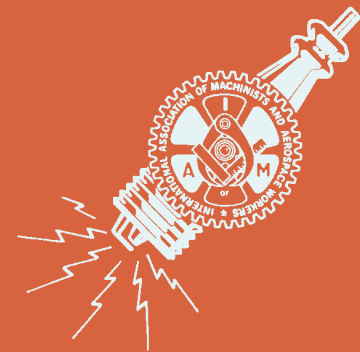


The IAM District 190 Sparkplug



VOL. 5, NO. 4

August/September 2003

Serving the Active and Retired Members of IAM District Lodge 190

Surging co-pays on health care and flat rate are biggest issues

Auto mechanics strike to fight take-aways

Responding to an employer contract proposal that includes takeaways and going to flat rate, nearly one out of four of Local 1173's members throughout Contra Costa County went out on strike on July 2, and at press time, are still walking the picket lines.

"This is huge," says Area Director Vern Dutton. More than 250 auto mechanics, service and parts workers walked out at 10 car dealerships in eastern and central Contra Costa County. They are joined by about 50 detailers who are members of Teamsters Local 315.

Expecting tough talks

When Contra Costa's New Car Dealers sent their attorney to bargain with Local 1173, the union expected that negotiations would be tough. What they didn't expect was the employer's demand to move to an inferior medical plan and pass large



More than 60 Machinists and Teamsters are on strike at Fitzpatrick Chevrolet in Concord. In all, 250 union members walked picket lines in July.

co-pays on to the members, as well as imposing flat rate.

"Timing was very important here," says Dutton. "The July 4 weekend is one of a dealer's biggest weekends of the year, and we went out two days before." The dealerships remained open for the weekend, but strikers report that sales have been slim.

"Since the strike started, we've cut their sales by at least 50%," says Local 1173 Business Rep Mark Hollibush. "Actually, that's a conservative estimate. And the service departments remain closed across the board."

Eight of the dealerships are bargaining together as the Contra Costa New Car Dealers Association. These

include: Fitzpatrick Chevrolet, Diablo Lincoln Mercury and Lehmer's Oldsmobile, all in Concord; and Butler-Conti Dodge in Lafayette; Walnut Creek Toyota; Lawrence Volvo in Walnut Creek; Mazzei Pontiac in Antioch; and Winter Chevrolet in Pittsburg.

The contracts at two other independent dealerships had also expired on June 30. The employees at Antioch Ford are also still on strike, though the owner is looking to restart talks. "She's probably close to bankrupt," says Hollibush.

On July 12, the members at Niello Infiniti in Concord accepted a new contract after being on strike for 10 days (see box on page 4).

Not even close

"We went back to the bargaining table on July 9 and 10 and the dealerships asked us to bring a new offer

continued on page 4

Unions urge members to oppose the recall

Recall is bad for democracy and for working families

By JIM BENO

Directing Business Representative

California is at a crossroads. Will we maintain our democratic process and allow Gov. Gray Davis to serve out the term to which he was elected less than a year ago? Or will we allow a gang of extremists to take advantage of a bad economy and huge state budget deficit to stage a coup and take power for themselves?

For IAM members, all union members and union families, the answer is clear: **we must support democracy and vote NO on the recall.**

The recall campaign is aimed at Gov. Davis because of what he has done for working families.

- Unemployment insurance and disability insurance were increased for the first time in a decade.
- Injured workers finally saw increases in worker compensation, after waiting for 12 years.
- The Governor also signed bills establishing prevailing wage, eight hour day, and paid family leave.

While the governor has not hit every ball that we pitched to him,

he's gotten several runs and even more base hits. The Republicans never even came to the ballpark, and we wouldn't expect any of the politicians currently listed as potential candidates to show up at our game either.

We could understand a recall if the Governor had done anything illegal or immoral. But the recall advocates charge only that he hid the size of the state's budget deficit prior to the November 2002 election. That argument is ludicrous

on its face. Does anyone think that the Republican legislators didn't know how big the deficit was before the election? That the non-partisan Legislative Budget Office was completely in the dark? While nobody wanted to crow about it, the deficit was not a state secret and is not reason for recall.

This recall is about the ability of a Southern California Republican with a bottomless pit of money to pay \$1 for each signature on a recall petition at a time

when the Governor has low popularity ratings. Recall supporters don't seem to care that they will potentially turn the state government on its head. They don't seem to care that their candidate would have an even slimmer chance of breaking the budget deadlock than Gray Davis has.

Right now, they are more interested in playing political games to keep the state budget deadlocked and make Gray Davis look bad than they are in solving the budget crisis, keeping needed programs funded, and keeping the state's credit rating above water.

As this paper goes to press, the recall has been certified, but a date for the vote has not yet been set. The cost of this special election—from printing ballots to hiring poll workers—is estimated at anywhere from \$30-50 million. Paid for by the taxpayers, this money could have been spent on vital state services.

This recall effort is not about whether you like or dislike Gray Davis. It's about not letting democracy get stolen by a small group of anti-union zealots.

For your jobs, for your family's future—don't support the recall.

This recall effort is not about whether you like or dislike Gray Davis. It's about not letting Democracy get stolen by a small group of anti-union zealots.

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AROUND THE LOCALS



Caleb Thomas
Dockside Machine

The new contract should include better insurance and cheaper prescription drugs. We can't give up the double time, that's for sure. It would be a step backwards, unless they raise our salary to \$65 an hour.



John Gallegos
Dockside Machine

"We should think more about health and welfare and pension over wage increases. Also, there are lots of issues around vacations, sick leave, and even seniority, because right now we have separate lists within this company.

I'd like it all together like it was years ago—all under one agreement. That meant they distributed work more evenly because everyone was getting paid the same wage."

Agaiotupu Fiti (L)
Oceanwide Ship Repair

We're looking for better pay for everybody—the cost of living is only going up and everybody has to survive. We work as a team and will stand up together as a team.

We have to play fair. We don't want the company going down, but we do work hard. I'd like to try a joint contract: and see how it works—but I also don't want to jump into anything.



Suki Amaya (R)

This is a fair company, but I think a new contract will bring a better future for our families.

Seeking a master contract for ship repair at L.A. port



Working on the engine of the *Cape Isabelle* in Long Beach

Getting the best possible contract for the membership is always the goal of IAM Business Reps. Sometimes that requires "thinking out of the box," and that's what Al Lopez is trying to do in Wilmington.

Three ship repair companies—Dockside Machine, Oceanwide Ship Repair and West Coast Ship Repair—had contracts with Local S-9, which is now part of Local 1484. All three contracts expire on July 31, 2003. "We're trying to achieve a single contract for our 75 members at these three companies," says Lopez. "If we succeed, we'll be in a better position to maintain the contract and the companies will be able to compete with each other and with non-union companies on an even playing field."

The process of merging contracts is new to the union and to the employers and raises constant challenges. "Every time we turn around, we discover new reasons why it can't be done," Lopez says.

So far, Lopez reports, the employers are talking to each other and the employees from each of the companies have met separately and jointly to identify needs and interests. "We're taking it slowly but we are moving forward," Lopez adds. "Hopefully, we'll meet the deadline."



Ivo Troscan
Dockside Marine

A master contract would be a good idea. I want us all to have 100% health and welfare coverage and 3 years guarantee on a pension. Especially at my age. We want to get the best contract we can get."



George Everman
Dockside Machine

"We used to have a master agreement in the 1970s that covered eight or nine shops. It took a six-month strike in 1971 to get that deal. But since then, shops broke off and got their own contracts.

Having one contract benefits the members because it makes the union stronger and gives us more negotiating power. The members are all for it. I don't know what will happen with the companies."



ORGANIZING WINS

Global Intermodal employees vote for IAM

On July 17, the employees at Global Intermodal Systems in Wilmington voted 24-3 to have IAM Local 1484 represent them. "This is a great victory," says Organizer Al Lopez, "and we look forward to working with these workers and their employer to get a good contract."

Local 1484 already represents Container Care and Flexi Van, two chassis and container repair companies at the Los Angeles harbor. These companies are both union, but they send some of their extra work out. One of the companies that receives this work is Global Intermodal. "In fact, this non-union shop was competing with our shops," says Lopez.

"Our employers want us to organize the competition. By winning this campaign, we can start putting the container industry on a more level playing field. This victory should really help our contract negotiations with Container Care." Lopez also thanked Business Rep Kevin Kucera for his help on the campaign. "We did it as a team."

Don't wait for the next *Sparkplug* to get your union news...check out the District's new website:

www.iamdistrict190.org

Moving? Tell your Union!

If you plan to move or have moved already, please notify your Local Union office immediately. Use the mailing label on this newspaper, or write your name, local number, and address clearly and send it to your Local.

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

The IAM District 190

Sparkplug



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AROUND THE LOCALS

Strike at Chris's Dodge World

Thirteen techs have been on strike at Chris's Dodge World in San Jose since June 10. "This was a new owner," says Local 1101 Area Director Glenn Gandolfo. "At first he started bargaining, then his new Service Manager changed their flat rate pay structure. Then he decided not to pay health and welfare or pension."

Because the owner comes in from Colorado, negotiations can only be scheduled once a month for a few hours. "We're trying to get a hiatus contract, so the guys can go back to work while we keep talking," says Gandolfo. "This is a strong group. They're hanging tough, picketing from morning to night and on weekends. We're filing charges and doing everything we can."

Contract is not the pits

Atlas Pacific's 18 maintenance mechanics who maintain the pitters for canneries all over the valley now have a new four-year contract. "These were really difficult negotiations," reports Local 1584 Business Rep Chris Rasmussen. "I couldn't have done it without Thomas Swanger and John Iverson joining me at the table for negotiations."

The contract includes a total of \$2.05 in wage increases, a pension increase of \$10 each year of the contract, medical benefits consistent with the CMTA settlement bringing the cap up from \$695 the first year to \$990 in the fourth year, and an extra week of vacation for new hires.

Sharing the pain

Rix Industries, in Benicia, makes compressors for the military, and according to Local 1584 Business Rep Chris Rasmussen, the company tried to use that experience to "compress" the collective bargaining agreement.

"We got a small wage increase and nothing in the pension. But what was important was how members supported each other on the medical," Rasmussen says. "It used to be that married guys paid \$220 each month, and single guys paid nothing. In our new contract—thanks to Jim Black and Keith Farace who were observers to the negotiations—nobody pays in for the first year, and then everyone paying \$25 a month in year two. It's much better all around."

Frontier ratifies

The 70 Local 1101 members at Frontier Ford in San Jose ratified their new five-year contract. "It's not the best in the world," says Business Rep Glenn Gandolfo, "but it's better than a strike."

They got a signing bonus of \$500, wage increases of \$1 immediately and 50¢ every six months, and their pension contributions will top out at \$400.

"Of course, health and welfare was the biggest problem," Gandolfo

adds. "We got the cap increased by \$60 for each of the first three years, then we'll have a health and welfare re-opener for the last two years of the contract, so that we're not locked into something completely inadequate."

Just before the vote, the employer took their "over-scale" pay away. "This benefit brings the more skilled employees \$2-6 an hour," Gandolfo explained. "This dealer's best folks might just leave so they can get this benefit back."

Keep paychecks coming

Several dealers who have collective bargaining agreements with Local 1101 are trying to change payroll from weekly to twice a month. "This is a big change for our members who are used to getting paid on a weekly basis," explains Area Director Glenn Gandolfo.

"Somebody's selling this idea to the employers, but they're going to have to bargain with our members about accepting this change." Gandolfo knows that the employers save money in payroll expenses, and they potentially make interest off of money that would have been in our member's pockets.

"This is a big fight for our guys. Next thing you know, they'll be going for monthly and then annual paychecks. Where will it stop?"

Safeway takes back Tracy distribution center

Six years ago, Safeway moved its distribution centers to Tracy and put the British-based Summit Logistics in charge as a third-party operator. As of July 1, they're taking it back.

"Summit provoked a bitter strike two years ago," said Local 1546 Area Director Don Crosatto. "This is what comes from their bad management."

The 22 Local 1546 members who work at the distribution center voted on July 2 to extend their old contract

through 2008 with a few key improvements. They'll get 50¢ wage increases for the two additional years of the contract, the company will continue to pay for Health and Welfare, and they'll accrue four weeks vacation three years faster than before.

Galley serves it up well

The 24 Local 801 members who work in the galley at the Fallon Naval Air Station ratified a great new three-year agreement in July with their employer, IAP Worldwide Services.

"We negotiated the settlement in one seven-hour meeting," says Area Director Mark Martin, "and I know we pushed this employer to the limit."

The contract is partially controlled by the U.S. Navy and by the State of Nevada. "Having two government entities involved is confusing enough, but Nevada actually wanted to sit in on the talks," Martin said. "We said that our contract was with IAP, so we kicked them out. The employer was very happy that we took the initiative."

Health and welfare in rural Nevada is very expensive, so getting good coverage was the union's top priority. "The health and welfare improvement is worth \$1 an hour; wages will increase 3%, 3.4% and 3.7%, and for the first time, the employer will provide five days of paid sick leave," Martin said.

"We've got a good relationship with this company, which will likely continue," says Martin.

More problems at Lasher

Bargaining at this Sacramento dealership has been an on-going problem. "The newest wrinkle is that they opened up a new, non-union facility," says Area Director Mark Martin "The new shop is just seven miles from the first. They moved half the product lines but didn't offer the work to our guys. We believe

they need to bargain over the transfer rights for this new facility, or else it's an Unfair Labor Practice."

So far, Local 2182 has filed two grievances for terminations and one for subcontracting. "This just adds fuel to the fire," Martin adds. "We'll be going to arbitration but it's not a great environment."

First contract at Globe

It took 18 months, but the 105 baggage handlers and aircraft cleaners at Globe Ground Transportation at the San Francisco Airport finally have a first contract with Local 1414.

"They got a good deal," says Area Director Charles Netherby, "and they wouldn't have gotten it without Organizer Pedro Mendez. "He not only closed the contract, he interpreted for those people whose primary language is Spanish."

Contracts across North Bay

One year at Fred's: The eight mechanics at Fred's Body Shop in Arcata have a new one year contract. "Hopefully next year we can make it for three years," says Local 1596 Business Rep Tom Brandon.

"The company agreed to pay for health and welfare and put in an additional 20¢/hour on the pension. Everything stays the same for a year."

AMAC stays in Petaluma: But to do so, the company demanded and got a number of take-aways. "This company doesn't want to take its production off-shore, but they easily could," says Brandon. "They pulled out of our health and welfare plan and got an inferior plan. We have nine members there and they don't like it, but they prefer having jobs."

Two-year deal at Vincent Whitney: Brandon reports that the three machinists at this Sausalito manufacturing company ratified a two-year contract. In year one, instead of a wage increase, they put 30¢ an hour into retiree medical. In year two, they'll get a 10¢ wage increase. The company will cover health and welfare increases for both years.

East Bay contracts

Business Reps Craig Andrews and Mike Cook have completed a number of contracts for Local 1546 members. These include Mercedes Benz of Oakland; Sierra Thermo King; Stone Ridge Chrysler; McKevitt Volvo; Nelson Chevrolet and Hertz Rent-A-Car.

More contracts

It's contract season at Local 1414, and Business Reps Don Barbe and John Moran have been busy at the negotiating table.

Recent settlements include Daland Nissan in Millbrae, Anderson Chevrolet in Menlo Park, Western Grinding in Belmont, and Careers, Inc. (formerly called IAM Cares), with offices in San Mateo, Los Angeles, Maryland and Chicago.



UNION PEOPLE

IAM advance team brings candidates to members

As the 2004 campaigns start to heat up in California, look for Local 1484's Manuel Luquin to be involved. Luquin was selected by Western Territory General Vice President Lee Pearson to serve as an advance lead for political candidates who come to California.

"Our charge is to assist the candidate's lead team by providing whatever they need—drivers, selection of sites and hotels, and volunteers," Luquin said. "Not only will this help the candidate and campaigns, but also it will promote the IAM issues and the union."

Seventeen members from across the nation were chosen to form the advance lead team. They attended a training at Placid Harbor and had an



Manuel Luquin will bring candidates and IAM members together

opportunity to meet several of the presidential candidates. "We told them we want not just jobs, but good jobs. And education is a very important issue to our members," Luquin added.

A union member for 23 years, working at DiCarlo Bakery in San Pedro, Luquin believes he was chosen because of his long-time involvement in the Territory and Local Lodge, as a lobbyist. "I look forward to being involved with the Locals and District Lodges, getting participation from our members and learning about their issues."



Spicing up the picket line, members at Fitzpatrick Chevrolet have theme days. This day, it was Hawaiian shirt day. They've also had shirt and tie day. Toyota of Walnut Creek has had pool parties (into the cab of a pick-up truck), and Winter Chevrolet has regular karaoke parties.

Strikes across Contra Costa

continued from page 1

to the members," says Vern Dutton. "They moved some, but ultimately they were not even close. We couldn't recommend their package." On July 12, the members rejected the dealers' offer by a vote of 234-2.

Since that second vote, the union has only talked to the dealers' attorney over the phone and no new negotiating meetings have been scheduled.

"They were really angry that we rejected their offer," said Hollibush. "Their attorney says they'll wait us out. He told Vern, 'if that means you losing your union, so be it,'"

Hollibush also reports that the dealers have illegally threatened to cut off medical benefits. "We've reminded them that AI has a termination premium which means that if the company wants to stop the coverage, they have to pay for the current month, and one more month. The dealers don't seem to care. If they cut off payment, our members would have to pay their

own COBRA, and AI would have to sue the dealers and bring them into collections."

Broad community and union support

Support for the strike from other unions and the community has been strong. Drivers are not crossing the picket lines to deliver new cars, or to pick up garbage and recycling; UPS is not making deliveries, and local unions are dropping off water, ice and fruit to the members on the picket line.

On July 12, the Contra Costa Labor Council sponsored a rally in front of Antioch Ford that was attended by union members from across the county. Congressman George Miller stopped by to show his solidarity.

This is the first time the union has been on strike out at the dealerships since 1986. "We just can't accept this level of takeaways," Dutton said.

Members at Niello Infiniti Concord and Antioch Ford ratify their contracts

Two dealerships didn't join the New Car Dealers Association, choosing instead to bargain independently. With their contracts also expiring on June 30, the techs at both shops went out on strike on July 2, along with those from the other eight shops.

Niello settles first

The 13 techs at Niello Infinity of Concord went on strike for 10 days before ratifying a contract. "Their big issue was implementation of flat rate," says Local 1173 Business Rep Mark Hollibush.

In the end, on July 12, they ratified a two-year contract that provides a 40-hour guarantee for the first six months, and then goes to a 35-hour guarantee for the rest of the contract. They get a \$1 wage increase each year, a pension increase of \$30 the first year and \$20 the second year, and will have to pay half of all new cost increases to the health and welfare plan. "It's not the greatest contract, but

it's better than what they started with," says Hollibush.

Going back to Antioch

After a 15-hour marathon meeting on July 23, Antioch Ford finally came up with a contract proposal that the union members could ratify. "It's a little complicated," said Hollibush. "They'll be leaving AI and going to a company plan. But, except for retiree health and welfare, the company is matching all of the benefits that the members got under AI."

Their pension will increase by \$64 a month by the end of the 3-year contract, and wage increases are \$1 the first year for journeymen, and \$2 for Master Technicians. They worked on flat rate already, but now they have a 40-hour guarantee for the life of the contract.

The vote was 12-1. While the service department re-opens on July 25, the company will call mechanics back to work as needed.



At Lehmers GMC/Pontiac Jeep, members are concerned about being forced to work weekends, working flat rate, losing their pension, and having a sky-high co-payment. None of these members had ever been on strike before, but they were prepared to stay strong and united.

(L to R) Roberto Garcia, Allen Fulkerson, Brian Schwartz, Jason Friel.

For up-to-date strike information, go to <http://ll1173.goiam.org>

SHOP TALK: What's the most important issue that's keeping you on strike?



Pedro Alvarado
Antioch Ford - Local 1173
3 weeks

"I traveled to work here from Modesto for the good benefits and medical. I'm real new and don't know if I'll have a job when this is over, but I have to support the guys."



Richard Schrijn
Concord Mitsubishi
Local 1173

"Our negotiations start this week. My most important issue is co-pay and not getting money taken away from us."



Daryl Dickinson
Antioch Ford - Local 1173
6 years

"I just want to keep what we had. I'm willing to accept my responsibility, but they're not negotiating with us. Their lawyers are holding everything up."



Manny Conde
Antioch Ford - Local 1173
2 1/2 years

"My kids health benefits is the reason I'm on strike. The owner always tells us how important the family is, then she wants to take away my family's health benefits."



Lisa Simmons (3 years)
Fitzpatrick Chevrolet

"We can barely survive on what we're back on our health benefits and pension. They want to pay the parts department, but we're in shipping and receiving. We lose \$7.83/hour with this contract." [Lisa Simmons]

a impact car dealers and hundreds of workers



Area Director Vern Dutton closes out the speeches at the July 12 rally at Antioch Ford. Congressman George Miller (R) had addressed the crowd earlier.

Nothing is right

I've been in the union for 43 years and been through many strikes. I have never seen one where they're trying to take away so much from us and our families. Nothing is right. —Gary Brown, Fitzpatrick Chevrolet

Our labor rate went up \$17 in three years. In that same time, we got 60¢ more an hour. We're far behind the Bay Area. And don't even talk about take-aways, especially with retirement. Their lawyer said that we didn't have the balls to strike. Well, here we are. Barry Bullock, Lawrence Volvo

We just want to know who's lying to us. The dealer says he was not expecting this. Either he's dumb or he thinks we are. Why would you put the fate of a multi-million dollar company into a lawyer's hands? The contract was an insult. They weren't prepared. The union did all that it was supposed to do. It's all or nothing because we can't be replaced. —Mechanic, Fitzpatrick Chevrolet



Striking members at Fitzpatrick Chevrolet find the shade where they can.

Impact on the dealerships

It gets very noisy here, with all the horns blowing. We've gotten great public support. The California Teachers Association brought over water and fruit; the Concord Moose Lodge brought ice. One young lady brought a cooler filled with water—she said her dad was a union man, and she knew how important this is. People tell us they won't buy cars until this is resolved. —Rich Owens, Fitzpatrick Chevrolet

Business at Lawrence Volvo was gangbusters before the strike. We were scheduled ahead a week to two weeks and sales were good. Since the strike there's been very little activity here. Saturday was supposed to be their biggest weekend of the year, and they probably only sold six cars. —Ed Canavan, Lawrence Volvo

The Boilermakers said no service, no new car purchases until this is settled. The Building Trades will never let scabs take care of their cars. —Greg Feere, Contra Costa Building Trades Council

We're killing them. They've tried sneaky sales tactics, like bringing buyers in through the Hilton parking lot. But it's not working. They've probably sold less than 10 cars in the week we've been out. —Mechanic, Fitzpatrick Chevrolet

We've turned away customers and other companies. Fed Ex, DHL, Parts Drivers. I'm surprised at the non-union people who have supported us. —Don Jenson, Lawrence Volvo



Striking IAM members and Teamsters gather at Local 315's hall in Martinez to hear and soundly reject the New Car Dealers' latest proposal on July 12.

Why we're on strike

I've never been on strike before, although I've been in the union for 15 years. I'm on strike because of unfair labor practices. They're taking away everything—trying to make us work on commission, not giving us raises and taking away our medical. It's just not right. —Suzy Smith, Lawrence Volvo

The language they proposed would put in writing that they can screw us. They want us to change to their medical instead of Automotive Industries. They want to impose flat rate and didn't even make a wage proposal—they were talking 'tiers' not wages. —Mechanic, Fitzpatrick Chevrolet

This contract all comes down to three things—salary, medical and pension. All they want to do is take away. When they hired me, they said they loved that I was a family man. Now I'll be penalized and have to pay more. —Robert Yared, Lawrence Volvo



Liana Brown (1 year)
Fitzpatrick Chevrolet — Local 1173

...make, and now they want to cut
...on." [Liana]
...nt employees \$10/hour plus commis-
...ng, so we can't earn commission. I'd
...sa]



Chris Rampani
Fitzpatrick Chevrolet
Local 1173 — 16 years

"I want us to catch up with
Local 1546 in terms of wages
and pension. The main thing is
that the company had 5 years
to prepare for these talks
and they came unprepared.
It shows a lack of respect."



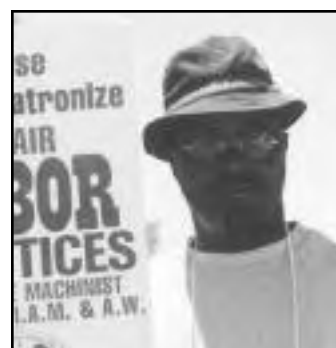
Troy Dunkirk
Fitzpatrick Chevrolet
Local 1173 — 14 years

"The benefit package is
important to me because
I'm raising two kids and
my wife is disabled. Also
the lack of respect thing is
huge—it's like a slap in
the face."



Bob Hill
Cole European
Local 1173

"Benefits and retirement
are my key issues. My
employer is waiting to see
what these guys settle for.
What they get, we'll get."



Radcliff Mongbeh
Fitzpatrick Chevrolet
Local 1173

"Benefits. They want us to
pay co-pays. This is a family
business and they want to
take away from our families.
I don't have a family yet, but
I have to stand up on this
issue with my co-workers."



19th Annual Michael J. Day Memorial Guide Dogs of America Charity Golf Tournament

Friday, August 22, 2003
Alameda Municipal Golf Course
1 Club House Memorial Drive, Alameda

Sign-In: 9:00 a.m.

Tee Times: 11:00 a.m.—12:45 p.m. (North Course)

Shotgun Start: 11:00 a.m. (South Course)

No host Cocktail Party: 4:30-5:30 p.m.

Dinner: 5:30 p.m.

Francesco's Restaurant

Pardee & Hegenberger, Oakland

Entry Fee (\$275 per person) includes: Greens fee, golf cart, special gift, golf balls, tee prizes, awards dinner

For more information: 510-635-2060



ASSOCIATED THIRD PARTY ADMINISTRATORS

ATPA is the administrator for the Automotive Industries Pension and Welfare Trust Funds and Machinist Health Plans (Active and Retiree).

You can contact us at 510-836-2484.



BENEFITS NEWS

HIPAA impacts every member

How would you feel if you had diabetes, and out of the blue, got a call from a tele-marketer trying to sell you the latest insulin product? Especially if you learned that they got your number from your doctor?

Apparently thousands of people discovered that their personal health information was being sold without their permission—and they didn't like it at all.

They complained to Congress and Congress created the Health Information Protection and Accountability Act (HIPAA). Known as the patient privacy act, HIPAA was passed in 2002 and went into effect in April, 2003.

HIPAA, for the first time creates national standards to protect individuals' medical records and other personal health information. The regulations are supposed to give patients more control over their health information, set boundaries on the use and release of health records and establish appropriate safeguards while holding violators accountable.

"The concept of privacy was right," says Area Director Don Crosatto, "but they overshot the mark in the regulations. Now they're making it an issue of top national security."

Crosatto says that, as a result of HIPAA, the Trust Funds are sworn to secrecy. "On a practical basis, this law means that it's much harder for our Business Reps to help members resolve claim problems."

In the past, business reps would go to bat as the member's advocate and try to fix the problem. "Now, by law," Crosatto says, "the staff at the

Trust Fund are forbidden from talking to us about a member's issue. They can acknowledge the information we give them, but they can't tell us how the claim will be resolved."

The only exception is when a member completes and signs a one-

HIPAA applies only to health and welfare benefits issues, not to pension issues.

Members may always communicate with the Trust Fund themselves, without delay or need for signed forms.

page form authorizing the business rep to have access to his or her medical information for a particular purpose and period of time. "We thought about making everyone

complete a blanket form, but that would not be good enough."

Another complication is that the Trust Fund is also prohibited from releasing health information to a person's spouse without a signed form. "This has already proven to be a complete hassle for our working members."

The main problem, Crosatto says, is the added delay in helping people with their claims, especially disability claims, which can be very complicated. "Once we have that form in hand, it should be business as usual."

Crosatto asks that members have patience when seeking help on claims from Business Reps. "We are still ready to assist them, but it will take longer and we need to get that permission papers signed."

Members may always communicate with the Trust Fund themselves, without any delay or need for paper.

The HIPAA privacy restrictions do not apply to pension questions. HIPAA relates to health and welfare issues only. "It's not that pension information is public record," Crosatto adds. "But there just aren't the same privacy issues."

SHOP TALK: Why are you on strike?



Rich Rosnack
Antioch Ford-Local 1173
6 years

"We want to keep our health benefits without co-pay. We also want more money put into our pensions—to match what they get in the East Bay."



Bill Lawrence
Antioch Ford-Local 1173
31 years

"I want maintenance of benefits on the health benefits with no co-pay and additional contribution to the pension plan. The previous owners had more respect for their employees."



Bud Andrews
Antioch Ford-Local 1173
27 years

"These owners are from a non-union area, and they want us to go down to their level. They don't get that this is a strong union environment. We need a good wage to improve our life."



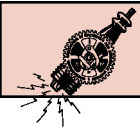
Bill Perreira
Winters Chevrolet
Local 1173 - 3 1/2 years

"I want my AI medical insurance. And no flat rate—we want to do quality work in the time that it takes. I can get a job anywhere because I have a good name. I want to keep it that way."



Brian Contreras
Lehmers Jeep/GMC
Local 1173 - 6 years

"The benefits and the pension. Time goes by slow when you're on strike—I go home more tired than when I'm working."



UNION VICTORIES

Coalition stops Dell from using prisoners to recycle computers

The IAM joined a coalition of environmental groups and health and safety advocates to stop Dell Computers from using prison labor to recycle its hardware.

"We can't let companies use cheap prison labor to undercut our good union employers," said Area Director Mark Martin. "There's no way we could compete with wages that low, and frankly, we wouldn't want to try."

250 million computers are destined to become obsolete by 2005, making electronics the fastest-growing portion of America's landfills. To deal with the growing glut of their obsolete products, computer makers have started establishing recycling programs.

HP tackled its share of this problem by setting up a direct relationship with Micro Metallics, a Roseville recycling company. Not only does Micro Metallics reclaim every bit of material in computer hardware, they do it in a way that won't harm the environment. And the company's employees make good wages and benefits because they are members of IAM Local

2182. HP's recycling program has gotten so popular that the company built a second facility in Nashville.

Dell, on the other hand, went about establishing its recycling program differently. They contracted with UNICOR to do their recycling. The difference? UNICOR is associated with the federal prisons, and pays prisoners 20¢ per hour, a far cry from the living wage paid to IAM members in Roseville.

In addition, environmental groups such as the Silicon Valley Toxics Coalition and the Texas Campaign for the Environment charge that inmates are not protected by the state and local environmental regulations that private sector recyclers must follow.

A report released by the Silicon Valley Toxics Coalition said the prisoners work under potentially dangerous conditions. "UNICOR's primitive practice of manually smashing leaded glass in cathode ray

tubes unnecessarily exposed workers to risk of toxic contamination and cuts," the report stated.

As a result of meeting with the Computer TakeBack Campaign, a labor and environmental coalition, and the bad press that they were receiving, Dell agreed to drop UNICOR for its electronics recycling and has new partners to carry out their consumer recycling programs.

"This is a huge victory for the Computer TakeBack Campaign," said Robin Schneider from the Texas

Campaign for the Environment. "We were able to move the leading PC seller away from low-wage prison recycling which undercuts the recycling sector."

Schneider notes that a bill requiring the payment of minimum wage and benefits (SB20) has been introduced. "If it passes, this bill will prevent this type of unfair competition from happening again."

Martin notes that the California Conference of Machinists, and the State Department of Industrial Relations played a role in getting Dell to drop its prison labor contract.

"This was a big victory for the environment and for our members," Martin said.

"We can't let companies use cheap prison labor to undercut our good union employers."

Stan Morri Ford Mercury is proud to be union

Not only does Stan Morri Ford Mercury promote itself as a union shop, but it offers discounts for parts, sales and service to union members.

"This dealer advertises that it's a union store to its customers," said Area Director Mark Martin. "They actually promote it as a good thing."

The message you'll get when you wait on hold for General Manager Marvin Williamson is "For over 29 years, we've been in business treating people with respect," and that's the same message you get when you talk to him. "Our employees do excellent work. That says a lot for our company."

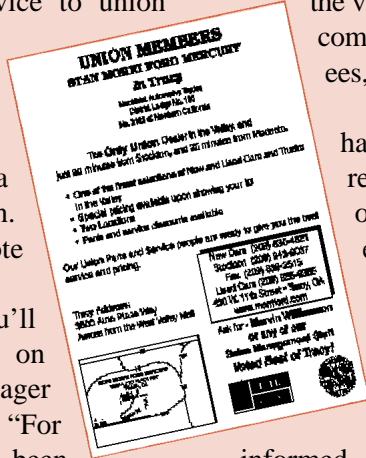
Located in Tracy, just 20 minutes from Stockton and 25 minutes from Modesto, Stan Morri Ford Mercury

is the only union dealership in the San Joaquin valley. "We're hoping that union members out here will see the value of supporting our company and our employees," Williamson says.

The IAM certainly has. "We'll use our resources to promote our union employees, especially those who go out of their way to portray their image as union-friendly," says Martin. "For example, we've

informed our fleet employers, such as Teichert, that Stan Morri Ford is union" says Martin.

So, if you're anywhere near the San Joaquin Valley and are looking for a new or used car or truck, consider Stan Morri Ford Mercury. Show them your union card and you'll get a good deal.



Paramount's Great America's Print-At-Home Ticket to fun — Good-Any-Day!

Now members of the Machinists Union can save big on admission to Paramount's Great America! Simply log on to:

www.pgathrills.com/tickets_company_login.jsp

and enter company ID as 1546

(Note: those are underscores after the words 'tickets' and 'company'.)

You can then order any number of tickets, pay with your credit card and print your e-tickets all for only \$22.00 per person (regular price is \$45.99). That's a savings of \$23.99!

Any questions, please call Yolanda at Local 1546: 510-638-6705 ext 303

SHOP TALK: Why are you on strike?



Nick Huber
Antioch Ford
Local 1173 - 2 years

"The biggest issues are benefits and no flat rate. Their proposal treated us like scum—as if our work doesn't pay their bills."



Steve Gross
Antioch Ford
Local 1173 - 15 years

"Benefits and the flat rate system. If you're going to have employees work for 8 hours, then you have to pay them for 8 hours. The New Car Dealers contract is just not acceptable."



Rik Whitfield
Antioch Ford
Local 1173 - 1 1/2 years

"I have a child with Cerebral Palsy. I have to make sure that the health benefits are covered."



Butch Williams and Larry Fowles
Lawrence Volvo
Local 1173

"They're trying to take everything away from us, from union benefits to paid holidays and adding co-pays. And they want us to work flat rate, which is like piece work." [Larry] "They want to take away our retirement. That's just a bad idea." [Butch]

IAM retiree helps keeps history alive in San Pedro



If you're in Southern California looking for a unique piece of history to visit, try the S.S. Lane Victory in San Pedro.

Made of steel and built on Terminal Island in 1945, the Lane Victory was the last "Victory" ship completed. She was half-way to Okinawa when World War II ended. Ultimately she saw plenty of action in Korea and Viet Nam.

In 1971, she was mothballed in the Ready Reserve Fleet, but saved from the scrap heap in 1989, when she was towed to the Los Angeles harbor. She's been fully restored and was open to the public in 1998.

And when you go to the S.S. Lane Victory, be sure to look up Ray Person, the ship's volunteer bos'n three days a week.

Ray retired from the IAM in 1986. For 31 years he worked at Todd's Shipyard in San Pedro and was an active member of Local S-9 (now merged with Local 1484). He worked as lead man and loft rigger.

Ray worked on his first ship, the USS Lurline, in 1941, when he was 17. For three years, he served in the Merchant Marine, working on a gypsum ship for Kaiser. "Kaiser didn't care how much meals cost, so we got the best of everything," Ray recalls.

As bos'n on the Lane Victory, Ray runs the deck crew, keeping the ship maintained at its San Pedro dock and taking her out to Catalina for her special sails. Six times a year, from July through September, Ray oversees the 48-person crew "plus extras—tour guides, paramedics, museum staff, and more," he says. "It's quite a ride."

On the outbound trip to Catalina, visitors are served a catered lunch and have an opportunity to tour the ship, from top to bottom. On the way back, they get to have a birds eye view of a mock aerial attack by enemy aircraft. According to the brochure, "genuine WWII fighter planes come to our rescue and provide a great air show."

In addition to serving as living history, with a

museum on the lower deck, the Lane Victory is also used for movies, like Titanic and the Thin Red Line, and for television shows, including JAG, the X-Files and Buffy the Vampire Slayer.

For information about the ship, upcoming tours, or how to join Ray as a volunteer, call 310-519-9545 or www.lanevictoryship.com



After giving a tour of the Lane Victory, Ray Person takes a moment to look out over LA harbor

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.

August 26 • September 23 • October 28

General Delegates Meeting

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

August 26 • September 23 • October 28

Local 801

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

Membership Meeting

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

August 21 • September 18 • October 16

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

Local 1101

1150 So. Bascom # 23
San Jose, CA 95128
408-291-2550

All meetings are held at
Lion's Blind Center:
101 North Bascom Ave.
San Jose

Executive Board Meeting

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

August 7 • September 4 • October 2

Stewards Meeting

First Thursday of each month at 8:00 p.m.

August 7 • September 4 • October 2

General Membership Meeting

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

August 14 • September 11 • October 9

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.

August 14 • September 11 • October 9

Membership/Shop Stewards Mtg.

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

August 21 • September 18 • October 16

Retirees Club Meeting

Call Local for current meeting times

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.

August 7 • September 4 • October 2

Executive Board Meeting

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

August 14 • September 11 • October 9

General Membership Meeting

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

August 21 • September 18 • October 16

Retirees Club

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

Sept. 3 • Dec. 3 • March 3, 2004

Local 1484

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

Executive Board Meeting

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

August 21 • September 18 • October 16

General Membership Meeting

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

August 5 • September 2 • October 7

Retiree Club

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

August 20 • September 17 • October 16

Local 1528

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

Executive Board Meeting

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

August 6 • September 3 • October 1

General Membership Meeting

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

August 6 • September 3 • October 1

Local 1546

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

General Membership Meeting

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

August 5 • September 2 • October 7

Shop Stewards Meeting

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

August 5 • September 2 • October 7

Executive Board Meeting

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

July 31 • August 28 • October 2

Senior's Luncheon

First Wednesday of each month at 12 noon

August 6 • September 3 • October 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.

August 21 • September 18 • October 16

Executive Board Meeting

Preceding Monday at 7:00 p.m.

August 18 • September 15 • October 13

Retirees Club

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

August 5 • September 2 • October 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.

August 19 • September 16 • October 21

Executive Board Meeting

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

August 19 • September 16 • October 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.

August 13 • September 9 • October 14

General Membership Meeting

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

August 13 • September 9 • October 14

Retirees Club - VISTA CLUB

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

August 20 • September 17 • October 15