says Area Director Mark Martin. "But since Saperstein's agreement with the Navy is up for bid next spring, we didn't want to saddle ourselves with a longterm agreement without having the ability to bargain over Navy contract changes that may occur next year." We were successful in making gains to both wages and benefit amounts.

Local 1528 - Modesto

Silgan Riverbank

While layoffs happen every year at the Silgan plant, for the past two years, they've started earlier than usual. An additional negative consequence is their impact on holiday eligibility.

"We're preparing for negotiations and I'm sure this will be an important issue that we'll be dealing with," says Area Director Mark Martin.

"We have an exceptional group of members at Silgan and they deserve an equally exceptional agreement," Martin adds.

Local 1546 - Oakland

Cemex

The seven members at Cemex's facilities in Oakland, Pleasanton and San Francisco will be voting on their tentative agreement as The Sparkplug goes to press. The contract includes \$4.35 wage increases over four years. "The most controversial issue is the change to the weekly wage guarantee, which was a major management demand," says Area Director Don Crosatto.

Historically there has always been an East Bay and West Bay contract, but this year, the union agreed to merge the two contracts. Members will still belong to their current local, but there will only be one contract.

"Importantly, the company is adding the Antioch plant to our contract. This facility had always been non-union, but due to limited work out there, the mechanic wasn't working full weeks, and because he was non-union, they couldn't have him fill-in at any of the union facilities. So now he'll join the union and we'll gain a mechanic."

Waste Management

Crosatto reports that the company and union are making headway in bargaining. "We've taken care of the noneconomic issues. While the company wanted us to go into their own health and welfare plan, we were able to fend off the move. Unfortunately, this may impact our wage goals."

The IAM talks are made increasingly difficult because the Teamsters, a far larger group, have maintenance of benefits and their health and welfare plan will be topping \$2,000/month. "This has a big impact on our talks," Crosatto adds

Pleasanton Auto Mall

The members at the Pleasanton Auto Mall rejected their employer's final offer. According to Crosatto, there were several

SHOP TALK: What do you think about Prop 32?



"The labor movement is the most organized and effective voice to advocate for worker and civil rights. Without us being involved, we'll lose hardwon labor rights, civil rights and so much more."



"Prop 32 is the attempt to silence the working class. Labor can't compete dollar for dollar with corporations so we have to activate the grassroots. And that will be much harder to do if this proposition passes."

Local 1414



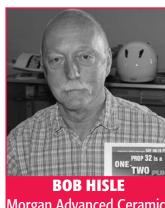
PAUL FERGUSON Morgan Advanced Ceramics Local 1414

"I need to know what this proposition is about before I make a judgment on it."



IRWIN WIPRUT Retired - 54 year member Local 1414

"They're trying to backdoor the American public. It's clear to me that freedoms for union people are in jeopardy if this goes through."



Morgan Advanced Ceramics **Local 1414**

"Prop 32 is designed to take away the ability of unions to finance political candidates and legislation that supports and strengthens labor's position."

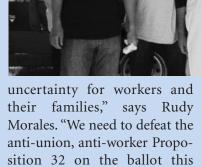


"I dislike Prop 3 If this passes, tl away our rights be hurting and They're trying t sin to California

Loca

HE LOCALS

enefits in solprothers and added Local ardo Ortiz. Its are being ning rate by itical special ting fear and



November."

Business Rep Kevin Kucera said, "We unite in solidarity on Labor Day to support workers' rights here and abroad. We demand protection of all civil

rights and liberties for those workers who are denied them."

The rally included free food, soft drinks, music, informational booths, and speakers from many unions, who talked about workers' struggles for justice and dignity as well as the all-important upcoming election in November.

key issues. One was that the employer wanted to be able to get out of the pension plan at any time. Another was that the biggest group of workers hadn't had a raise in four years, and the employer was only offering them a 25-cent raise.

A federal mediator will be calling the parties back to the table. "We don't want to strike," Crosatto says. "Hopefully we can resume negotiations soon."

Local 1596-Petaluma

No merger

On September 18, the members of Local 1596 voted not to merge with Local 1173. "We'll see what we can do to figure out how we move ahead from here," says Area Director Tom Brandon.

Contract updates

Brandon reports that he's starting negotiations with Van Bebber Brothers in Petaluma.

The union is back at the table with North Bay Nissan "and this time, I think we'll make progress.," Brandon says. "Even though Littler Mendelson is heading up the talks, now that they pulled 'favorite nation status' off the table, we can talk."

"We're also back at the table with Henry Curtis Ford," Brandon says. "They gave us a final offer that the membership has many concerns about. We're trying to work something out."

Local 2005-Livingston

Negotiations are here

Great news from Local 2005—we are in negotiations! "It's been a slow process with training and getting our proposals in order, but we are hoping for a great contract and to bridge some gaps that we have encountered with the company," says Business Rep Tom Rotella. "We are optimistic that our carefully assembled team will get the job done."

The union's negotiating committee is being led by Directing Business Rep (DBR) Jim Beno, and Business Reps Tom Rotella and Pedro Mendez, with help from Organizer Ruben Zesati. Negotiating Committee members are Refugio Zuniga, Juana Santiago,

Abundia Romo, Ignacio Venegas, Maria Hernandez, Rosa Lopez, Carlos Arruda, Jose Rubalcava, Migdalia Gadea, Joga Chahal, Amarjeet Gill, Alfredo Garcia, Dolores Licea, Maribel Loya, Daniel Perez and Mike Farias.

In other exciting news, we are currently educating our members on the 'No on 32!' campaign. "We had a great turnout at the Labor Day celebration at Yosemite Lake in Merced," says Rotella, "and we are encouraging our members and their families to get out and vote in the 2012 election. Don't just sit back and let others choose your future. Let your voice be heard!"

Local 2005 is looking into sponsoring a holiday social event in December. Be sure to check the bulletin boards at work for details.

Local 2182-Sacramento

In the works

Business Rep Skip Hatch reports that he's just starting up contract talks at AAA Cement at the port of West Sacramento, and at Clutch and Brake Exchange in Stockton.

City of Sacramento

The ongoing battle with the City of Sacramento continues, even with the new regime. "They can't read normal English as far as the contract is concerned," says Hatch.

"We gave a concession a few years back that was supposed to sunset, but they're trying to keep it going. Our guys are supposed to be getting step increases again, and we'll make sure that happens." As the Sparkplug goes to press, Hatch says that meetings with the city are in the works.

Hatch says that the union is still waiting for PERB to make a decision, after almost a year, about the service coordinator position that the city handed over to a different union. "We fought it because the job duties of that position are straight from our Mechanic 3 position. The case went through the grievance process and through

PERB hearings. Unfortunately, we have no choice but to wait it out."

UPS is hiring

Hatch reports that he's fighting two grievances at UPS; one is about payment for classes to maintain smog licenses and the other regards incorrect pay.

On the positive side, UPS is looking to hire power mechanics in the Ceres and Rocklin areas. For more information, go to www.UPS.com.

Toyota Material Handling

The members at Toyota Material Handling recently ratified their new three-year contract. "Negotiations were tough given the current economic circumstances," says Area Director Mark Martin. "Our members will have wage freezes for the first two years, with a small increase in year three. However, we were successful in gaining additional employer money dedicated to benefits."

Sara Lee/Bimbo Baking

Things are still up in the air with the Bimbo's (BBU) acquisition of Sara Lee Baking. The Dept. of Justice got involved due to concerns the new baking conglomerate would have too large a market share to the detriment of consumers. "We're currently in negotiations with the new parent company in all areas of District 190," says Martin, "and will have more info soon."

Hostess/Wonder

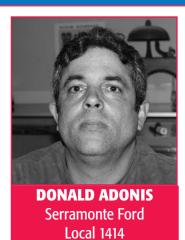
Hostess/Wonder has ping-ponged back and forth in bankruptcy over the last several years and the union is again dealing with this troubled company. "We're in the process of voting on a last best and final offer with what can only be described as draconian cuts, financially gutting the agreement," says Martin. "Should the members reject this package, the company vows to take the matter up with the judge. We'll keep you posted on how this develops."



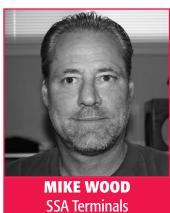
al 1414
32 with a passion.
ney can take
5. Our unions will
have no say in it.
50 bring Wiscon61—it won't work."



"It sounds like one of those deals where the rich will get richer and the middle class will lose out."



"If it passes, they'll try to take away a lot of rights and benefits that our forefathers in the union movement fought for. We had a hard fight to get where we are, and they can't take it away."



Local 1414

"It's a shame. We're a free country and they want to take away

try and they want to take away our right to collective bargaining."



RICH DEL ROSSO Retired Local 1414

"They're going after the unions. They want to silence us and may want to take collective bargaining away from us. We can't afford to lose this fight."



"The special interests have all the money and they're trying to lock out the unions so we don't get any say."

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Castlewood Country Club

In a stunning victory for the labor movement, an Administrative Law Judge ("ALJ") of the NLRB ordered Castlewood Country Club, in Pleasanton, to end its two and a half year lockout of UNITE HERE Local 2850 members.

ordered to end lockout!

On February 25, 2010, Castlewood locked out its cooks, servers, dishwashers, bartenders and janitors after the union refused to accept Castlewood's proposal that members pay \$739/month for health insurance. It was soon clear that Castlewood's real intent was not just to impose draconian increases to its workers' health care costs, but to actually get rid of the union entirely. The union beat back a decertification campaign and maintained daily picketing and a community boycott for more than two years.

On August 17, 2012, the ALJ found that Castlewood had unlawfully locked-out its workers since August 10, 2010. The ALJ also found that Castlewood violated the law when it threatened its workers; prevented workers from distributing union literature and from accessing Country Club member functions; told workers that they would never return to work; subcontracted bargaining unit work (kitchen cleaning) without bargaining with the union; maintained unlawful rules in the workplace; and bargained in bad faith.

The ALJ ordered Castlewood to immediately:

- 1. End the lockout, reinstating all bargaining unit members to their jobs without loss of seniority;
- 2. Make the locked-out employees whole for losses incurred during the lockout since August 10, 2010 with interest;
- 3. Cease subcontracting kitchen cleaning work and reinstate all kitchen workers to those positions;
- 4. Commence bargaining in good faith; and

IN THE NEWS











5. Rescind unlawful solicitation and access policies.

The back pay and benefits that Castlewood owes to all union members will amount, with interest, to several million dollars.

Castlewood has the right to appeal to the full NLRB. Meanwhile, its liability for back pay continues to increase.

Congratulations to the workers of Castlewood, Local 2850 and the labor community of the East Bay which has fought so long to support this struggle.

> By Yuri Gottesman Weinbeg Roger & Rosenfeld

Wisconsin anti-union law overturned

Gov. Scott Walker's law repealing most collective bargaining for local and school employees was struck down by a Dane County judge Friday, yet another dramatic twist in a more than year and a half saga that

likely will set up another showdown in the Supreme Court.

The law remains largely in force for state workers, though a federal judge struck down part of that section of the law as well earlier this year. But for city, county, and school workers the decision by Dane County Judge Juan Colas returns the law to its status before Walker signed his law in March 2011.

Let the appeals process begin. By Henry Vilas, Uppity Madison

Unanimous calls to bring back NFL refs

The National Football League's scab officials are so bad, they've made union-busting Wisconsin Gov. Scott Walker a supporter of union workers. After the disastrous call in the Packers-Seahawks game, he tweeted "After catching a few hours of sleep, the #Packers game is still just as painful. #Returntherealref."

associated
THIRD PARTY ADMINISTRATORS

Republican Vice Presidential candidate Paul Ryan's agreed: "give me a break! it is time to get the real refs," said his tweet.

Since the botched call by a replacement referee cost the Green Bay Packers a win against the Seattle Seahawks Monday night, football fans all over the country are speaking out and demanding the NFL owners and NFL Commissioner Roger Goodell end the referee lock-

"Instead of settling a fair contract with experienced union referees, owners chose to lock out refs and replace them with untrained nonunion officials," wrote AFL-CIO Secretary-Treasurer Rich Trumpka to on-line activists. "In only three weeks, we've seen these replacement refs making confusing or inconsistent calls and being unable to control situations on the field, possibly putting players' safety at risk."

The NFL Players Association Executive Director DeMaurice Smith released the following statement:

"The decision by the NFL owners to lock out the referees jeopardizes your health and safety. This decision to remove more than 1,500 years of collective experience has simply made the workplace less safe.

It is the NFL's duty to provide a workplace that is as safe as possible. The League will want fans, the media and sponsors to talk only about "the product" on the field. We are not product.

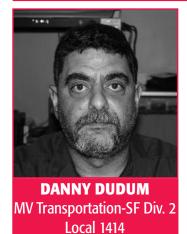
While the focus today is about a blown call and the outcome of one football game, our focus as a family of players is and will remain squarely on workplace safety.

Contrary to some reports, we are not crossing any picket line. The referees are not on strike. The owners locked them out.

We are actively reviewing any and all possible actions to protect you."

As a result of the horrible press, the NFL has relented and put together a contract that the Refs ratified. The lockout is over.

and Pension Trust Funds. Contact us at 510-836-2484 SHOP TALK: What do you think about Prop 32?

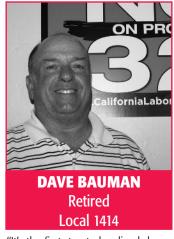


"Prop 32 is a good example of how big corporate business is telling people what to do with their lives. It's against the constitution."



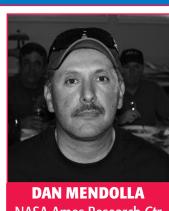
NASA Ames Research Ctr **Local 1414**

"I don't want people dictating our rights in the union. When we negotiate a contract, it's important how the company views us. If the people vote against us, then the union will go down."



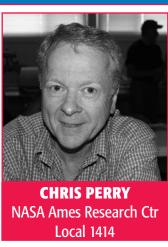
ATPA is the administrator for the Automotive Industries Health & Welfare

"It's the first step to legalized slavery. It's just another way for the rich to squeeze out the middle class and the little guy. It's got 'Meg Whitman' written all over it—the finest system money can buy."



NASA Ames Research Ctr **Local 1414**

"We've got to stop it. These are all issues and benefits we've negotiated over the long haul. They can't just take those away. That's happening with other states and cities and it's wrong."



"It's a sly attempt to neuter the unions."



UNION NOTICES

Official notice of nomination and election of **Local Lodge 1546 Officers and Delegates**

Dear Sisters and Brothers:

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

The nominations will take place at our regular meeting on Wednesday, November 7, 2012 no later than 9:00 p.m. in our building at 10260 MacArthur Blvd., Oakland, CA 94605.

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

The election will be held on **Tuesday**, December 4, 2012 at the Union Hall: 10260 MacArthur Blvd., Oakland, CA 94605. The polls will be open from 8:00 a.m. to 8:00p.m.

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

> Fraternally, Keith Hamilton, Recording Secretary East Bay Automotive Local 1546

Official notice of nomination and election of District Lodge 190 delegates

In accordance with Article II, Sections 1,2,3,4 and 5 of of the District Lodge 190 Bylaws, you are hereby notified that at its first meeting in November, 2012 each Local Lodge shall nominate candidates for District Lodge Delegates. At its first meeting in December, 2012 each Local Lodge shall elect the number of delegates that they are entitled to by a secret ballot vote of its members in good standing.

Subject to qualifications and eligibility as required by applicable civil law or as specified in the IAM Constitution, every member in "good standing" in a Local Lodge affiliated with this District shall be eligible for nomination and election as a District Lodge delegate from his or her Local Lodge provided that the nominee has been a "good standing" member of his or her Local Lodge for at least one (1) year prior to the date of nominations and is working at the trade as defined in the IAM Constitution. The candidates who

receive the highest vote at a secret ballot election for delegate within their respective Local Lodges shall be declared elected. Those candidates with the next highest number of votes may be alternate delegates. Members are required to attend 50% or more of their regular Local Lodge meetings held during the 12-month period ending the date of close of nominations in order to qualify as delegates.

Absentee ballots: See rules for eligibility in box below. You must send your written request to the Recording Secretary of your Local Lodge 30 days before the Local's first meeting in December. Your ballot must be received prior to the close of the election at that meeting.

The term of office shall be a period of four (4) years.

> William Schechter, Secretary-Treasurer

2013 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 2013 competition should be available at your Local Union or the District 190 office, or are online at: www.goiam.org >> Headquarters >> Departments >> Scholarship. Or, write 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, 2013.

To get an absentee ballot for your Local **Lodge or for the District election**

Eligibility: In accordance with Election of Officers, Article II, Section 3 of the IAM Constitution, members who reside in outlying districts more than 25 miles from the designated balloting place, members who are either confined because of verified illness or on leave qualifying under U.S. and Canadian family leave laws, or on vacation, or on official IAM business approved by the Local Lodge, District Lodge, or Grand Lodge, or on an employer travel assignment, or reserve military leave, as the case may be, shall be furnished absentee ballots.

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

The Request for Absentee Ballot must be delivered to the Recording Secretary of your Local Lodge in person or by mail no later than thirty (30) days prior to the election.

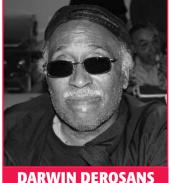
Completed Absentee Ballots for District Delegates and for your Local Lodge elections must be received by the Local Lodge prior to closing of voting at your Local Lodge's first meeting in December.

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

"Please send me an absentee ballot." Name • Address • City/State/Zip • Book # • Your signature

You must also include the reason you are making the request.

SHOP TALK: What do you think about Prop 32?



On disability **Local 1414**

"It's unfair that they want to take away people's voice and keep us silent. They try to say 'silence is golden' but not in this case. Vote No on 32!"



SF International Airport Local 1414

"It's trying to quiet the working person, to eliminate our voice."

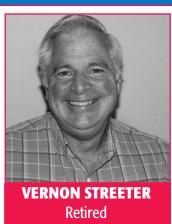


"Don't pass it. It's the way the money is."



SF Muni **Local 1414**

"Vote No on 32. The people who are behind it are the same folks who are exempt from it."



Local 1414

"They want to take away the voice of the working person so the 1% can have all the power. We need a government responsible to the people, not to the 1%."

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

Send the mailing label on this newspaper to your local union office. Please note: If you send your notice to the Pension Fund or the Health and Welfare Trust, that won't change your address as the union has it. Be sure to contact your local union!

See Calendar on page 8 for your local union's address.

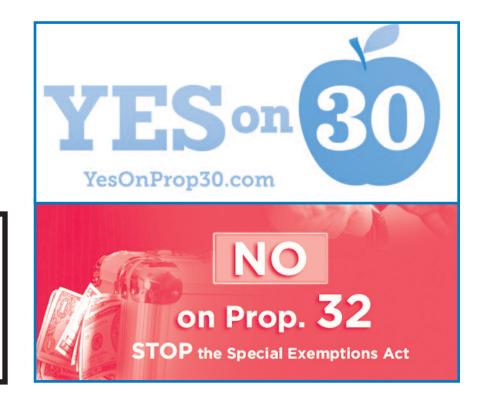


Visit the District 190 website at:

www.iamdistrict190.org

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

Local 1546 members: www.IAM1546.com Local 1101 is on Facebook: facebook.com (search for IAM Local 1101)





UNION MEETINGS



District Lodge 190

7717 Oakport Street Oakland, CA 94621 510-632-3661 Meetings are the fourth Tuesday of each month October 22 • November 27 • December 19 Executive Board Meeting: 6:30 p.m.

General Delegates' Meeting: 7:00 p.m.

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

Local 1484

Note: November meeting was moved to Wednesday, Nov. 7 due to election day activities Executive Board Meeting: 6:00 p.m. on the third Thursday of the month

October 18 • November 15 • December 20 **General Membership Meeting:** 6:00 p.m. on the first Tuesday of the month

October 2 • November 7* • December 4 **Retirees' Club:** 1:00 p.m. on the third Wednesday of the month: October 17 • November 21 • December 19

Local 93

2102 Almaden Rd., #105 San Jose, CA 95125 408-723-4900 Meetings are the second Tuesday of each month
October 9 • November 13 • December 11
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** October 3 • November 7 • December 5

Executive Board Meeting: 6:00 p.m.
General Membership Meeting: 7:00 p.m.
Women's Committee Meeting: Please contact local
1528 for times and dates of monthly meetings
Retiree's Club: 10:00 a.m. on the third Wednesday of
the month:

October 17 • November 21 • December 19 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* October 17 • November 21 • December 19

Executive Board Meeting: 5:00 p.m. Membership Meeting: 5:30 p.m.

All meetings are at Union Hall, 544 W. Olive, Fresno

Local 1546

10260 MacArthur Blvd., Oakland, CA 94605 510-638-6705 Meetings are the first Tuesday of the month

October 2 • November 7* • December 4

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

November 1 • November 29 • December 27 **Retiree Club Pot Luck Luncheon:** *12 noon on the first*

Wednesday of each month
October 3 • November 7 • December 5 **Alcoholics Anonymous**: 9 a.m. every Saturday

Local 801

7717 Oakport Street, Oakland, CA 94621 800-655-2182 Meetings are the third Thursday of the month

October 18 • November 15 • December 20 **Membership Meeting:** 4:00 p.m.

 $Meetings\ are\ held\ at\ the\ Carpenters'\ Hall,\ in\ Reno.$

Local IIOI

2102 Almaden Rd., #105 San Jose, CA 95125 408-723-4900 Meetings are the second Thursday of the month

October 11 • November 8 • December 13 **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.

day of the month

Local 1584

Note: November meeting was

moved to Wednesday, Nov. 7 due to election day activities

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

Meetings are the third Thursday of the month

October 18 • November 15 • December 20 **Membership Meeting**: 7:00 p.m. **Executive Board Meeting**: 6:00 p.m. **Retirees' Club**: 12:30 p.m. on the first Tuesday of the month:

October 2 • November 6 • December 4

Local II73

1900 Bates Ave., # H Concord, CA 94520 925-687-6421 **Executive Board Meeting:** 6:30 p.m. on the second Thursday of the month

October 11 • November 8 • December 13 **Membership/Shop Stewards' Meeting:** 6:30 p.m. on the third Thursday of the month

October 18 • November 15 • December 20

Local 1596

4210 Petaluma Blvd. No. Petaluma, CA 94952 707-795-0086 Meetings are the third Tuesday of the month
October 16 • November 15 • December 15
Executive Board Meeting: 6:00 p.m.
Membership Meeting: 6:30 p.m.

Local 1414

150 South Boulevard San Mateo, CA 94402 650-341-2689 Shop Stewards' Meeting: 5:30 p.m. on the third Thurs-

October 18 • November 15 • December 20 **Executive Board Meeting:** 6:00 p.m. on the second Thursday of the month

October 11 • November 8 • December 13

General Membership Meeting: 6:30 p.m. on the third Thursday of the month

October 18 • November 15 • December 20 **Retirees' Club:** 11:00 a.m. on the first Wednesday of March, June, Sept., Dec. All are welcome!
December 5 • March 6 • June 5

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.

October 21 • November 18 • December 16

Negotiation Committee: 9 a.m. at Union Hall

Executive Board Meetings: 11 a.m. at Union Hall

General Membership Meetings: 1:00 p.m.

Local 2182

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

Meetings are the second Tuesday of the month

October 9 • November 13 • December 11

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:

October 17 • November 21 • December 19