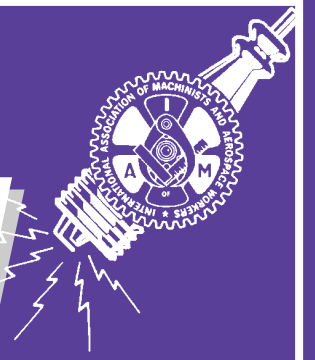


# The IAM District 190 Sparkplug



VOL. 8 NO. 3

April/May 2006

Serving the Active and Retired Members of IAM District Lodge 190

## District Lodge 190 welcomes Fresno's Local 653

On May 1, IAM Local 653, currently an independent local lodge, will affiliate with District Lodge 190, joining 11 other Locals from across Northern California, Los Angeles and Nevada.

"The District is ready to go on this and we've gotten the approval of our membership and our Executive Board," says Local 653's current President and Directing Business Rep Tom Rotella. "All we're waiting on is final approval from the international. This should be easy because they have been kept up to speed on our progress since we started talking about the affiliation."

Local 653 was chartered in 1903 as a Machine and Manufacturing Local based in Fresno. In the mid-1960s, the Local went under the umbrella of District Lodge 87. In 1991 the International made Local 653 an independent local lodge to represent members in five counties: Fresno, Madera, Kings, Tulare and Kern—all of the central and southern San Joaquin valley.

At its height, Local 653 had more than 1,500 members. With the closure of several manufacturing facilities, however, the local now represents about 800 members. This includes approximately 300 retirees and 60 out of work members.

Local 653's members are split almost 50/50 between working in automotive and manufacturing. Its largest shops are Hedricks Hallowell Chevrolet with 73 members, Fresno Truck Center, a Freightliner dealership, with 60 members and the Sun-Maid Raisin plant with 45 members. In all, the local has 30 shops with 25 separate contracts.

The Fresno Local has always had a tie with District Lodge 190. "We share some of our contracts with District Lodge 190, including JM Equipment, Interstate Brands and UPS," says Rotella.

In addition, several Local 653 shops are covered by the AI Health and Welfare Trust Fund and the Local has a representative on the Northern California Automotive



In front of Local 653's Fresno building, Jim Beno, District Lodge 190 DBR (L) and Tom Rotella, current DBR and Local 653 President, seal the affiliation deal.

Coordinating Committee. Local 653's apprenticeship program is coordinated in conjunction with the Bay Area locals' program.

"Frankly, we've been talking about this affiliation for 18-19 years," says Rotella. "We always thought it would be a good fit. Finally, the timing was just right."

Rotella says that his members'

primary concern was maintaining autonomy and keeping Local 653's identity. "With the affiliation agreement, we've been able to keep all that," Rotella says. "It was an easy decision for the members because the District has worked with us for years on organizing drives. We recently got 18 new members who work at Toyota Material Handling.

When we had the affiliation vote, 100 members turned out and voted unanimously to join with District Lodge 190."

"We see it as a win for everybody," Rotella adds. "We can use more help with organizing, and since I'm a lone wolf, I can use some backup."

Rotella has served as President and Directing Business Rep of the independent local. He will now join the staff of District Lodge 190 and continue to serve the Local as Business Rep.

"I'm starting my 18th year as a Business Agent and my 32nd year as an IAM member. I've negotiated each of our contracts 2-3 times.

"We're pleased and proud to welcome the members of IAM Local 653 to our District," said Directing Business Rep Jim Beno. "Local 653 has worked with the District for many years. We have a lot to learn from each other and plenty of resources to share."

## NLRB backs IAM: Foster Farms must bargain

Foster Farms must go back to the bargaining table with the IAM-affiliated League of Independent Workers according to a ruling by U.S. District Court Judge Oliver W. Wanger. On March 28, the Fresno-based judge issued what's known as a 10(j) injunction under the National Labor Relations Act; this ruling orders the company to stop engaging in unfair labor practices.

"By issuing the injunction, the judge supports our contention that irreparable harm is being done to the bargaining unit by the long delays," explained District Lodge 190 Directing Business Rep Jim Beno. "These workers had a recognized union that was in active contract negotiations with Foster Farms. They just wanted to strengthen their hand by affiliating with the IAM."

Beno explains that the IAM conducted a legitimate election process last September and gained a vote of confidence from a substantial majority of the 2,400 Foster Farms workers. The company responded by withdrawing recognition of the union and charged that the affiliation vote was not conducted appropriately.

The NLRB disagreed with the company, ruling that the affiliation was conducted with adequate due process, and that Foster Farms is obligated to bargain in good faith with the union.

"The workers at Foster Farms have done everything right and the union has followed all the rules to the letter. All these members want is union representation," says Beno.

The Labor Board is developing the final wording of the 10(j) injunction as *The Sparkplug* goes to press. "All

we know is that the final language will stipulate, clearly and unmistakably, that the League of Independent Workers is a properly affiliated body of the IAM and that the company should bargain with us," Beno said.

Last year, the Labor Board issued only 17 such injunctions nationally. The injunction against Foster Farms would be one of the first 10(j) injunctions of 2006.

### Administrative hearing almost reaches settlement

At the same time that the case was going through the courts, the Labor Board held a two-day administrative hearing on March 28-29 at its Oakland office. The hearing was based on the unfair labor practice charges that the union filed.

"The company put forth no credible arguments to prove the affiliation was not legal," Beno said. "In fact they didn't even provide any witnesses. Their only case was to try to discredit me and Ralph Meraz from the Local, and they couldn't do it."

Beno said that a settlement was close at hand during the course of the hearing, but some technical issues were raised that had to be addressed formally. Unfortunately, even when the administrative law judge rules in favor of the union, the company can appeal.

"This company is using every stall tactic in the book to delay the process. Even the NLRB doesn't buy their excuses. We look forward to finally getting to the bargaining table so we can negotiate a good contract for these hard-working and dedicated employees."

*"The final language will stipulate, clearly and unmistakably, that the League of Independent Workers is a properly affiliated body of the IAM and that the company should bargain with us."*

**NLRB set to issue injunction against East Bay Auto Dealers.**

**See story on page 4**

## WORKING FOR THE UNION

### Local 1414's Francis set to take to the road upon retiring

Manny Francis retires as Business Rep of Local 1414 on April 30 and he's counting the days until he can get in his 36-foot motor home and start that vacation that he's been building up for.

"I've really enjoyed this work, and particularly the many people I've had the pleasure to know and work with over the years. We have a large group of dedicated shop stewards, business reps, union officials and members who are all looking to better themselves through the union, and they've made my experience as a union rep a rewarding one," Francis says.

Now, Francis says that he's very ready to move on. "You just have to recognize when you're not having as much fun as you used to. I'm in a great position to retire and get to enjoy the next many years watching my grandkids and the garden grow."

Francis joined the IAM in 1963 when he worked part-time at Grand Auto as a graduating senior at Livermore High School. After a month, he got drafted. After going into the service, he came back to the same job and the union.

After a short while, he got a job as an apprentice at S&K Toyota in Hayward. In 1976, when the salesmen went on strike, the members of IAM, IBT and the Painters at that shop all honored the picket line. "We sustained an 18-week strike for the salesmen. I became an outspoken militant and was appointed to the Executive Board of Local



*Manny Francis is pleased that his refurbished motor home passed smog!*

1546," Francis says.

"Looking for ways to help improve communications among the members, I established the *Shop Steward Quarterly*. Don Crosatto and I later started *The Sparkplug*."

In 1980, the Local hired Francis as dispatcher and delegate to the District. He also served as President of District Lodge 190 and was appointed Business Rep in 1989 by Mike Day. In 1996 he was reassigned from Local 1546 to Local 1414 and has been there ever since.

"As a union member, I most enjoyed going to Grand Lodge Conventions and getting the opportunity to meet other union members around the country with the same focus," Francis says.

For the past 20 years or so, Francis has been involved with scouting, and is currently a scout master for a Castro Valley troop. "Scouting allows me to go to summer camp in unique scout reservations: Hawaii, Sierras, Catalina. We hosted a troop from Alaska and hope to get up there soon."

Francis' plans for his retirement include dedicating more time to scouting, working with the IAM senior group and the Central Labor Council on politics, bike riding, and taking more motor home trips with his wife. Immediately, they're headed to South Carolina in time for Easter. "This will be my first leisurely cross-country trip where we take more than four days!" When they return, Francis has a 100K Mountain Bike Ride scheduled for May 13 for the Lion's Club.

"I'll miss the daily and periodic challenges of dealing with members' problems and organizing the unorganized. But I suppose I will be available to answer questions."

### Business rep opening in San Mateo

*With Local 1414 Business Rep Manny Francis retiring at the end of April, and Business Rep John Moran retiring at the end of December, the District is starting to look for a replacement. Anybody interested in serving as a business representative—working for District 190 and assigned to Local 1414—should send a resume and cover letter to the address below by April 30. There is no official application. Area Director Tom Brandon and Business Rep Don Barbe will do the pre-screening, and will send their top candidates to Directing Business Rep Jim Beno for final screening and hiring.*

*Local 1414: 150 South Blvd., San Mateo, CA 94402*



*V Souza presents Local 1414 check to GDA's director Jay Bormann. (LtoR): Dave Taylor, Car Show Committee Chairman; Virginia Souza; Jay Bormann, Local 1414 Vice President Rich Bernal, and Local 1414 President Paul Jones.*

### Local 1414 members present contribution to Guide Dogs of America

Local 1414's Car Show Committee and Virginia "V" Souza presented \$2,400, raised from the first annual "Lodge 1414 Frank Souza Car and Bike Show," to Jay Bormann, President of Guide Dogs of America, at their March Lodge meeting.

The first annual car show, held on August 22, 2005 behind the Local's San Mateo office, was a big success. "We lost Frank Souza, but we're proud to name our car show for him. We raised a lot of money and lots of spirits," said Car Show Committee Chair Dave Taylor. "Of course, Frank probably wouldn't have liked the fuss too much."

The committee vowed that this year's car show, scheduled for Saturday, August 26, 2006 will be even bigger and better than last year's.

The organizing committee is Dave Taylor, Rich Bernal and Ray Ceballos—but all members are invited and welcome to help.

### IN MEMORY

#### Chuck Dillon 1942-2006

Chuck Dillon was a true labor leader. An IAM member for 43 years, Chuck served as President of Local 428 in Stockton for more than a dozen years until the Local merged with Local 2182. When Dillon went to work at the Pleasanton Auto Mall he transferred his membership into 1546. The Local honored him as Shop Steward of Year in 2004, just a few days after he retired. Chuck died on March 10, 2006 at 63.



*Chuck Dillon in 2004.*

"I first met Chuck when we were delegates to the District in the late 1970s. He organized Stockton's biggest and best crab feed which was attended by many union leaders

including several VPs of the IAM," said Directing Business Rep Jim Beno. "He was truly committed to the union and to the members he helped represent."

In lieu of flowers, the family requests donations be made to either Hospice of San Joaquin, 3888 Pacific Ave., Stockton, 95204 or Greater Yosemite Council Boy Scouts, 4031 Technology Dr., Modesto, 95356—in memory of Chuck Dillon, Troop #14.

A memorial service is being planned. It will probably be on May 7 in Stockton. For details, contact District Lodge 190 at 510-632-3661.



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*Debra Chaplan, Managing Editor*

## UNION DEALERSHIPS



### Re-organizing the South City Ford dealership

After months of negotiations and a sudden takeover of South City Ford by the Ford Motor Company, as of March 29, this formerly union dealership is again under contract with Local 1414.

When South City Ford was sold in July, 2005, Ford took over the dealership and made it a Dealer Development store. Ford appointed a new owner, George Love, who closed the entire dealership for two weeks. Love then re-opened the shop non-union.

Business Rep Pedro Mendez immediately came out to the shop to meet the new owner and demand recognition. "We started negotiating while the store was still closed. Unfortunately, some of our longest-term members didn't wait to see how things turned out and moved to other union jobs."

Initially the company presented a package that

they dubbed 'Ford Terms,' which corresponded to the contract at Fremont Ford," Mendez explains. "They said 'This is the way it'll be or no contract.'"

The union didn't accept those terms and continued talking until they achieved a better deal. The new contract includes: preserving seniority for those who were there before the ownership shift; keeping the AI pension within area rates; including clauses that cover vacation, jury duty, and bereavement; maintaining the apprenticeship program and adding the Machinist 401K plan option.

The only issue that the company said was non-



Shop steward Richard Dorcey shows off his Local 1414 patch

negotiable was changing pay calculations to a flat rate system. "All we could do was make sure there are guarantees of some hours and overtime," Mendez added.

Finally, the union convinced the South City Ford to provide IAM Local 1414 patches for the uniforms.

*The Sparkplug* editor went to the shop on the day the new contract was supposed to be signed, but the deal wasn't to be sealed that day. Instead, Ford announced that they were moving owner George Love to a different shop, and a new owner of South City Ford would be named imminently.

It took another two weeks and a little bit of tweaking, but the Ford Motor Company rep signed the contract—and any new owner will have to abide by it.

### From the workers' perspective

**Richard Dorcey—Shop steward:** "A lot of the guys, in fact, six of the original ten, found other jobs. While the new owner was willing to keep the union and negotiate a new collective bargaining agreement, flat rate was a given.

Unfortunately, business has slowed down significantly, so we're not doing well. Flat rate is not so bad if you're working.

We had to deal with take-aways in pension contributions and co-pays in our health and welfare in the new contract, but the biggest problem is there's just not enough work. The lack of work is really hurting us."

**Leonardo Alvarez:** "I've been with 1414 for three years, but came to this shop with the new owners in August. I'm an apprentice, so flat rate hasn't affected me yet. I do want to say that [Local 1414 business reps] Pedro and Don pay attention to this place. I see them regularly. It shows they care and are on top of things here."

**Chris Norgaar:** "I worked here 5 years before the sale and came back two weeks ago. 'The jury's still out,' as they say. We're starting with a good foundation here, but we need more than that.

I've been a mechanic for 32 years and have potential leverage with flat rate—if it doesn't work, I can walk."

**Baowei Shi:** "I came to work here with the new owner. This is my first union shop in the eight years I've worked as a mechanic. So far, it's okay. Everybody helps each other. They're helping me to get my benefits and get a contract. It's good."

**Angelito Ignacio:** "I've been here for five months and so far it's good. I am a union man. I don't know yet about flat rate; we'll see."

**Almer Mallari:** "I've worked union and non-union, and have been here for four months. This place is clean and the people are nice. Our union reps come here all the time. If

you have a problem, they try to fix it."

**Danny Gaucin:** "Before coming here, I was a member of Locals 1546 and 1101. Everyone here works hard and they're knowledgeable mechanics, but not necessarily in Ford products.

Out here in the auxiliary shop we have no computers or phone line, which adds time and inconvenience. They are trying to clean up the place. If we're going to be a dealership, we have to look like one.

This is my first time working flat rate. First they lowered the hour guarantee then they lowered the flat rate wage. I'm willing to roll with it for now."

**David Agam:** "This is my first union job and I've been here less than two months. So far I don't see a difference between union and non-union. The big issue is that there is no work."

**Kevin Gawellek:** "I was here 6-7 years before the ownership change. 'We've heard a lot of promises. We got new racks, but when it rains, we're still working in a puddle. So far, the flat rate is a bad deal. We're out of work already and it's not even lunch yet. My last paycheck was for 45 hours for 2 weeks. If they had the jobs to work on, I could make money. I'm glad the union is here, but I'm not the best union employee."

**Arturo Carrillo:** "I came here with the new owner. They tried to instill some fear about striking during the contract negotiations. You never recover from a strike. Ultimately, the contract seems fair, compared to what's going on in the industry."

**Ben Barger:** "I've been here two months. It's good for now. The new service manager is excellent. The place is coming to order and I can see it becoming a better, more positive facility than it was in previous years. Flat rate? It's not so bad if you're working."

### Worker's Memorial Day pays tribute to workers killed or injured on the job

Decades of struggle by workers and their unions have resulted in significant improvements in working conditions. But the toll of workplace injuries, illnesses and deaths remains enormous. Each year more than 56,000 workers die from job injuries

and illnesses and another six million are injured. The unions of the AFL-CIO remember these workers on April 28, Workers Memorial Day.

The first Workers Memorial Day was observed in 1989. April 28 was chosen because it is the anniversary

of the Occupational Safety and Health Administration and the day of a similar remembrance in Canada. Every year, people in hundreds of communities and at worksites recognize workers who have been killed or injured on the job. Trade unionists around the world now mark April 28 as an International Day of Mourning.

#### Millions of workers are killed, injured or made sick on the job each year

- In 2003, 4.4 million workers were injured and 5,500 killed by traumatic injuries. An estimated 50,000–60,000 workers died from occupational diseases.
- According to the federal Bureau of Labor Statistics (BLS), there were 5,559 workplace deaths due to traumatic injuries in 2003, an increase from the number of deaths in 2002, when 5,534 workplace deaths were reported.
- Foreign-born workers, particular-

ly Latino workers, experience a disproportionate number of work-related fatalities. 2003 saw the continuation of higher fatality rates for Latino workers and for foreign-born workers than for workers overall.

- On average, 15 workers were fatally injured each day during 2003.
- In 2003, approximately 4.4 million injuries and illnesses were reported in private sector workplaces. An additional 585,300 injuries and illnesses occurred among state and local employees in the 30 states and territories where this data is collected.
- In 2003, BLS reported 2.3 million injuries that resulted in days away from work, job transfer or restriction.
- In 2003, the national private sector injury rate was 5.0/100 workers. The injury and illness rate in 2002 was 5.3/100 workers.

“Mourn for the Dead and Fight Like Hell for the Living!”  
-Mother Jones

Workers' Memorial Day, April 28, 2006

## Local 1546

### East Bay Auto Dealers being served

At presstime, the union received notice that, within the next few weeks, the Labor Board will initiate a complaint against the East Bay Auto Dealers Association for illegally walking away from the bargaining table, illegally implementing cuts in pay for some job classifications, and illegally cutting pension and benefit contributions. The Labor Board is also investigating "direct dealing" by the management with employees.

"In October, 2005, these seven dealers put a bunch of people on flat rate without bargaining over it, changed the pay plan for parts and service-writers and stopped paying into retiree medical. They initiated a four-year wage freeze and they want to gut the pension plan by only paying in \$25/month," says Local 1546 Area Director Don Crosatto.

Since the talks got underway last fall, one of the dealers, McNevin Cadillac, went out of business in December, 2005. "This put 28 members out of jobs just before the new year," Crosatto adds.

The Labor Board is conducting an investigation into how much the employees have lost due to the implementation of the illegal contract changes. While the investigation goes on, the talks will continue.

### Coca Cola

Fleet mechanics at Coca Cola in Union City voted for union representation in October, 2004 but they don't have it yet. The NLRB has issued a complaint against the company for moving work out of the bargaining unit and for failure to bargain.

"After talks began, the company's bargaining team had to cancel four meetings due to the death of various family members and a dog," explains Crosatto. "We started to make progress, but then a few members of the bargaining unit got disgusted and quit. Now there's only one person left in the unit and the company has refused to replace anybody. In fact, a union supporter and highly skilled mechanic was laid off at the start of the organizing drive and they refuse to bring him back."

### Pleasanton Auto Mall

The 65 members who work at the Pleasanton Auto Mall ratified a three-year agreement in March. "The company's major issue was scheduling because the shop has so much work." The union was able to modify the company's initial scheduling proposal to minimize the impact on most existing employees.

The technicians will get raises of \$1.50 in year one and \$1.25 in years two and three, with even higher increases for those with eight ASEs and smog certifi-



cation. In addition, they can now participate in the Machinists 401K plan.

### PMMC

You may not remember the case of PMMC and PCMC at the Oakland Waterfront, but 42 IAM members who were moved into the Longshoremen's Union against their will sure do. "The case is so complicated that, after a year of investigation, the labor board has decided to refer it to their "Division of Advice," said Crosatto. "We're just surprised that they didn't do this 4-6 months ago. Unfortunately, the case could sit there for many more months."

Crosatto believes that the NLRB plowed substantial resources into this investigation, and will therefore want to have an airtight case. "If they didn't think we had a good case, they'd have dismissed it a long time ago."

## The long strikes continue at B

The Berkeley Honda strike is into its ninth month and the Lithia strike has just passed six months. The members of both Locals 1546 and 1173 have kept up their active presence and have received major support from local Central Labor Councils and from the community.

Unfortunately, settlements seem to be elusive.

Mayor Tom Bates of Berkeley is getting involved and both he and the Lithia Honda's owner keep promising to reinvigorate the talks. "Unfortunately, we keep hearing that," says Area Director Don Crosatto. "We'll see what happens when we get a reasonable offer."

Up at Lithia Dodge in Concord, Local 1173 and the Contra Costa Central Labor Council have held large rallies to mark each month's anniversary. "We've been hearing rumors that the dealership is up for sale," says Business Director Rodgers. At this point, that can only be a good thing."

### U-Haul

After a year and a half on the U-Haul campaign, the District Court has finally ruled that U-Haul engaged in such egregious violations of the National Labor Relations Act, including laying off folks and subletting the work, that they're issuing a complaint and a bargaining order. "Fifty folks in Fremont will finally have their chance to have a union contract," said Crosatto.

## Local 1584

### A small victory in Rexam saga

As we reported in the last issue of *The Sparkplug*, Rexam was trying to dump its responsibility to cover prescription drugs for its retirees on the new Medicare Part D plan. The Union sued because the union contract stipulated that the company would cover these expenses.

## Organizing

## Local 2182

### Elk Grove Chrysler/Jeep

The employees at Elk Grove Chrysler/Jeep want union representation and their employer is doing everything he can to make sure they don't get it.

These mechanics currently pay more than \$600 per month for family benefits. They work in a flat rate environment in a slow shop; some of them have not received a wage increase in five years.

Local 2182 Business Reps Skip Hatch and Mark Martin met with the employees in late January, and 14 of the 16 employees stood with them to serve the employer with a demand letter for a union election.

Later that day, the union's key supporter was

fired. One week later, one more supporter was fired. The remaining employees withheld their services for two hours on the following Friday to protest the unlawful firings—the company permanently replaced (fired) two more union supporters on that day. Two weeks later they fired one more supporter for a total of 5 terminations.

The union has filed charges with the NLRB and is seeking a bargaining order, restoration of the employees' jobs and back pay.

"What makes this interesting is that we have a union contract and a good relationship with this same owner at his Great Valley Chrysler/Jeep/Mazda/Isuzu facility in Sacramento," says Martin.

## SHOP TALK: As the War in Iraq reaches its third anniversary, what do you think?



**Richard Dorsey**  
South City Ford  
Local 1414

"We definitely should have been out of there by now. It seems like it's just dragging on and on."



**Arturo Carrillo**  
South City Ford  
Local 1414

"Bring the troops home. Being an ex-Marine, I feel it is not our job to police their country. We've done our job."



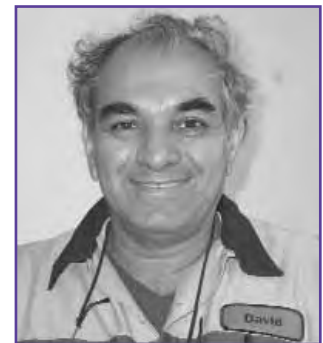
**Angelito Ignacio**  
South City Ford  
Local 1414

"I don't trip on the war on Iraq—9/11 was the important issue. As far as my life goes, 9/11 had an impact. The economy had an impact. Not Iraq."



**Leonardo Alvarez**  
South City Ford  
Local 1414

"I think it's all about the U.S. desire to control that oil—it's not about Iraqi freedom. But I do think they should stick with it and finish the job. The Iraqi people are depending on us to make it calm."



**David Agam**  
South City Ford  
Local 1414

"I was for it when it started, but now it's just impossible to establish democracy. It's ridiculous. All the people getting killed—it's unbearable. Staying there is not good."



**Kevin G.**  
South City Ford  
Local 1414

"I've seen friends get over and come back. They're completely different. We have the president who ended it. Why did Saddam when he did the terrorist

# THE LOCALS



## Berkeley Honda and Lithia Dodge

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Rep Rick



When Berkeley celebrated Mardi Gras with a parade through the city (February 28), the marchers took a detour to lend support to the 9-month old Berkeley Honda strike. Even the rat got into the swing of things with large and lovely Mardi Gras beads.

Believing that a California court would more likely side with the union, the company wanted to move the case out of state. In March, however, the District Court judge ruled to separate the various cases—keeping the decision about the facilities in Modesto, San Leandro, Kent and Vancouver in the California court, and moving the decision about all other Rexam facilities to a St. Louis District Court.

"This is an absolute victory for our members from Modesto and San Leandro," says Area Director Herman Howell. "We are currently working to get an injunction."

### Local 1173

#### Antioch Auto Center

The 46 Local 1173 members who work at the Antioch Auto Center ratified their new three-year contract

on March 7. "We went through three long and arduous months of negotiations," says Business Rep Rick Rodgers. "In the end, journeymen techs will get 75¢ raises, and Parts Journeymen will get 61¢. They did move into a company health and welfare plan, but their co-pay dropped from \$221 to \$50, and the company agreed to pay 8% of any medical increases each year. We retained the AI pension, but a portion of the contribution will go into the 401K plan," Rodgers explained. "We firmly believe that the on-going picketing at Lithia Dodge helped to resolve this contract."

#### Soscol Auto Body

The eight members at Soscol Auto Body in Napa ratified their one-year contract on March 10. "They'll get a \$1.50/hour increase, and nothing else changes," says Rodgers.

## ng Wins

### Local 1173

#### Bill Brandt Ford

At presstime, a union election is scheduled on March 31 for the six Parts Department employees at Bill Brandt Ford in Brentwood. The technicians at this facility are already under contract.

"The main issue for these guys is benefits and health care," says Area Director Jesse Juarez. "Although the company called in the big guns, the Littler Mendelson law firm, so far the anti-union campaign has not been very aggressive."

Juarez says that the guys like working there, however they want the guarantees that only a union contract can offer. "For instance, out of the blue, they got

a letter informing them of big health benefit changes. Suddenly some guys are paying up to \$800/month."

### Local 1546

#### Hartzheim Dodge

When Hayward Dodge changed ownership 18 months ago and became Hartzheim Dodge, the facility went from union to non-union. "Initially things went okay for them as a non-union shop," says Area Director Don Crosatto. "But when the company raised the spectre of going flat rate, and when the promised 401K plan never materialized and the Health and Welfare co-payment was jacked up, the 20 employees realized that they really need a union." An organizing campaign is underway.

## Local 1528

### NI Industries

On February 3, 2006 the employees of NI Industries voted 28-7 to ratify a new three-year agreement. This Army ammunition plant will be closing in the near future—no date has yet been announced.

A key union goal was to get a severance package in the contract. However, the employer said they were not prepared to discuss severance even though employees raised the issue at every plant meeting. The employer did agree to discuss severance when the actual closing is announced.

The employees will receive 54¢ wage increases in years one and two, and 65¢ in year three; they will get an additional floating holiday in years two and three; they will continue to pay 15% of their health insurance costs; their pension will increase by \$0.15/hour over the life of the contract and they received a \$1,000 signing bonus.

Business Rep Gilbert Gonzalez especially wanted to thank committee members John Blowers and Jake Dayton for their help during these negotiations

### Silgan Containers – Stockton

On February 24, 2006 the employees of Silgan Containers Stockton plant ratified their new three-year agreement by a vote of 77-10.

"The employer came in with a short list of proposals but they were mostly takeaways," says Gonzalez. "I believe this employer forgot that we had a strike at this plant three years ago and were prepared to go out again if we had to." Initial proposals included replacing the pension plan with a 401K, replacing the AI dental plan with a company plan and having the employees pay 30% of the cost, making the employees pay 30% of their medical costs, limiting jury duty pay to five days and changing their overtime provisions.

In the end, the members were able to keep the dental plan, maintain the union pension, keep jury duty pay as is and limit the health insurance co-pay to 6%. In addition, the employees received wage increases of 2% for each year of the contract and increases in the pension contribution.

"The hard part of these negotiations was to maintain what we had. In the end it all worked out and everyone seemed happy with their new contract," said Gonzalez. "Thanks to my shop committeemen Jesse Martel, Rick Petkus, Terry Morris Jr., and Duane Huebner for their help during these talks."

## nk of it, and has it impacted your life?



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1414

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er years ago.  
power to have  
go after  
Bin Laden  
st acts here?"



Danny Gaucin  
South City Ford  
Local 1414

"When they show our local kids coming home in coffins, I'm reminded that I don't like that we're there. I hope the troops all come home soon. I'm all for protecting our country, but war is not a solution I'm in favor of."



Chris Norgaar  
South City Ford  
Local 1414

"I have friends who have sons who've been there. I thought it was the right thing to do at the time and still do, but let's get on with it. Make it happen."



Baowei Shi  
South City Ford  
Local 1414

"I'm not concerned about the political."



Ben Barger  
South City Ford  
Local 1414

"We should not be there—we're just fighting over oil prices. The war directly affects us—if we have money to spend on Iraq, then why are there homeless here? Every tank costs millions of dollars—how many people could that feed?"



Almer Mallari  
South City Ford  
Local 1414

"We're not supposed to be there. A lot of people are dying. Our people should stay here to defend our country right here."

# MAKING CHANGES IN SACRAMENTO



Delegates to the California Labor Federation's candidate endorsement convention give the nod to Phil Angelides for governor.

## Machinists join Cal Labor Fed in endorsing Angelides for Governor

"He was the first Anti-Arnold," says California Labor Federation Secretary-Treasurer Art Pulaski about Phil Angelides. "He stayed with us to oppose Proposition 75 and oppose the corporate criminals who want to steal our pensions and health coverage."

With those words, Pulaski said he was marking the end of the Schwarzenegger administration, as unions from across the state gave their strong endorsement for Phil Angelides and their pledge to do all it takes to help him win the June 8 primary and the November election.

As Schwarzenegger desperately tries to reinvent himself in hopes that voters will forgive or forget last year's expensive, wasteful and anti-union Special Election, Angelides' consistent record of standing up for California's working families separates him from Schwarzenegger.

*"I'm proud to be the 'anti-Arnold.' We stand for a different vision of what makes a society strong."*

"Come January 2007, you'll have a governor fully capable of government the state of California," Angelides told the standing-room only crowd at the Oakland Airport Hilton. "We're going to give them hell this year for what they're doing to the state of California." "This governor spent the whole of one year attacking the working men and women of California. But because of your herculean effort, we said NO. Arnold Schwarzenegger has been a failed governor."

"This is the year we stop retreating and we go on the offense. I'm proud that I am the 'anti-Arnold.' I stood up with you. We stand for a different vision of what makes a society strong."

Angelides closed his brief speech by pledging to the California Labor Federation that "I'll never let you down."



IAM delegates (from left): District 190 President Joe Coy, Area Directors Glenn Gandolfo and Tom Brandon.

## Labor endorsements for the June 8 Primary



**United States Senate**  
Dianne Feinstein

### State Constitutional Offices

|                            |  |
|----------------------------|--|
| Governor                   | Phil Angelides                             |
| Attorney General           | <i>Dual:</i> Jerry Brown, Rocky Delgadillo |
| Secretary of State         | Debra Bowen                                |
| Treasurer                  | Bill Lockyer                               |
| Controller                 | <i>Dual:</i> John Chiang, Joe Dunn         |
| Sup. of Public Instruction | <i>*Exec Council to make endorsement</i>   |
| Insurance Commissioner     | Cruz Bustamante                            |

### Ballot Initiatives

Proposition 81 **Yes:** California reading and literacy improvement and public library construction and renovation bond act

Proposition 82 **Yes:** Preschool education. Tax in incomes over \$400,000 for individuals; \$800,000 for couples.

### Other Races

Mayor of Oakland Ron Dellums

Note: These are the recommendations of the California Labor Federation. The IAM California Conference meets in May and may make different or additional endorsements.

## Moving?

Send the mailing label on this newspaper to your Local Union office.

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



**ASSOCIATED  
THIRD PARTY  
ADMINISTRATORS**

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

**Contact us at 510-836-2484**

# LABOR NEWS

## New jobs pay less than ones they replaced

President Bush has been touting the jobs created since the end of the recession. But two new reports show those jobs pay significantly less than the more than two million mainly manufacturing jobs that were lost during the same period. The federal Bureau of Labor Statistics (BLS) reported Jan. 31 that wages and benefits paid to civilian workers last year rose by the slowest rate in nine years.

Employee compensation was up 3.1% in 2005, less than the rate of inflation. When inflation is factored in, overall compensation fell by 0.3%, the first time there has been a decline since 1996. The findings backed up a new study showing that new jobs created paid on average \$9,000 less per year than the more than two million jobs they replaced.

The report, *The Role of Metro Areas in the U.S. Economy*, prepared for the U.S. Conference of Mayors, said the 10 sectors of the economy that had lost the most jobs by the end of 2003 paid an average of \$43,629, while the 10 sectors with the largest job increases paid an average \$34,378, a 21% difference.

—AFL-CIO

## Upping the minimum wage

In the past nine years, workers making the minimum wage haven't gotten a single raise. Not one. And while the wage of \$5.15 an hour has stayed the same, its value has dropped precipitously, putting workers further and further behind.

It's long past time for Congress to help the millions of workers earning the minimum wage. Sen. Edward Kennedy (D-Mass.) has introduced the Fair Minimum Wage Act which will raise the minimum wage to \$7.25/hour over two years.

### And here in California...

California's minimum wage is \$6.75 an hour. Although our cost of living is sky-high, we have the lowest minimum wage of any state on the West Coast. Our minimum wage is not high enough for a working family to afford basics like housing and healthcare.

After vetoing minimum wage increases for two years in a row, Governor Schwarzenegger now says he supports raising the wage to \$7.75 per hour, but refuses to include annual cost-of-living adjustments.

The California Labor Federation is working with workers, community groups and unions to urge Governor Schwarzenegger to increase the minimum wage and index it to the cost of living. "Low-wage workers should not have to wait for an election year for an increase in the minimum wage," said the Labor Fed's Secretary-Treasurer Art Pulaski.



## Bush administration allows Wal-Mart lawyers to write own settlement

The Bush administration quietly let expire, in early January 2006, a controversial sweetheart deal with Wal-Mart that gave the giant retailer advance notice of any federal child labor or safety inspections.

The arrangement would have allowed the giant employer to cover up evidence of a violation and would have discouraged aggrieved employees who might fear retribution from the company from ever filing a complaint, said Reps. George Miller (D-Calif.) and Rosa DeLauro (D-Conn.). The two lawmakers asked the inspector general at the U.S. Department of Labor to review the agreement, which was signed in January 2005.

The inspector general found that, from January to December, 2005, the Labor Department had allowed lawyers for Wal-Mart to write their own settlement agreement with the federal Wage and Hour Division which had cited the company for violating child labor laws.

The Wal-Mart lawyers included provisions in the agreement that would have required the federal government to notify the company 15 days in advance of any inspection or audit it planned to conduct of Wal-Mart facilities for any child labor or wage or labor dispute. Further, Wal-Mart wrote terms that allowed it to

avoid paying future civil monetary penalties.

"In our view, the Wal-Mart agreement may adversely impact Wage and Hour Division's authority to conduct future investigations and issue citations or penalty assessments and potentially restricts information from the public," the inspector general wrote.

## Workers weigh in on alleged coercion during card check campaigns and NLRB elections

"Anti-union lobbyists and policymakers have contributed to the debate on card check with rhetoric aligned with the right-wing plan to crush labor unions. We went looking for the facts from workers themselves," says David Bonior, Chair of American Rights at Work. "Survey findings dismiss claims of union pressure in card check campaigns as gross exaggeration."

A survey released in March by the non-profit research association American Rights at Work, reveals workers' opinions on union and employer coercion during card check campaigns and National Labor Relations Board (NLRB) elections.

Findings indicate that NLRB elections expose workers to far more coercion than card check campaigns. Further, workers report that management pressure during union organizing campaigns is a much bigger

issue than union pressure.

Rutgers University and Wheeling Jesuit University professors Adrienne Eaton, Ph.D., and Jill Kriesky, Ph.D., conducted a national telephone survey of 430 randomly-selected workers from worksites where employees sought to form unions using NLRB elections or card check campaigns in 2002. Unlike any other research on this issue to date, survey respondents included workers who voted for and against the union in elections, and who were selected from campaigns in which the union won and lost. "The study was designed to examine whether card check campaigns leave employees more vulnerable to union pressure than NLRB elections do," explains Eaton.

"While we polled workers on union and employer coercion, it's important to note that they aren't equivalent," clarifies Kriesky. "Pro-union workers and union organizers attempt to make their case persuasively. But when the person who signs your paycheck calls you into his office and tells you he's against the union, that's an entirely different kind of influence." Employers use their power to hire, fire, and change work schedules to pressure workers during the weeks leading up to an NLRB election.

According to a 2005 report by the University of Illinois at Chicago's Center for Urban Economic Development, when faced with organizing drives, 30 percent of employers fire pro-union workers, 49 percent threaten to close a worksite if the union prevails, and 51 percent coerce workers into opposing unions with bribery or favoritism. Says Kriesky, "The survey results must be reviewed with this distinction in mind."

### Survey results

Workers participating in NLRB elections were twice as likely (46% vs. 23%) as those in card check campaigns to report that management coerced them to oppose the union.

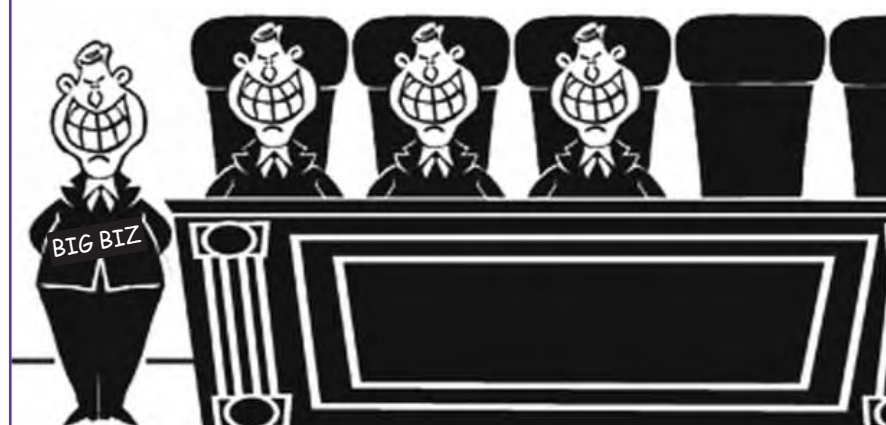
Of all workers surveyed (election and card check combined), four times as many workers reported that management coerced them "a great deal" as opposed to the union (22% vs. 6%).

Fewer workers in card check campaigns than in elections felt pressure from coworkers to support the union (17% vs. 22%).

Fewer than one in twenty (4.6%) workers who signed a card with a union organizer reported that the presence of the organizer made them feel pressured to sign the card.

"Looking at the survey results, one can only conclude that card check opponents are trying to solve the wrong problem," says American Rights at Work Executive Director Mary Beth Maxwell. "If protecting workers' free choice is really the goal, then you've got to start by ending management coercion."

## The National No Relation to Labor Relations Board



**Important notice of Bylaw revisions for members of Local 1546**

**First reading:** April 4, 2006  
**Second reading and Vote:** May 2, 2006  
**Place:** Union Hall: 10260 MacArthur Blvd., Oakland, CA 94605  
**Time:** No later than 9:00 p.m.

Bylaws revisions affecting the following provisions of the Local Lodge 1546 Bylaws will be acted upon:

|              |            |                                     |
|--------------|------------|-------------------------------------|
| Article II   | Section 4  | Duties of the Secretary-Treasurer   |
| Article IV   | Section 1  | The Executive Board                 |
| Article VI   | Section 2  | Unemployment Stamps                 |
| Article VIII | Section 15 | Delegates to Affiliates             |
| Article X    | Section 4  | Salaries                            |
| Article X    | Section 5  | Fringe Benefits                     |
| Article X    | Section 6  | Renumbering of Provisions of Bylaws |

*Fraternally,*

*W.J. Schechter, Recording Secretary  
 East Bay Automotive Machinists, Local Lodge 1546*

Local 1546 Members and Spouses

**PRE-RETIREMENT SEMINAR**

Are you thinking about retiring in the next few years? If so, this seminar will answer all your questions about pension and retiree medical coverage.

**Saturday, June 3, 2006 • 9:00 a.m.**

**Local 1546 • 10260 MacArthur Blvd., Oakland**

- Spouses welcome
- Includes continental breakfast
- Space is limited
- First come—first served
- **Note:** if you feel you have an unusual or complicated question, please get it to your Business Rep ahead of time so our advisors have time to research the answer.

**Please RSVP to Tanya or Yolanda at 510-638-6705 by June 1**

**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 25 • May 23 • June 27  
**General Delegates' Meeting**  
*Fourth Tuesday of each month at 7:30 p.m.*  
 April 25 • May 23 • June 27

**Local 653**

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

**Executive Board Meeting**  
*Tuesday preceding Membership Meeting at 5:30 p.m.\**  
 April 11 • May 9 • June 13  
**Membership Meeting**  
*Second Wednesday of each month at 5:30 p.m.*  
 April 12 • May 10 • June 14  
*\* Bylaws are being revised to change Exec. Board meetings to 4:30 on the same day as the membership meeting. Check with Local for future meeting dates.*

**Local 801**

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

**Membership Meeting**  
*Third Thursday of the month at 4:00 p.m.*  
 April 20 • May 18 • June 15  
*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 13 • May 11 • June 8  
**General Membership Meeting**  
*Second Thursday of each month at 6:30 p.m.*  
 April 13 • May 11 • June 8  
**NOTE: New office hours:** Mon-Thur. 8 a.m.-5 p.m.  
 Friday: 8 a.m.-4 p.m.  
 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 13 • May 11 • June 8  
**Membership/Shop Stewards' Meeting**  
*Third Thursday of each month at 6:30 p.m.*  
 April 20 • May 18 • June 15

**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 6 • May 4 • June 1  
**Executive Board Meeting**  
*Second Thursday of each month at 6:00 p.m.*  
 April 13 • May 11 • June 8  
**General Membership Meeting**  
*Third Thursday of each month at 6:30 p.m.*  
 April 20 • May 18 • June 15  
**Retirees' Club**  
*First Wednesday of June, Sept., Dec., March at 11:00 a.m. All are welcome!*  
 June 7 • September 6 • December 6

**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 20 • May 18 • June 15  
**General Membership Meeting**  
*First Tuesday of each month at 6:00 p.m.*  
 April 4 • May 2 • June 6  
**Retirees' Club**  
*Third Wednesday of each month at 1:00 p.m.*  
 April 19 • May 17 • June 21

**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 5 • May 3 • June 7  
**General Membership Meeting**  
*First Wednesday of each month at 7:00 p.m.*  
 April 5 • May 3 • June 7  
**Women's Committee Meeting**  
*Fourth Sunday of each month at 11:00 a.m.*  
 April 23 • May 28 • June 25

**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 4 • May 2 • June 6  
**Shop Stewards' Meeting**  
*First Tuesday of each month at 5:30 p.m.*  
 April 4 • May 2 • June 6  
**Executive Board Meeting**  
*Thursday preceding membership meeting at 6:30 p.m.*  
 March 30 • April 27 • June 1  
**Retiree Club Pot Luck Luncheon**  
*First Wednesday of each month at 12 noon*  
 April 5 • May 3 • June 7  
**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 20 • May 18 • June 15  
**Executive Board Meeting**  
*Preceding Monday at 7:00 p.m.*  
 April 17 • May 15 • June 12  
**Retirees' Club**  
*First Tuesday of each month at 12:30 p.m.*  
 April 4 • May 2 • June 6

**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 18 • May 16 • June 20  
**Executive Board Meeting**  
*Third Tuesday of each month at 6:30 p.m.*  
 April 18 • May 16 • June 20

**Local 2005**

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

*Meetings of the general membership are held at the Livingston Portuguese Hall, usually on the Second or Third Sunday of the month.*  
 • English & Punjabi—at 1:00 p.m.  
 • Spanish & Portuguese—at 2:30 p.m.  
 Check with the Local office to find out the meeting schedule.

**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 11 • May 9 • June 13  
**General Membership Meeting**  
*Second Tuesday of each month at 7:00 p.m.*  
 April 11 • May 9 • June 13  
**Retirees' Club - VISTA CLUB**  
*Third Wednesday of each month at 11:00 a.m.*  
 April 19 • May 17 • June 21