

The IAM District 190 Sparkplug



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Serving the Active and Retired Members of IAM District Lodge 190

Fight is on for 'area standards' in Contra Costa

"I'm out here to support the members who lost their jobs," says Ken Martin, an IAM Local 1173 member who works at Antioch Dodge. "We have to stand up against the owners to let them know we won't take this kind of treatment."

Members of Local 1173 and supporters from other unions have been picketing Future Ford of Concord every Wednesday evening and every weekend for the last six months. The Local has assigned picket duty to each of its shops a day or two every month.

The fight started last October when the owners of Lithia Ford sold to a new company which renamed the dealership Future Ford of Concord, in the hopes that the future would be non-union. But, the 24 IAM members and 10 Teamsters who subsequently lost their jobs disagree.

After spending months telling workers not to look for other jobs because they would still have theirs

after the sale, the new owners sent a letter to each member saying they would not honor the union contract. They refused to hire 24 of the 30 long-term workers and even refused to meet with State Senator Tom Torlakson, who had agreed to act as a neutral facilitator.

"The union is not going to sit by as one of our long-time shops gets busted," says Area Director Mark Hollibush. In addition to the picketing at the Concord shop, with an occasional picket at Future Ford's Roseville store, Local 1173 had filed unfair labor practice (ULP) charges at the NLRB, and has enlisted the support of the Contra Costa County Board of Supervisors, and the City Councils of Concord, Martinez and Pleasant Hill, to pass resolutions in support of the terminated union employees. In addition, the California Labor Federation has called for a boycott of Future Ford.

Hollibush reports that there's been no movement by Future's man-



The Rat joins picketers at the March 6 Central Labor Council support rally at Future Ford of Concord.

agement to rehire members or negotiate with the union. "This is going to take a long time to resolve, but we're ready to go the distance to preserve the standards we've worked so hard to establish for everyone in this community."

Fight for area standards

In early March, Local 1173 voluntarily withdrew its ULP charges against Future Ford, because the union decided that process would take too long to resolve. Instead, the union is now picketing for area standards. "We're saying that they pay lower wages, offer inferior health care benefits and no pension," says Hollibush.

In fact, according to Barry Collins, a fired worker who had been at this dealership for 26 years, "the replacement workers have to pay close to 100% of their medical benefits and have no pension whatsoever." Collins is happy to have gotten another union job at Albany Ford, but says that he's working nights for

the first time in many years.

As a result of the on-going picketing, the company has filed ULPs against the union. "The company thought we were going to go away, and when we didn't, it pissed them off," Hollibush adds. "The Labor Board has never seen a case like this, so they're giving it to Washington, D.C. to set a precedent on whether the union can legally keep up a picket for area standards. It'll probably be some time before they get a decision."

Telling the world

Local 1173 is taking steps to publicize the story of Future Ford's union busting beyond the Contra Costa labor community.

The Labor Video Project, based in San Francisco, sponsored a roundtable discussion on San Francisco's Cable Channel 29 that featured George West and Phillip Wilson, two fired Future Ford mechanics, as well as Business Rep Rick Rodgers and Local 1173 Trustee Bill Pereria.

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Local 1173 members maintain the Future Ford picket on a rainy March Sunday.

Members at three ports vow to stick with IAM

In January, IAM members who work as crane, container and chassis mechanics at the Maersk facilities in the ports of Oakland, Long Beach and Tacoma, were informed that their employer, Pacific Marine Maintenance (PMMC), no longer had the contract to do the maintenance work at those ports. Pacific Crane Maintenance (PCMC) would be getting the work and would be deciding which employees were to be rehired.

District 190 immediately moved into high gear, using all legal and political means at its disposal to assure that the approximately 110 IAM members in the three locations keep their jobs and remain in the union of their choice.

"Our guys at Maersk are some of the most skilled mechanics in the business. They've made Maersk-Sealand one of the world's leading shipping lines. Some of them have 20-30 years with the company. We're not going to allow Maersk or PCMC to jerk our members around," says Area Director Don Crosatto.

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UNION PEOPLE

Remembering Frank Souza, a giant in the labor movement



Frank Souza sits in his yard with a glass of his famous wine

Hundreds of mourners, from retired Greyhound mechanics to a U.S. Senator, filled Machado's Hillside Chapel on February 26 to say good-bye to former District 190 Directing Business Representative Frank Souza, who died February at age 79.

"Frank Souza was a treasure," says Jim Beno, who serves in the same position Frank held from 1977-1989. "He was tough and smart. He was also a genuinely warm and gracious human being. He earned the respect of politicians, labor leaders and even employers—locally, nationally and across the globe. But I think that the only thing that mattered to him was the respect and the affection he enjoyed from his own members."

Frank was a leader in the International Association of Machinists since the 1950s. He served for two decades as a vice president of the California Labor Federation, AFL-CIO.

Born March 19, 1925, in New Bedford, Frank was the son of immigrant parents. As a teenager he lied about his age to join the merchant marine, and served in World War II.

Frank had worked in the Massachusetts cotton mills, as had his mother and mother-in-law, and the experience was transforming.

"Seeing the toll that kind of life took on my grandmothers led to his fiery dedication later in life to fight for fair wages and working conditions for all," said Frank's daughter Kathy Souza-Donohue of Oakland.

In 1948, he married Virginia Rebello in New Bedford and they drove across country to Oakland, in search of better job opportunities. He began his career as a diesel mechanic on the old Key System transit line and then worked at Greyhound for 13 years.

Frank was respected as a militant labor leader. He wanted the best he could possibly get for his members. Employers knew him as a tough but honest negotiator, with a keen sense of how far he could push, and when it was time to sign the contract and learn to live together.

His personality was colored by the cultural traditions of his Portuguese heritage. His garage, where he made his legendary red wine, was a second home to many machinists, politicians, and others who called Frank a friend. "Lots of problems were settled while sitting on old wine barrels and sipping Souza's wine," said Art Pulaski, Executive Secretary-Treasurer of the California Labor Federation.

Frank's personal brand of diplomacy broke down the barriers that divided people and made him a popular figure as he traveled the world, Pulaski remembers. Before most U.S. labor leaders

began talking about "global unionism," Frank had visited factories in China, Brazil and other countries. He befriended Luis Ignacio da Silva, "Lula," a metal worker and trade union leader who is now President of Brazil.

Every few years, Frank led a delegation of workers to Shanghai, Beijing and other major cities in China. He wanted the Chinese to learn democracy from their union counterparts, and he wanted American workers to understand the world

around them.

George Kourpias, retired IAM General President said of Frank, "His family came first. And his family was the union. He loved the union and his work the same way he loved his wife, daughter and grandkids: absolutely."

Frank could turn a union hall into a gathering place, cooking for hundreds at a time. He took pride in serving the workers skewered beef and linguica sausages. It became a badge of pride for political leaders to join their host in the serving line at union events, said IAM International Vice President Lee Pearson.

Frank devoted his life to better working conditions, pay and benefits for all workers and retirees. He retired in 1989 but continued striving to maintain senior citizen benefits, including Social Security benefits and drug coverage. He was committed to achieving a national health plan for everyone.

Frank was "a lover, a teacher and a mentor. He fiercely loved his family, his union and his friends," said IAM President Tom Buffenbarger. "If we'd practice what Frank Souza was all about, just think how great this world would be."

Frank was also on the board of directors for the Guide Dogs of America. Following his retirement, he helped form the California Alliance of Retired Americans and served as its treasurer until his death. Among his honors was his induction into the Bay Area Labor Hall of Fame in 1990.

Frank is survived by his wife of 56 years, Virginia, his daughter Kathy, son-in-law Mark Donohue and grandchildren Will, Rob, Kristina and Christopher.

The family requests that donations in Frank's memory be made to the Guide Dogs of America, 13445 Glenoaks Blvd., Sylmar, CA 91342.

—Special thanks to George Raine
San Francisco Chronicle

A few words about Frank

"I will never forget Frank for his kindness, for his goodness and for his dedication to working people."

Senator Barbara Boxer, D-Calif.

"Frank was a lover, a teacher and a mentor. He fiercely loved his family, his union and his friends."

Tom Buffenbarger
IAM International President

"His family came first. And his family was the union. He loved the union and his work the same way he loved his wife, daughter and grandkids: absolutely."

George Kourpias
Retired IAM International President

"Lots of problems were settled while sitting on old wine barrels and sipping Souza's wine."

Art Pulaski
Executive Secretary-Treasurer
California Labor Federation

"Frank led by demonstration. He worked hard and expected everyone else to work hard. He was always quick to give a kind word and quick to give a kick in the pants."

Lee Pearson
IAM General Vice President

"Frank earned the respect of politicians, labor leaders and even employers—locally, nationally and across the globe. But I think that the only thing that mattered to him was the respect and the affection he enjoyed from his own members."

Jim Beno
District 190 Directing Business
Representative

The IAM District 190

Sparkplug



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THE POLITICAL SCENE

Don't sign those petitions

Schwarzenegger's initiatives follow his business agenda

Governor Schwarzenegger claimed he would "terminate" politics as usual in Sacramento. In reality, his proposals are nothing more than a blueprint for California based on the Bush plan for America.

These are the same old right wing attempts to reduce benefits, cut salaries and weaken protections, just wrapped in new packaging. We are seeing "take-away" attempts from Schwarzenegger on everything from pensions to lunch breaks.

This is not about balancing the budget or spending within our means, this is a nationwide strategy to undermine union protections for the benefit of corporate profits.

Governor's special election will cost state \$70 million

While the Legislature has resisted some of these attacks on workers, that's not stopping the Governor. He is now pushing to qualify a number of his proposals for a special election this fall.

The estimated cost to taxpayers for holding a special election in November is about \$70 million. This pricetag does not include the hundreds of millions raised by the governor and his opponents to buy advertising on both sides of each issue.

One of the Governor's ballot ini-

tiatives is to dismantle our public pension system from the current defined benefit plan to a defined contribution plan. This essentially privatizes pensions by offering only 401K style plans run by private, for-profit investment companies. It won't help balance the budget and will cost the state more money.

If this sounds familiar, it should—it is the same idea as the Bush plan to privatize social security.

The Governor is also following Bush's lead by attempting to silence the voice of union members, targeting public sector workers first, through a so-called "union dues check-off" initiative.

This rehash of Prop 226, which failed to pass in 1998, would make public sector unions helpless to protect themselves against these attacks. Governor Schwarzenegger conveniently claims it is not "his" initiative, though it is supported by his closest allies.

The Governor also wants an initiative to re-draw the state's legislative districts. This same maneuver, carried out in Texas last year, led to

Who's paying for Arnold's initiatives?

Dole Foods: \$352,000
Hewlett Packard: \$271,000
Chevron Texaco: \$222,200
Wal-Mart: \$200,000
PG&E: \$200,000
Home Depot: \$200,000

five members of congress losing their seats to Republicans who are more agreeable to big business.

These lines are drawn every ten years after the census. They should not be manipulated mid-stream just so that Schwarzenegger can control the legislature.

Don't sign the petitions

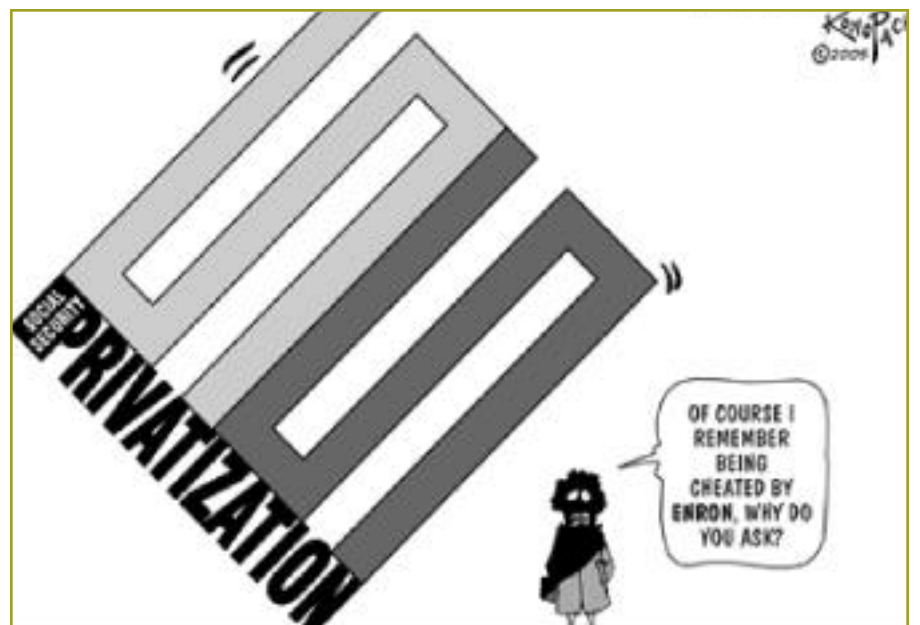
Schwarzenegger and his business allies are willing to pay millions to

put these initiatives on the ballot. They will be paying signature collectors as much as \$5 per signature received. Those signature collectors are not standing at shopping centers across the state because they care about the issues; they're doing it because it's probably the best job they can get.

Signing these petitions is not about democracy—it's about giving the fat cats what they want.

For more information about how you can get involved to stop these anti-work initiatives, contact your Central Labor Council, or go to:

www.calaborfed.org.



Don't Pick Our Pockets to Line Yours!

Union members put heat on Charles Schwab to back off on social security privatization

On March 31, unions across the Bay Area mobilized close to 1,500 members to convince Charles Schwab and other financial firms to drop their support for privatizing Social Security and pull out of pro-privatization lobbying groups. This event, which included a rally in front of Charles Schwab's San Francisco corporate offices and a human chain around Schwab's personal office a few blocks away, was part of the National Day of Action for Retirement Security that included demonstrations across the country.

Charles Schwab was the chosen site because the company is a major backer of the push to privatize Social Security in order to make huge profits managing private accounts. Schwab is also backing Gov. Schwarzenegger's proposed ballot initiative to privatize California's public pension system.

Governor goes after public workers' pensions

Governor Schwarzenegger has made privatizing public workers' pensions his top priority.

In his State of the State address on January 5, 2005, Schwarzenegger proposed a constitutional amendment to ban the secure defined benefit plans currently enjoyed by public employees in California. Assemblyman Keith Richman (R) has a bill to make traditional defined benefit plans illegal in the public sector. A similar initiative is being sent out for signature gathering and may appear on the November special election ballot.

At stake is the promise of a secure and dignified retirement that union members and their families have counted on for generations.

Schwarzenegger's pension privatization plan for jeopardizes all public workers. The Governor and his friends in the legislature want to make workers gamble their future on the ups and downs of the stock market. Under their plan, a worker could spend 30 years contributing to a retirement fund, and lose it all with one bad investment.

The privatization scheme jeopardizes IAM members as well. "If they can gut the public defined benefit plans, we know they'll go after our pension plans next. More immediately, both AI and the IAM National Plan achieve huge savings because our plans follow similar investment

strategies as CalPERS, which is the largest pension plan in the nation," says Directing Business Rep Jim Beno. "If its investment value shrinks, our costs and fees will go up, and our returns will go down."

If working families lose with pension privatization, who wins? The money managers who will make a fortune investing worker pensions on Wall Street and increasing the administrative fees they charge for maintaining the investments.

Not only will the pension overhaul undermine secure retirement, but it will also eliminate death and disability benefits for the families of police officers and firefighters who are killed in the line of duty.

This mean-spirited, anti-worker proposal seeks to undo a major achievement of the labor movement: the right to a secure retirement.

The Schwarzenegger administration seems determined to erode worker protection while claiming to give workers more "choice." The Governor claims that retirement privatization would simply allow workers to choose how to invest their money. However, in other states that have privatized, only about 5 percent choose to participate in the high risk private plans.

Now is the time to stand up and stand together to defend the right of workers to retire with dignity.

AROUND THE LOCALS

Local 2182

Bad NLRB ruling at Geweke

In case you needed any further convincing of how tough organizing is under George W. Bush's National Labor Relations Board, check out this story.

At Geweke Ford/Kia in Yuba City, an anti-union employee choked one of Local 2182's key supporters. Both got written up. "The company issued the same discipline for committing physical assault as it did for cursing in response," explains Area Director Mark Martin.

The union filed unfair labor practice charges over discriminatory discipline assessed against a union supporter. "Thanks to the ineptitude of the current NLRB—we lost that charge," Martin says. "The ruling means that union members at Geweke no longer have protection when the employer treats them unfairly."

"Clearly our supporter was disciplined for his union activity," Martin adds. "We don't see the NLRB decision as 'justice served.'"

The union also filed charges asserting that the company refused to bargain in good faith. That charge was also denied.

Lawyer gets Oscar; River View members get contract

The Local 2182 members who work at River View International in West Sacramento ratified a six year contract in March. Journeyman mechanics will receive a one dollar per hour wage increase up front, 75¢ for next two years, and will reopen the wage talks for years four, five and six.

In appreciation for the high drama generated by employer's lawyer, members of the union's bargaining committee presented him with a replica of an Oscar at the final negotiating session. "He had a flair for tearing up proposals and being rather

dramatic. We called him the William Shatner of legal consultants," says Business Rep Skip Hatch, who adds that the lawyer tried to maintain a stoic look when the union negotiators handed him his Oscar, but it cracked eventually.

Talks with California Tank Lines heat up

Business Rep Skip Hatch reports that negotiations at the Stockton-based California Tank Lines have taken an unusual turn, with the employer proposing dramatic increases in pay—as high as \$2/hour in year one.

"Apparently he recognizes there is a shortage of mechanics, and that he'll have to pay more to keep his great crew. The members there must agree, because they handily voted to accept this contract," Hatch adds.

Local 1484

Increases and improved relations at ConGlobal

Once in a while, an employer "gets it" and recognizes that he'll make more money with a happy, productive union workforce than with unhappy, underpaid employees. Take ConGlobal.

As previously reported in *The Sparkplug*, Local 1484 had organized the workers at Global Intermodal in Wilmington in 2004. Then in January, 2005, the company merged with another union employer, Container Care.

The new company, known as ConGlobal, went into "effects bargaining" with the union over the 25 Global employees. "We were able to get some folks as much as a 48% wage increase and other significant improvements," says Local 1484 Organizer Al Lopez.

The company got the huge OOCL account, worth about \$500,000 per month. Lopez thinks this should enable them to do more hiring as

Local 1528's women's committee meets to increase involvement



Pictured here are members of Local 1528's women's committee who attended the March meeting. They were joined by Local Lodge Educator Dave Parker, who taught the group about Parliamentary Procedure.

The Women's Committee meets on the fourth Sunday of each month at the Local's Modesto office to support women members and to increase their involvement in the union. Upcoming meetings are scheduled for April 24 and May 22 (the May meeting was moved up due to Memorial Day.)

they've already increased their yard space and have a second shift going.

"Working together, we've done a lot to improve the wages and the company's business condition," adds Business Rep Kevin Kucera.

The Local is holding monthly meetings with the membership to strategize about how to organize the rest of this industry.

"Having a good relationship with the new General Manager, Todd Sundesten, really helps. We've changed the culture out there," Kucera adds. "They are looking to us to supply them with labor in the future."

Local 1546

Negotiations in the works

Local 1546 is getting ready for Motor Car Dealer negotiations,

reports Area Director Don Crosatto. "Given the precarious health of many of the dealerships, we're not anticipating an easy go of it." That contract expires on June 30.

Bargaining has begun at Ford Store in San Leandro and will soon commence at the Pleasanton Auto Mall, Doten Honda and Dublin Ford.

Local 1101

Attention: mechanics with special certifications

Local 1101's April membership meeting will have a special focus on upcoming negotiations involving Smog Certification, ASE Certifications and I-Car Certifications. All members who have these certifications should be sure to attend. In addition, Directing Business Rep Jim

Beno will be at the meeting to answer questions about District 190 and union policies.

Licenses required

Area Director Glenn Gandolfo warns all IAM members about the latest trend spreading through the valley: employers are suspending or terminating union members because they don't have a valid driver's license and are therefore not insurable.

"Most of our union contracts call for mechanics to be insurable," Gandolfo says. "The union can't help members if they lose their license and cannot be insured."

The most common charge that causes the DMV to yank licenses is "Driving under the Influence" (DUI). Most of these infractions stay on one's record for five (5) to seven (7) years.

"It is imperative that our members maintain their driver's license and have a clean driving record, or at least be free from the serious violations," Gandolfo adds.

South Bay shop stewards will meet May 5

Local 1101 has scheduled its first shop stewards meeting of 2005 to mobilize member support for a number of issues including the upcoming negotiations at Sunnyvale Toyota, Hertz Rent-A-Car and Specialty Truck Parts, recent organizing campaigns at Ryder Truck and Kurtt International.

Other issues to discuss include the upcoming Special Election in California, revising the contract surveys, health/welfare, pension and, of course, wages.

If your shop does not have a shop steward, one should be elected. However, interested members are always invited to attend the meeting.

ORGANIZING WINS

Kurtt employees vote union in

The 15 mechanics and parts workers who work for Kurtt International, a Watsonville-based truck dealership, voted on March 24 to be represented by IAM Local 1101.

"This is the third time a union has tried to organize this company," says Area Director Jesse Juarez. "We have a contract with the San Jose facility already. The workers in Watsonville could clearly see the benefits of union affiliation and they wanted the same for themselves."

The company hired an attorney who ran a typical anti-union campaign that condemned union dues and strikes, but skipped the issues these workers care about most: high health and welfare costs and promised wage increases that never came through. The company's attorney also sent each employee more than 200 pages of propaganda.

"Clearly these workers didn't buy it," Juarez adds. "When they started opening the ballots, the first four were 'No' votes, so the employer was feeling cocky. Then they opened up the next nine votes, and they were all 'Union Yes.'"

"I congratulate the workers there for sticking together and for showing solidarity," Juarez says. "We have a good contract in San Jose and I look forward to negotiating a similar deal here. It'll be good for the employer and for the workers."

Election soon at Ryder in San Jose

The 12 employees at Ryder Truck in San Jose voted nine to one on March 31 to affiliate with Local 1101. "This campaign mirrors the Kurtt International campaign," says Area Director Jesse Juarez. "In both cases, the employees held elections two times before to join other unions. This time, they meant it! The vote would have been 11-1, but two guys were on vacation."

"We have contracts with Ryder in Hayward, Benicia and

San Francisco. The company hired an anti-union attorney, but these guys can see through the rhetoric—they know they're better off with a union contract than without one."

TMH in Fresno goes union

The mechanics at Toyota Material Handling's Fresno facility voted to join Local 653 and several District 190 staff were actively supportive of the campaign.

"We now have contracts with TMH Lift Trucks throughout the Valley and Hayward," says Area Director Mark Martin. TMH has contracts with Local 2182 in Sacramento and Stockton and with Local 1414 in Hayward. "Our members in Sacramento pay \$20/month for family health and welfare. In Fresno, they're paying close to \$300/month. The benefits of a union contract are clear."

The Union Advantage

Some of the most important benefits that workers get from union membership are impossible to put a price tag on: representatives in the workplace of our own choosing, an active, collective voice to bargain over working conditions, and due process on the job.

As union members, we know that collective bargaining is the best way to promote basic, democratic principles of fairness and dignity at work. But being in a union confers significant economic benefits as well.

Unions have historically been the most effective institutions in our society at making sure that the economic gains that workers help to create are shared widely rather than being channeled solely to the executive suite.

The data below illustrate this "Union Advantage" and show one key reason why more and more people want to join unions today.

Union Status	Median Wkly Earnings	% with Health Care Benefits	% with Defined Pension	% with Disability Benefits
Union	\$760	69%	69%	69%
Non-union	\$599	49%	14%	30%

U.S. union membership: 15.8 million
 U.S. union density: 12.9%
 Private sector union density: 8.2%
 Public sector union density: 37.2%

Sources: *The Union Difference*, AFL-CIO Public Policy Dept., 2004. BLS Release "Union Members in 2003," January 21, 2004.

Notice to members interested in state legislation

On May 23-24, the California Labor Federation and Building Trades are holding their Joint Legislative Conference in Sacramento. This event includes political speakers, workshops on the issues. May 24 has been set aside as a day for lobbying the legislature. The California Conference of Machinists will meet on May 25, following this conference.

Both meetings will be held at the Sheraton Grand Hotel in Sacramento. Those attending are encouraged to make their hotel reservations as soon as possible.

Area director Tom Brandon, who coordinates the Cal Conference, suggests that if you're interested in being a delegate to either event, you should get yourself named as a delegate to both. Talk to your Area Director or Business Rep for more information.

SHOP TALK: What do you think about steroids in sports and the government hearings about the issue?



Frank Acosta
Applied Aerospace
Local 1528

"First, they don't have regulations about steroids—it's just not clear. If they overdo it, and their body gets too strong, that's unfair to those who are natural. If a guy is doing good, there's doubt—is it because he's using steroids?"



Harvey Velazquez
Geiger Manufacturing
Local 1528

"It affects the game. A kid works all his life to become a pro baseball player and then others cheat—it's not fair. I'm not into the government being involved, but this is a drug issue. It is illegal."



Joe Martinez
Applied Aerospace
Local 1528

"It's bad for kids, but they should give baseball a chance to deal with it. The government should stay out of it for now. Both of my sons did very well playing baseball and didn't use steroids. They used their natural strength."



Joe Quintanilla
Geiger Manufacturing
Local 1528

"It's not fair to those who don't take steroids. What about the guy who came in second to Canseco? Either nobody should take them, or everyone should. If the Olympics and Football can stop it, Baseball can too."



Steve Mayorga
Applied Aerospace
Local 1528

"It's a big problem and they need to clean it up. We have drug policies here. They should do the same thing. It's up to them to do it."



Carole Stafford
Applied Aerospace
Local 1528

"The League should take charge and drug test. I don't know if the government should be involved."



Khap Chuon
Geiger Manufacturing
Local 1528

"I'm glad the government is involved. Steroids are an illegal drug, so they should control that. Those who took steroids cheated."



William Wilson
Applied Aerospace
Local 1528

"Don't put all the burden on the players—it still takes a good ballplayer to hit the ball. There are starving people in this world—the government has more important things to worry about than steroids in baseball."



Romeo Raqueno
Applied Aerospace
Local 1528

"The government should be involved because we have a lot of kids into sports. Sports people are a role model. If they can do it, everyone else will too."



Mike Antonovich
Geiger Manufacturing
Local 1528

"I think it's a good thing. These athletes get enormous salaries and are supposed to be the best already. They shouldn't be turning to drugs."



Reynaldo Ramos
Applied Aerospace
Local 1528

"The government should be stepping up on this issue and letting people know that it's not good to expose our children to this. They look up to sports people. Maybe they should do random drug testing."



Workers make the case in front of Future Ford of Roseville in February.

Ensuring area standards in the future from page 1

The Labor Video Project also filmed the Central Labor Council-sponsored rally on February 26 and managed to get an interview with Future Ford's General Manager. This video is slated to air on Concord Cable TV in April.

After sharing their plight with radio station KPFA's Labor Portal group, Rick Rodgers, Local 1173 President Steve Older and fired worker Barry Collins did a special segment on the *Living Room* show on March 10. The Local has been invited to do a one-hour segment for KPFA about union busting on May 1.

As a result of all this media coverage, the *Spirit of the 29 Dixieland Jazz Band*, a union band with their own flatbed truck, will come out to jazz up the Local's next rally.

"We are getting tremendous help from other unions," says Rodgers. "This is a labor-wide issue, not just a Machinists problem. We've had incredible assistance from UPE Local 1 in Sacramento, and of course, the Contra Costa Central Labor Council has sent 60-80 people out to help us and is sponsoring monthly rallies with us."

"I appreciate all the people who have come out and helped support us," says member Ken Martin. "It makes you feel good."

Why keep up the fight

"Being in the union is a good way of life," says Local 1173 member

Steve Strom, who works at the Antioch Auto Center. "You get pension and health care, and I've been able to put my son through school.

"It's important to stay strong so the other employers feel the pressure not to lower their standards."

"I'm out here because of the principle—how can someone do what these owners did? We all live in the same county. The owners' choice is not to pay the stan-

dard wage." Strom added that even though he'll be retiring soon, he wants to make sure that this stays a good career for the young guys.

What brought John Pickett, a Local 1173 member who works at Concord Toyota, out on a rainy Sunday? "My solidarity—and it's our turn. Definitely not the weather!" Pickett says that having as many union shops in this area as possible is important to maintain union strength. "And, we have to get the union busters out of here."

"If anything comes of this, we can avoid 2-3 other strikes," says Holibush. "The owners are all watching this. It's important to keep going strong so the other employers feel the pressure not to lower their standards. If we lose, that'll backdraft on all of us. We need to keep the enthusiasm up."

Picketing is taking place every Wednesday, from 5-7 p.m., and every Saturday and Sunday, from 11 a.m.-5 p.m. Future Ford is located at 2285 Diamond Blvd. in Concord. For updates, check out Local 1173's website at: www.IAM1173.org.



UNION PEOPLE

Manny Francis, Sr. wanted a level playing field

Manny Francis, Sr., an IAM union member since 1944 who rose through the ranks to become Area Director for Local 1173 before he retired in 1985, died on March 7, 2005. He was 82.



Manny Francis, Sr. in his trademark red suspenders

Manny started his career at a specialty machine shop in Providence, RI, and became a union member as a result of his shop being organized. Soon after being initiated into Local 147, the union appointed him shop steward because of his involvement in the organizing drive.

After marrying Theresa in 1944, the couple decided to move to California a year later, so that Manny could escape the damp east coast weather. They moved near his uncle in San Jose, and Manny got union jobs at a steel mill and a machine shop before landing at Kaiser Rock Sand and Gravel in Pleasanton in 1947.

Not long after starting at Kaiser, Manny started going to the Local 1546 union hall to complain about the Business Rep. They told him to get involved, so he became shop steward. Soon, he was elected to the Executive Board and then to the position of President.

In 1961, he ran for Business Rep of Local 1546, then an elected position, and started his full-time career in the union. Over the years he attended several IAM conventions and was a delegate to Cal Confer-

ence. In 1976, he was assigned to be Area Director for Local 1173 and was responsible for Locals 1492 in Vallejo and 428 in Stockton as well.

"One of the things that made him want to organize his shop in Rhode Island was that they made people grovel for a wage increase," says his son Manny Francis, Jr., who is currently a Business Rep for Local 1414. "He felt that everybody should be treated fairly. He always talked about a fair level playing field with the boss—that was how he defined the issue."

Manny went on several international trips with Frank Souza (*see page 2*). "Once, the two of them were in Brazil touring a factory," recalls his son, Manny. "Because both of them spoke Portuguese, they could tell immediately that the interpreter was not translating the workers' answers correctly. Of course, they spoke up, and were watched closely for the rest of their trip!"

Manny raised his family in Livermore. He is survived by his second wife Marie, his four sons Manny, John, Richard, and James, 10 grandchildren and 9 great-grandchildren.

"He was pleased that two of his sons, me and John, who's a shop steward for Local 1546, got involved in the union. He always said, 'if you don't like what's going on, go down to the union hall and let them know.'"

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SHOP TALK: Are steroids in baseball a government concern?



Dennis Schanzenbach
Applied Aerospace
Local 1528

"I don't think the government belongs in there. This was the who's who of baseball; they're not going to say anything real. This is about education, and teaching the kids not to take it. That starts in the home."



Kevin Bennett
Geiger Manufacturing
Local 1528

"If it's illegal for me, why should baseball be any different. But it should be handled locally, and by baseball. The federal government should not waste our tax dollars for something like that."



Craig Cedergren
Applied Aerospace
Local 1528

"Baseball needs to regulate itself better. The government hearings won't change what baseball is going to do. The government shouldn't waste our tax dollars by having hearings that accomplish nothing."



Dean Schanzenbach
Applied Aerospace
Local 1528

"I think the whole thing is over-hyped. Baseball needs rules, but Congress is blowing it out of proportion. The owners and the fans are to blame. Everyone wants more out of the players; people want 15-9 games, not 1-0 games."



Victor Zambrano
Applied Aerospace
Local 1528

"Athletes are role models, whether they like it or not. Kids look up to them. If steroids make them stars, kids will follow along. Government should do the hearings; it's about time somebody deals with this issue."

IAM digs in to defend jobs and benefits of port mechanics

from page 1

“We are particularly distressed by the role played by the International Longshore and Warehouse Union (ILWU). They seem to be in bed with Maersk and PCMC,” Crosatto added.

The IAM has begun a series of legal, legislative and on-the-job activities to protect the rights of its members. First, District 190 invoked Measure I, the City of Oakland ordinance, which requires any contractor replacing a previous contractor to retain the prior employer’s non-management employees for at least 90 days.

As a result, PCMC rehired 32 Machinists in Oakland. But the company had not rehired five members who are on temporary disability, two who have pending grievances, one senior employee who had a run-in with the manager, and the two IAM shop stewards. But on March 23, they suddenly brought back one shop steward and the grievant. “This could be because we were taking them into superior court in Oakland the next day,” said Crosatto.

At presstime, 48 of Tacoma’s 68 employees have also been rehired. In all, PCMC brought back close to 75% of the former workforce which, under federal labor law, forces them to recognize the IAM and bargain.

However the company has so far refused to acknowledge that fact. Instead, they are pressuring all of the long-time IAM members to switch unions and join the ILWU.

Welcome to the ILWU?

In its ‘welcome letter,’ PCMC explains that all employees have a union contract, and that union is the ILWU. “Surprising for a welcome letter from an employer, it reviewed the benefits of the ILWU and barely mentioned the company,” Crosatto says.

According to IAM members at both locations, PCMC managers are going to extraordinary lengths to coerce machinists to switch unions. PCMC has allowed ILWU organizers free access to employees during working hours, while attempting to bar IAM Business Reps the right to speak to their members and answer questions—on the grounds that it would be too disruptive.

“Our members would lose seniority and pension investments. This makes a mockery of the ILWU’s slogan that ‘an injury to one is an injury to all.’”

The company also illegally gave members’ phone numbers—including unlisted numbers—to ILWU organizers. “We got a copy of the Tacoma phone script,” says Crosatto. “It says that if our members stick with the IAM they’d be forced to have an inferior contract.”

Mechanics at all three ports have strongly expressed their desire to remain with the IAM, with 100% signing a petition to that effect. And no wonder. By switching unions, they lose seniority rights, in some cases, as much as 30 years. A number of members are closing in on ‘Rule of 85’ retirement and would lose that. Many are not yet vested in their pension and would lose that investment.

“This makes a mockery of the

ILWU’s slogan that ‘an injury to one is an injury to all,’” says Crosatto.

Filing charges

In March, the IAM filed charges against the ILWU under Article 20 of the AFL-CIO Constitution which forbids unions from raiding one another. The ILWU filed counter-charges.

“The ILWU claims that our existence on the waterfront is an affront to their historic bargaining unit and that the intent of our members to stay in the union that they’ve been with for 40 years constitutes a violation of their jurisdiction,” says Crosatto. The case should be heard in April.

The IAM uncovered evidence that the “new” employer, PCMC, is an alter ego of the original employer, PMMC. “We learned that PMMC didn’t bother to re-bid the work; Maersk simply gave the work to this other entity without bidding,” Crosatto says.

The union has filed several amended Unfair Labor Practice charges at the NLRB in Oakland and Tacoma which could take many months to be heard and decided.

“If the NLRB rules on our side, PCMC will be forced to bargain with IAM and cannot simply give the work to the ILWU. But of course they should just have started bargaining when they hired back more than 50% of our members,” said Crosatto.



German workers do the wage limbo

A new German employment website shows just how bad the country’s job market has become. **JobDumping.de** is like no other career portal; employers still list jobs, but prospective workers log on and bid—downward.

Want a job as a cleaner? Log on and offer to do the work for 10 euros an hour. If someone else bids 8 euros per hour, they get the job.

Would-be workers engage in a

race to the bottom, continually lowering the ante to get the job. According to Jason Walsh of *Wired News*, opinion is divided as to whether this is naked capitalist exploitation or just the free market at work.

The site’s founder, Fabian Loew, devised the idea of applying the eBay model to employment. He thinks the site’s economic shock therapy is just what the country

needs. “One in 10 people in the street is jobless,” he said. “Only if wages fall can more employment be generated by companies.”

Loew is unapologetic for the harshness of JobDumping’s message. “Productivity in Germany has declined since the 1960s when we worked 70 hours per week. Now the average working time in Germany is 38.5 hours a week. Wages have increased as well,” he said.

Loew’s theory is that if everyone in Germany earned a little less money, productivity would increase, goods would become cheaper, money would be worth more and the economy would thus improve.

Germany’s labor unions are not impressed with Loew’s idea. Unions have advised prospective bidders not to accept less than 5 euros per hour (about \$6.60) for work obtained through the site.

SHOP TALK: Are steroids in baseball a government concern?



John Marquez
Applied Aerospace
Local 1528

“It was sad to listen to those players—if they say yes, they’re in trouble. If they say no, they’re accused of lying. I don’t think the feds should be in it—the league should take care of it.”



Louis Sanchez
Applied Aerospace
Local 1528

“Government should be involved at the high school level but not at the professional level. Nobody wants to see pitchers duels. It’s up to the owners—they know what’s going on.”



Oscar Vidrio
Applied Aerospace
Local 1528

“It’s not right to have to compete with steroids or any drugs. It’s hard to compete with guys who are all pumped up. The owners should take responsibility—why get the government involved?”



Dewey Shipley
Applied Aerospace
Local 1528

“The government should not be involved in professional sports. They have their own commissioner who should lay down the law. If they government wants to regulate high school sports, that’s fine. Kids shouldn’t be taking steroids.”



Adam Rendulic
Applied Aerospace
Local 1528

“I have kids in high school sports. We tell them you never get something for nothing. If you try, it’ll cost you later with health problems. My question is: how is this stuff so readily available? How do kids get it?”

“The single greatest health problem for working adults”

A few tips for managing job related stress

Today's workforce is experiencing job-related stress in epidemic proportions. Consider all of the issues the modern employee must confront: dealing with a difficult boss or co-worker, an ever-changing and insecure work environment, conflicts between home and work responsibilities.

Job-related stress can leave you exhausted, angry and depressed. According to the American Institute of Stress, job stress is the single greatest health problem for working adults.

When the effects of stress begin to negatively impact our personal, family or work life, or cause those around us to express concern, it may indicate that the normal tools we use to combat stress are insufficient. Follow these guidelines to improve your ability to manage stress in a healthy way.

Identify the cause of stress

In order to manage your job-related stress more effectively, it's important to identify those things causing the stress. Common sources of job-related stress include:

- Work overload
- Lack of control; having high job demands but little control over how to meet them
- Fear for job security due to downsizing, outsourcing, dismissal or forced early retirement
- Conflicts between home and work responsibilities
- Lack of support from supervisors and managers
- Reduced compensation or benefits
- Conflicts with co-workers/managers
- Difficulties adapting to changes in the work routine/environment
- Feeling work is meaningless or boring

For more information about dealing with stress, contact your Member Assistance Program: 800-491-3334 or www.pbhi.com

Knowing the cause of your stress gives you the opportunity to correct or modify your behavior or environment to reduce the stress.

Tips for the working person

There are many things you can do to lessen the effects of stress in your life. The list below may be helpful in your fight against stress.

Try deep breathing. Find a quiet place and seat yourself comfortably. Close your eyes and breathe in slowly. Let the breath out for a count of 5-10 seconds. Take 10 of these “super-relaxers” any time you feel tense.

Eat a nutritional breakfast. Would you try to drive your car with an empty gas tank? No. So why drive your body off to work without the nutrients it needs to create energy and relieve stress? Avoid coffee or tea with caffeine. Caffeine increases the stress response of your body.

Avoid tight clothes and shoes. Tight clothing restricts the circulation and causes the muscles to contract, leading to feelings of tension.

Practice simple stretches. Stretch your neck by gently rolling your head in a half circle. Starting at one side then dropping your chin to your chest, then to the other side.

Talk out your problems. A trusted friend or spouse can help you see your problem in a new light, so you can work on a constructive solution.

Don't isolate yourself. When you are experiencing prolonged stress, the natural tendency is to isolate. Instead, reach out to your environment. Join a co-worker for lunch. Talk with a co-worker about non-work issues.

Take your breaks and enjoy them. Walk outside, read something non-work-related, or rest and put your feet up. Learn how to mentally get away for minutes at a time.

Negotiate realistic deadlines. Propose deadlines rather than have them imposed on you.

UNION MEETINGS



District Lodge 190

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

Executive Board Meeting

Fourth Tuesday of each month at 6:30 p.m.

April 26 • May 24 • June 28

General Delegates Meeting

Fourth Tuesday of each month at 7:30 p.m.

April 26 • May 24 • June 28

Local 801

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

Membership Meeting

Third Thursday of the month at 4:00 p.m.

April 21 • May 19 • June 16

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

Local 1101

3777 Stevens Creek
Blvd., Suite 320
Santa Clara, CA 95051
408-551-2280

All meetings are held at the above address. Check union office for room.

Executive Board Meeting

Second Thursday of each month at 5:30 p.m.

April 14 • May 12 • June 9

General Membership Meeting

Second Thursday of each month at 6:30 p.m.

April 14 • May 12 • June 9

NOTE: New office hours: Mon-Thur. 8 am-5 pm
Friday: 8 am-4 pm.

For Reps: Call ahead for appointment/availability

Local 1173

1900 Bates Ave., # H
Concord, CA 94520
925-687-6421

Executive Board Meeting

Second Thursday of each month at 6:30 p.m.

April 14 • May 12 • June 9

Membership/Shop Stewards Mtg.

Third Thursday of each month at 6:30 p.m.

April 21 • May 19 • June 16

Local 1414

150 South Blvd.
San Mateo, CA 94402
650-341-2689

Shop Stewards Meeting

First Thursday of each month at 6:00 p.m.

April 7 • May 5 • June 2

Executive Board Meeting

Second Thursday of each month at 6:00 p.m.

April 14 • May 12 • June 9

General Membership Meeting

Third Thursday of each month at 6:30 p.m.

April 21 • May 19 • June 16

Retirees Club

First Wednesday of June, Sept., Dec., March at 11:00 a.m. All are welcome!

June 1 • September 7 • December 7

Local 1484

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

Executive Board Meeting

Third Thursday of each month at 6:00 p.m.

April 21 • May 19 • June 16

General Membership Meeting

First Tuesday of each month at 6:00 p.m.

April 5 • May 3 • June 7

Retiree Club

Third Wednesday of each month at 1:00 p.m.

April 20 • May 18 • June 15

Local 1528

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

Executive Board Meeting

First Wednesday of each month at 5:30 p.m.

April 6 • May 4 • June 1

General Membership Meeting

First Wednesday of each month at 7:00 p.m.

April 6 • May 4 • June 1

Women's Committee Meeting

Fourth Sunday of each month at 11:00 a.m.

April 24 • May 22* • June 26 (*moved up for holiday)

Local 1546

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

General Membership Meeting

First Tuesday of each month at 7:00 p.m.

April 5 • May 3 • June 7

Shop Stewards Meeting

First Tuesday of each month at 5:30 p.m.

April 5 • May 3 • June 7

Executive Board Meeting

Thursday preceding membership meeting at 6:30 p.m.

March 31 • April 28 • June 2

Retiree Club Pot Luck Luncheon

First Wednesday of each month at 12 noon

April 6 • May 4 • June 1

Alcoholics Anonymous: Every Saturday, 9 a.m.

Local 1584

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

Membership Meeting

Third Thursday of each month at 7:00 p.m.

April 21 • May 19 • June 16

Executive Board Meeting

Preceding Monday at 7:00 p.m.

April 18 • May 16 • June 13

Retirees Club

First Tuesday of each month at 12:30 p.m.

April 5 • May 3 • June 7

Local 1596

4210 Petaluma Blvd. No.
Petaluma, CA 94952
707-795-0085

Membership Meeting

Third Tuesday of each month at 7:00 p.m.

April 19 • May 17 • June 21

Executive Board Meeting

Third Tuesday of each month at 6:30 p.m.

April 19 • May 17 • June 21

Local 2182

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

Executive Board Meeting

Second Tuesday of each month at 6:00 p.m.

April 12 • May 10 • June 14

General Membership Meeting

Second Tuesday of each month at 7:00 p.m.

April 12 • May 10 • June 14

Retirees Club - VISTA CLUB

Third Wednesday of each month at 11:00 a.m.

April 20 • May 18 • June 15