

CALENDAR

Local 801

Membership Meeting

Third Thursday of the month at 5:30 p.m.

All meetings held at the Carpenters' Hall, in Reno

January 21 • February 18 • March 18

Local 1101

Executive Board Meeting

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

January 7 • February 4 • March 4

Stewards Meeting

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

January 7 • February 4 • March 4

General Membership Meeting

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

January 14 • February 11 • March 11

Local 1173

Election of Officers

December 17

8:00 a.m. to approx. 7:30 p.m.

Membership/Shop Stewards Mtg.

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

December 17 (Special order of business re: 1999 Dues & Xmas Potluck)

January 21 • February 18 • March 18

Executive Board Meeting

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

January 14 • February 11 • March 11

Retirees Club Meeting

First Wednesday of each month at 10:00 a.m.

January 6 • February 3 • March 3

Local 1414

Shop Stewards Meeting

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

January 7 • February 4 • March 4

Executive Board Meeting

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

January 14 • February 11 • March 11

General Membership Meeting

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

January 21 • February 18 • March 18

Local 1528

Executive Board Meeting

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

January 6 • February 3 • March 3

General Membership Meeting

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

January 6 • February 3 • March 3

Local 1546

(Note: The local closes on Dec. 24 and re-opens on Jan. 4 for the holidays.)

Membership Meeting

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

January 5 • February 2 • March 2

Local 1546 — cont.

Shop Stewards Meeting

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

January 5 • February 2 • March 2

Executive Board Meeting

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

December 17 • January 28 • February 25

Senior's Luncheon

First Wednesday of each month at 12 noon

January 6 • February 3 • March 3

Local 1584

Membership Meeting

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

December 17 • January 21 • February 18

Executive Board Meeting

Preceding Monday at 7 p.m.

January 18 • February 15 • March 15

Retirees Club

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

January 5 • February 2 • March 2

Local 1596

Executive Board Meeting

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

January 19 • February 16 • March 16

General Membership Meeting

Third Tuesday of each month at 8:00 p.m.

January 19 • February 16 • March 16

Local 2182

Executive Board Meeting

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

January 12 • February 9 • March 9

General Membership Meeting

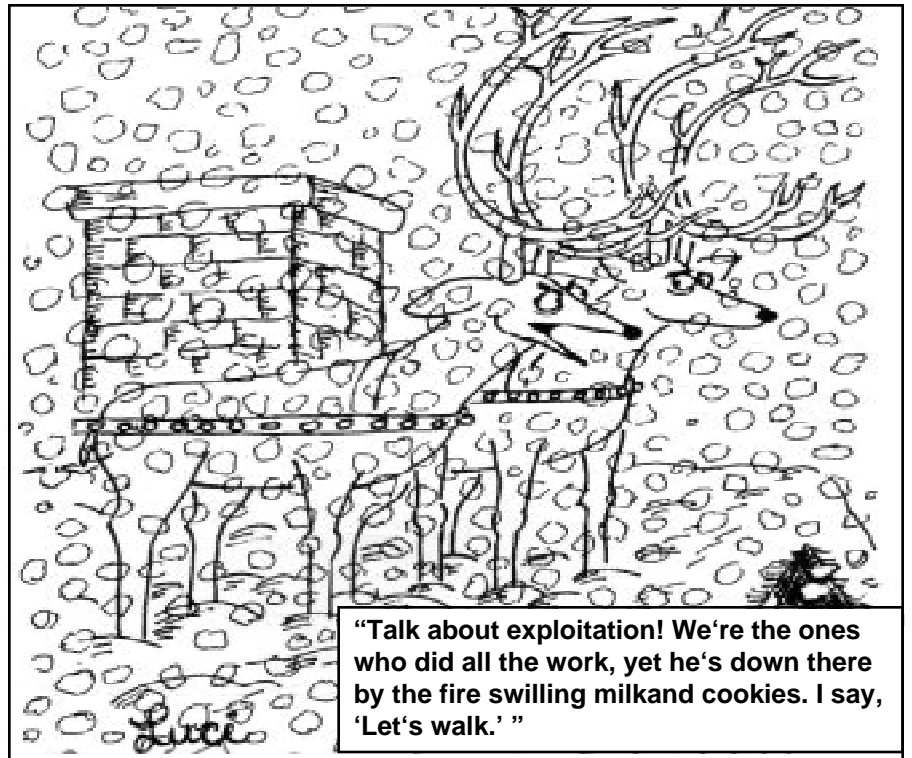
Second Tuesday of each month at 7:00 p.m.

January 12 • February 9 • March 9

Retirees Club — VISTA CLUB

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

January 20 • February 17 • March 17



"Talk about exploitation! We're the ones who did all the work, yet he's down there by the fire swilling milk and cookies. I say, 'Let's walk.'"

THE POLITICAL SCENE

Voting union pays off for working people

California union members capped a remarkable year on November 3, electing a pro-labor governor for the first time in 16 years, returning a progressive U.S. Senator to Washington, and electing five of seven COPE-endorsed statewide officers.

In addition, pro-worker majorities increased in the State Senate by two votes and in the State Assembly by five votes.

According to the California Labor Federation, these victories built on the momentum and infrastructure of this spring's successful battle against Proposition 226, the paycheck deception proposition first defeated in California.

The combination of strong turnout and high loyalty made labor the most powerful force on November 3.

Labor '98 Campaign

The objectives of Labor '98 were to maximize the participation of the Central Labor Councils, local unions and 1.5 million California

union members. The program included 3.7 million mail pieces, 600,000 member contacts and 12,000 volunteers.

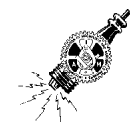
The results were clear:

- Union members came out to vote. In fact, union voters were 29% of the California electorate, while nationally, they accounted only for 22%.
- Labor's candidate for governor, Gray Davis, almost written off during the difficult three-way primary, won the general election by 20 points.
- Labor's candidate for U.S. Senate, Barbara Boxer, considered among the top Republican targets nationally, won by 6 points.

Congratulations to the volunteers, union leaders and working families across California.

The IAM District 190

Sparkplug



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

District Lodge 190
7717 Oakport Street
Oakland, CA 94621



The locals of IAM District Lodge 190

Local 1596—Petaluma, Eureka

With just under 1,000 active members spread from Sausalito to the Oregon border along the 101 corridor, Local 1596 is poised for rapid growth. Today, it represents auto dealerships in Santa Rosa, Petaluma and as far east as Fairfield. Local 1596 also represents companies producing air brakes for semis, commercial dishwashers and liquid waste separators.

Local 1584—Oakland

Representing some 1,600 members in machine and manufacturing shops from Fremont to Berkeley., Local 1584's biggest employers are Crown Cork and Seal, American National Can Co., and Silgan Containers. The newest kids on the block are LTD Ceramics, a computer chip manufacturer; The local reports progress at the negotiating table.

Local 1173—Concord

Covering fast-growing suburban communities in East Contra Costa County with shops in Napa and Vallejo, Local 1173 negotiated literally scores of new contracts covering auto dealers in 1998. More than most locals, 1173 is dealing with the impact of huge new megadealerships in the industry, and has made it clear that these giants who want to move into the Bay Area need to abide by community standards.

Local 1546—Oakland

A large diverse local, covering Alameda and western Contra Costa Counties, Local 1546 members work as technicians, service advisors, parts people and detailers in more than 50 dealerships. The local represents workers at truck dealerships, over the road trucking companies and body shops, independent parts houses and over 75 independent repair shops. Local 1546 represents food industry maintenance workers and sanitation and recycling truck mechanics. The local also represents Sealand mechanics and other waterfront workers, with seven members in Alaska who maintain Sealand's cranes in the far north.

Local 1414—San Mateo

With a total membership of over 5,000—active and retired—Local 1414 represents Machinists in Marin, San Francisco and San Mateo Counties, with a slice of Northern Santa Clara. Members serve the public —San Francisco Muni, the San Francisco Port Commission, the Golden Gate Bridge and Ferry District—as well as working at scores of car dealers and manufacturing plants throughout this large jurisdiction.

Local 1101—San Jose

With 80% of the dealerships in the Santa Clara Valley under contract, Local 1101 sets the standard for the booming South Bay. It's master negotiations, with an association representing 29 dealerships, is the largest in the district. Local 1101 represents several machine and manufacturing houses as well, but the overwhelming majority of its members are centered in the auto industry—from Gilroy and Morgan Hill to San Jose, and its suburbs.

Local 801—Reno

With 100 active and retired members in Reno, Sparks and Fallon, Nevada—and one member as far east as Elko, Local 801 is the smallest local in the district. Local 801 represents mechanics at UPS facilities, Greyhound Bus and Rainbo Baking Co., as well as galley workers at IAP Worldwide Services and reservationists at TWA and Southwest Airlines. Members at the Naval Air Station in Fallon often cook for as many as 1,500 employees and students at this Navy top gun school.

Local 2182—Sacramento, Stockton, Redding

With approximately 1,300 active and retired members, Local 2182 represents mechanics and body and fender workers in the automobile trucking and forklift business throughout the Sacramento and San Joaquin Valleys, from Redding and Oroville down to Tracy and Manteca. The local's largest shops are the City of Sacramento, Harrold Ford, and MicroMetallics, a newly organized computer recycling company in Roseville.

Local 1528—Modesto, Stockton

Most of the 1,350 members of this machine and manufacturing local are concentrated in and around Modesto, but among its 19 contracts are shops in Riverbank and Stockton. The local's largest employers are Silgan (Riverbank), Crown Cork and Seal (Modesto), Applied Aerospace Structures (Stockton) and International Paper (Modesto). With the central valley in an intense period of industrial development, the local is following organizing leads throughout these conservative farm belt communities.

GETTING IT, TOGETHER

First contract at MicroMet marks entree to new industry

Instead of filling landfills and dumps with old computers, the employees at Micro Metallics are in the recycling business. And business is booming.

After disassembling old or outdated computers and removing parts that can be re-used, everything else is shredded in the plant's one-of-a-kind metal separator. This machine grinds the old computers into small particles that are then separated into recyclable plastics, precious metals, aluminum, glass and steel.



This plant, the only one of its kind in North America, is on the cutting edge of computer re-cycling and is at the forefront of a growing industry.

MicroMet's overwhelming organizing victory came in 1997 when the company had only 53 employees. Workers signed their first contract for Local 2182 representation this past May. By year's end, MicroMet will have 113 employees in the bargaining unit.

Key to the union's organizing success was a neutrality agreement reached with

MicroMet during the election process. Agents and organizers were allowed to meet with employees on company property during working hours to explain the advantages of unionism. While complete neutrality by the company wasn't always the norm, the overall atmosphere and access to employees contributed greatly to our success.

This spirit of cooperation carried over into the ensuing contract negotiations. Employees were particularly concerned about the administration of the company health and

welfare plans. After considerable discussion, the negotiating team convinced the company to convert to the A.I. Health and Welfare Plans as a way of providing superior benefits to the employees and removing administrative nightmares for employer.

Special thanks to District 190 staff members who made this possible: Howard Hays, Mark Martin, Andy Mattos and Joe Coy. And hats off to the negotiating committee: Judith McReynolds, Derek Korte, Aaron Morris and Ronald Rylance.

Election wins but no contract... yet

LTD Ceramics: Local 1584 has been in negotiations since last July, when members voted for union representation at this Newark computer company. Because of downturn in the computer industry, the company has laid off half of the workforce. The union is working to have people brought back on a seniority basis.

For a company that doesn't want to be unionized in an industry that shuns unions, Local 1584 has knocked out some big issues and done fairly well. But there's lots of hard bargaining ahead.

Fremont Pontiac: The election at Fremont Pontiac was held on September 15, and 20 employees voted to be represented by IAM Lodge 1546. So far, after three meetings, the union and the dealership have reached agreement on many non-economic issues. But the money issues will be much tougher, especially as the employer wants the flat rate and the workers are dead set against it.

AdTranz workers vote on December 9

The 250 workers who refurbish BART cars at AdTranz have to contend with favoritism, low wages, lack of fair treatment, safety hazards and filthy restrooms. On December 9, they will cast their ballots for or against union representation as a means of improving their working conditions.

Located in Pittsburg, AdTranz' only customer is BART, which is 99% unionized. According to

organizer Jesse Juarez, "AdTranz receives \$750,000 yearly from the Private Industry Council to train and hire local people. . . The company should meet community standards."

Business Representative Mike Munoz and Juarez have been talking with AdTranz employees since September and are building support for the union drive among BART Board and Pittsburg City Council members.

Watch for the results of the AdTranz election in the next issue of *The Sparkplug*.

Shut 'em Down

While organizing new shops, Local 1101 was instrumental in identifying five illegal operations in Santa Clara County. These companies effectively steal work from union employers by paying cut rates without having licenses or permits.

Once the 1101 team identifies an illegal operation, they notify their political friends and those operations cease and desist.



Local 2182 member Mark Brock (left), and Local 1173 member Gary Wick (right) were two of ASE's 1998 top mechanics.

Union training and hard work reap awards

The highest scores in two of the National Institute for Automotive Service Excellence (ASE) certification tests were achieved by members of District Lodge 190.

Mark Brock, a member of Local Lodge 2182 since 1983 achieved the highest score in the nation on the ASE exam for **Master Automotive Technician of the Year**. Brother Brock is Shop Foreman at Great Valley Chrysler-Plymouth- Mazda in Sacramento where he served his apprenticeship. In 1986, he received his Journeyman certification from Local 2182's JAC and the State of California Department of Apprenticeship Standards. Mark's award was sponsored by Chrysler.

Gary Wick, a member of Local Lodge 1173 since 1973 achieved the highest score in the ASE test as **Collision Repair Technician of the Year**. Gary is Shop Foreman at Wilson-Cornelius Collision Center, in Vallejo. After several ineffective shop managers, the owners finally decided to "let the guys run the show" last year; since Gary has taken the reins, profits and productivity are up. Body Shop Business sponsored Gary's award.

Gary, Mark and their wives were flown to Las Vegas in November to receive their awards.

The ASE offers certification tests in April and October. Over 38,000 people across the country competed for the 32 awards given this year.

SHOP TALK: Where do you want to be New Year's Eve of 2000?



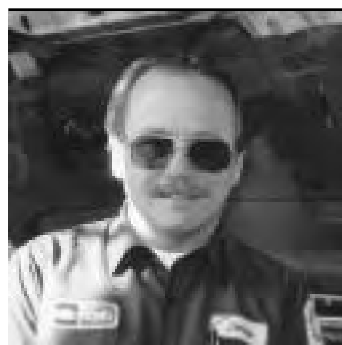
Bennie Huie
IAM 1173 — Wilson
Cornelius Ford

Riding my Harley with a beautiful lady (on an island!)



Elaine Eagle
IAM 2182
MicroMet

It's my husband's birthday, and we like to stay home.



Dennis Siebert
IAM 1173 — Wilson
Cornelius Ford

To be happy and healthy. It doesn't matter where.



Ernie Contreras
IAM 1173
Toyota Vallejo

In Italy with a nice glass of wine.



Judy Kitt
IAM 2182
MicroMet

I just hope the computers don't all crash. I want my money to be there.

Anatomy of two contracts

Following is a brief interview with Rick Rodgers, Local 1173 Shop Steward at Diablo Lincoln-Mercury. Rick helped negotiate the New Car Dealers of Contra Costa County Master Agreement. This five-year contract covers 12 dealerships county-wide.



Rick Rodgers, a 25-year IAM member

"Being a part of the bargaining was a real learning experience.

"What amazed me was that we started out at square one. Item by item. Some issues took 30 hours—it was annoying how the company would push minor issues. But economics was always the bottom line. And once they got past the peripherals, things got interesting.

"The process was that first, I would meet with our members in the shop. We discussed what we wanted to propose, and the language changes we needed.

"Next, we had separate meetings for the dealers and the union to exchange proposals.

"Then, after lots of back and forth, we reached stalemate.

"Finally, a federal mediator, Lydia Baca, was brought in to break the stalemate. She had great insight about what it's like to do this work.

"This process gave me a newfound appreciation for the

Local's leadership. Stewards were very involved in negotiations. We brought the contract back to the shop floor. Our ideas were integrated into the contract.

"By far, this is the best full contract we've ever had. It includes an extra week's pay after 16 years for longevity. We were trying for an extra week of vacation, but maybe we can get that in the next contract.

"Timing was key to getting a good contract. Everybody is making money and the car business is booming; this was a great time to be negotiating because the last thing the dealers wanted was a strike."

Kevin Kenny participated in the bargaining for a new contract at Lithia Dodge, in Concord. He shared some thoughts about the process his shop went through:

"Expect the unexpected. Be diplomatic. Be thoroughly prepared. It's mandatory to understand management's needs. We had to think through all the issues, so they couldn't hit us with any surprises.

In the end, the union had concerns about the identical issues as management, but we brought a completely different approach to the table about how to solve those concerns.

"Good negotiations meant a good contract. In the

end, both sides compromised. Neither side got everything we wanted, but we met in the middle.

"Our biggest stumbling block was over drug language. The old language was clearly too wide open and discriminatory. The company finally came up with some definition and guidelines that we can live with.

"A new clause that appears in this contract says that when the weather hits 105°, everyone gets an extra five minute break. That's what you get when you're negotiating on a hot day!

"Of course, we're already looking ahead to the expiration date four years from now. We're proud to see that the local is using this contract as a standard."



Kevin Kenny, IAM since 1978



Flores/UAW-LUPA

BENEFITS NEWS

401(K) nest egg available

Did you know that you have a retirement benefit that will allow you to save up to 25%* of your gross income for retirement?

The California Machinists 401(k) plan has been available for two years. We now have more than 625 participants who have saved over \$2.4 million! Congratulations to those participating who are taking an important step towards a more comfortable retirement.

how quickly your retirement nest egg can grow. We are working hard to bring the 401(k) to your shop or dealership as quickly as possible. If your employer is not currently participating in the California Machinists 401(k), call your Business

How your savings grow!

Annual Salary = \$30,000 and Annual Contribution = 6%

(Assumes 8% investment return per year)

\$500,000				
\$400,000				
\$300,000				
\$200,000				
\$100,000				
\$0				
	\$28,076	\$82,371	\$203,910	\$466,302
	10 years	20 years	30 years	40 years

In addition to helping you supplement your generous pension plan, the California Machinists 401(k) plan offers you two key benefits. First, as a participant you realize significant tax savings. Because all of your contributions are pre-tax, you realize a dollar-for-dollar reduction in your taxable income with every dollar of contribution. Second, all of the funds you save in the plan grow tax-deferred. We have included an chart to show you

Representative immediately and express your interest in having this additional retirement benefit. If the 401(k) plan is available through your employer and you would like to make the smart decision to begin participating, ask your payroll administrator for an enrollment form and call your Investment Consultants at Salomon Smith Barney (510) 486-2486. Carla, Joy or Gena are glad to help you through the enrollment process and answer your questions.

* Maximum contribution is 25% of your gross income or \$10,000, whichever is less.

SHOP TALK: Where do you want to be New Year's Eve of 2000?



Frank Crowder
IAM 2182
Stan Morri Ford

I want Machinists, auto and steel workers unified as Big Metal by then.



Somewhere fun and exciting with a good date.



Robert Weaver
IAM 2182
Stan Morri Ford

At home with the doors locked watching the ball drop on TV with the kids.



Willie Phillips
IAM 2182
MicroMet

Here — with an improved contract.

AROUND THE LOCALS

Top gun union cooks

Fallon, Nevada: After J.L. Associates lost its bid to renew its contract to run the galley at the Naval Air Station last year, IAP Worldwide took over the Navy contract for the galley workers. In August, Local 801 members ratified a contract with this new employer.

Union Dealer in Sparks?

Sparks, Nevada: Dick Donnelly Lincoln-Mercury-Isuzu-Suzuki employees recently signed the petition for union representation. Of course the company refused recognition. Hopefully management will get the message that these employees want to work under a fair IAM contract.

First forklift contract

Sacramento, CA: Local 2182 has expanded its representation of mechanics in the forklift industry by the addition of Toyota Material Handling, (TMH). The TMH mechanics voted 7 to 4 for union representation in July and a first contract was settled on November 1, 1998.

The first contract brought the mechanics up to area wage rates and also included the A.I. Health and Welfare and the A.I. Pension Plan.

Thanks to organizer Joe Coy, Business Representatives Howard Hays and Mark Martin and Negotiating Committeeman Bill Norris for a job well done.

Magnussun stalls

Due to the efforts of organizer Joe Coy and Business Representatives Howard Hays and Mark Martin, the

technicians of Magnussen Toyota in Auburn voted in December, 1997 to have Local 2182 represent them at the bargaining table.

Due to the employer's lack of cooperation and commitment to negotiate a contract, the local has established informational pickets. Rumors are that new car sales are down by more than a third. Expect pickets seven days a week until these new members get a good contract.

'Favored Nations' means money in Sacto

The City of Sacramento Automotive and Machinists bargaining unit members of Local Lodge 2182 have been awarded wages and bonus pay above their contract settlement.

During the tough 1996-97 negotiations process the IAM Negotiations Committee, consisting of Mitch Crowder, Pat Gonzales, Doug Scott, Chris Wheeler and headed by Area Director Jim Beno, demanded a Favored Nations Clause should the City of Sacramento reach a better economic settlement with other union contracts.

As a result of this language and a good contract for the fire fighters, our members will receive an additional 2% increase in wages retroactive to 1996, with interest, plus three bonuses.

Three Year Contract—One Year Early

Local 1101 has just negotiated and approved a three year extension on their Master Dealers' Association contract — but the contract wasn't even

up until 1999. The dealers put an economic proposal on the table with no language changes — in exchange for labor peace.

So with \$2.30 more an hour, or \$8,528 new dollars per person for the next three years, the members of Local 1101 for the first time have benefits that exceed those in the West Bay. The challenge is on. . . and Congratulations!

Take over San Jose

Thanks to the hard work of union members throughout San Jose, Local 1101 member Cindy Chavez has just been elected to the San Jose City Council. Congratulations Cindy! The Sparkplug will interview you for a future issue.

Under 1101's hood

For a year now, Local 1101 has been publishing its own bi-monthly newspaper, *The Wrench*. Jerome Trask, who works at Swanson Ford, is the editor, with a committee of many working to find stories and help with production.

The newspaper covers political action, organizing, pickets, union activities, and members' accomplishments.

Local 1101 members will now receive *The Wrench* to get their local news, *The Sparkplug* to get the district-wide news, and *The IAM Journal* to learn about the what's happening around the country.

Precinct walks pay off

Local 1596 wants to recognize those who did phone banking and precinct walking to elect Mike Thompson and to keep Lynne Woolsey in Congress,

Local 1584 awards 45 & 50 year pins



Local 1584 was proud to recognize 53 members who earned their 45 year pins and 23 members who earned their 50 year pins at its first ever Veteran Awards Dinner on December 1 at Oakland's Francesco's Restaurant.

GOOD WORKS

Rainy Harley Run nets \$11K for Guide Dogs

On a blistery day in October, die hard supporters — including members of Locals 1414, 1173 and 1546 braved the elements and slick mountain roads to participate in the 5th Annual West Coast Hawgs for Dogs "All Harley" motorcycle run to benefit Guide Dogs of America.

Advance contributions from many Local and District Lodges throughout California, Oregon and Washington more than offset the slightly lower than normal ridership attributed to the stormy weather.

Bay Area puppy raisers and their four legged charges were on hand for the morning registration at San Jose Harley Davidson.

At the Santa Cruz finish line, wet and weary riders were greeted with barbecue and rip-roaring tunes in the biker friendly atmosphere of Skinny McDoogles.

District 751 and its affiliated Locals donated close to \$5,000 on behalf of two IAM members riding all the way from Washington's Puget Sound.

Chapter President Bill Maron credited the group of Northern California IAM members who, with their families and friends make up West Coast HAWGS for DOGS, for a program that garnered over \$11,000 this year. Good work HAWGS!

~ from District 93 Binder

and Pat Wiggins in the Assembly. All of the races backed by Local 1596 were winners. Special thanks to: Don & Vicki Whitaker, Ron & Carol Jacobson, Stan

Consani, Joyce & Doug Trumbly.

And thanks to the North Bay Labor Council for organizing the get-out-the-vote efforts.

SHOP TALK: Where do you want to be New Year's Eve of 2000?



Mike Velasquez
IAM 2182
Stan Morri Ford

Home with my kids. . . Where I'm always at.



Bill Covey
IAM 2182
MicroMet

It will be like just another day. I'll probably be here.



Tim Acree
IAM 1173
Toyota Vallejo

To buy a ranch in Winters or in New Mexico, and be there.



Rodney Johnson
IAM 2182
MicroMet

Living. . . hopefully. And I hope for world peace.



Tom Elliott
IAM 1173
Toyota Vallejo

Vacationing in Australia.

Special Order of Business for Local 1173 members

In accordance with Article A—Jurisdiction—Meetings (Section 4) of the Local Lodge 1173 Bylaws, please be advised that there will be a **Special Order of Business** at the Regular/Shop Stewards' Meeting on **Thursday, December 17, 1998**.

The Regular/Shop Stewards' Meeting shall be called to order at approximately 6:30 p.m.

The Special Order of Business shall commence at approximately 7:00 p.m. Its purpose is to discuss the vote on a proposed Two Dollar (\$2.00) dues increase for all classifications effective January 1, 1999.

The additional \$2.00 per month is needed to help offset per capita tax increases of 21¢ to Grand Lodge and 90¢ to District Lodge 190 (totaling \$1.11 per member per month) that will be imposed on Local Lodge 1173 effective January 1, 1999.

The Local Lodge 1173 Bylaws allow

Local Lodge 1173 Elections

Please be advised that an Election of Officers, Executive Board Members, Audit Committee, and Delegates to California Conference of Machinists will be held on **Thursday, December 17, 1998** at Local Lodge 1173 Headquarters, 1900 Bate Avenue, Suite H, Concord, California as follows:

In accordance with Article B, Section 1 of the Local Lodge #1173 Bylaws, election of Local Lodge Officers shall be held at the first Regular/Shop Stewards' Meeting in December of every third year.

A voting booth shall be maintained at the Local Lodge Union Hall from the hours of 8:00 a.m. until the close of the regular order of business, at which time the Tellers shall count the ballots and announce the results. Members voting must present their dues cards for identification and annotation.

The following members were nominated for Officer/Committee/Delegate positions:

You may be eligible for anee ballot. Call the Union office for eligibility requirements and procedures: 925-687-6421.

for an automatic dues increase **"at the same time and in the same amount as any increases in Grand Lodge and/or District Lodge per capita tax"** without a membership vote. However, rather than raise all dues by \$1.11 per month without a membership vote, we prefer to ask the membership to vote on allowing the Local to collect an additional 89¢ per month from each member.

The additional 89¢ is needed to offset the rising costs of providing membership benefits, maintain quality service to Local 1173 members, and most importantly, allow us to continue our aggressive organizing activities at non-union shops. Therefore, the membership will actually be voting on raising the 1999 dues by 89¢—the amount over and above the per capital tax increases imposed by the Grand Lodge and District Lodge 190.

The candidates

Vote for One

President	Mark Hollibush
Vice-President	John (Gene) Cardoza
Recording Secretary	John Hamilton
Secretary-Treasurer	Jan Svoboda
Sentinel-Conductor	James Stenger

Vote for Three

Trustees	Kevin Kenny	
	Brian Smith	
	Pat Woodward	
Executive Board	Joe Comstock	Dennis Doyle
	Bill Perreira	Rick Rodgers
Audit Committee	Jose Caceres	
	George Gill	
	Patrick Williams	

Vote For Four

Delegate to Calif. Conference of Machinists	Nick Antone	Vern Dutton
	Mark Hollibush	Jan Svoboda

Installation of Officers shall be held at the first Regular/Shop Stewards' Meeting in January following their election. The Election of Officers shall be in conformance with the procedure set forth in the IAM Constitution.

INDUSTRY NEWS

Ford fights factory store restrictions

In an effort to expand the Ford Retail Network, the chain of dealerships in which Ford owns a minority interest, Ford Motor Co. is planning a legislative assault on state laws that ban factory-owned dealerships.

Currently, about two-thirds of the states restrict factory ownership of retail facilities. Ford wants those states to allow manufacturers to have a minority interest in dealerships, that is, own less than half of a dealership or group of dealerships.

It is an uphill battle. Some Ford dealers who are not part of the Ford Retail Network suspect network dealers may get factory favoritism, and dealers typically have a lot of influence with state regulators and legislators.

The company intends to start its lobbying effort in Florida, which has one of the most protective state franchise laws in the country.

To appease dealers who are not part of the Ford Retail Network, Ford would propose making favoritism of factory-owned dealerships,

illegal under the franchise law. He acknowledged that Ford dealers outside the network fear Ford will give factory stores special treatment.

Jim Adams, an attorney for the dealer association, was still leery of Ford's proposal. He said that if Ford gave its retail network better inventory than competing dealerships, it would be a tough case to prove.

"You have to hire expert witnesses to dissect the entire allocation system. Allocation systems are complicated," Adams explained. "Dealers always complain they are not getting cars, but I have not had a case go to court yet."

proposed making favoritism of factory-owned dealerships,

Cleaning up after Mitch

Thousands of Central Americans have been left homeless, sick and out of work due to the devastation left by Hurricane Mitch.

More than 9,000 people were killed. In Honduras, about 500,000 were left homeless. The destruction of fields and factories left thousands of workers without jobs.

AFL-CIO President John Sweeney has appealed to union members to send donations of cash and goods to provide humanitarian aid, including emergency medical care, food and basic housing to those with the greatest need. The federation has set up a fund to accept donations.

To contribute, make checks payable to "Solidarity Center/Hurricane Relief" and mail to American Center for International Labor Solidarity

1925 K Street, N.W., Suite 300
Washington, D.C. 20006
Attention: Selma Padron

SHOP TALK: Where do you want to be New Year's Eve of 2000?



Kelly McClintock
IAM 2182
MicroMet

Home in bed curled up with my pillow.



David Artrip
IAM 2182
Stan Morri Ford

Hawaii or Disneyworld.



Ron Kauffman
IAM 2182
Stan Morri Ford

It's just gonna be another new year. . . and another year gone by.



Cindy Clark
IAM 2182
MicroMet

In Arizona on vacation



Chan Thanadabouth
IAM 2182
MicroMet

I want to take my wife to Laos to visit relatives.

“We just wanted a little more,” says 100 year old union activist

Born on a Maine farm during the Spanish-American War, Omar McNally came to California as a young man, went to work as a mechanic for a Marin County Studebaker dealer and never left. With over a half-century career as a member of the Machinists, Omar played a critical role in building the union in the North Bay, contributing to the well-being of countless members who hadn't handled their first wrench when he retired back in 1963.

And having recently celebrated his 100th birthday, Brother McNally, in excellent health and spirits, still keeps his own apartment in a comfortable San Rafael seniors' facility.

In the 20s, when McNally worked at a series of Marin County dealerships and garages, “engines were simpler, pay was 75 cents per hour, and we worked six days a week—with no benefits, no holidays, no paid vacations. We thought that was pretty good money, though, and employers treated us pretty well.

“But we just wanted a little more.”

In 1936 Omar met Walter Nash, a Grand Lodge Representative who “began educating some of us about unionism. We started our local lodge and soon had our first contracts. Soon enough, McNally was elected Business Agent, and served for many years with the old Local 238, now part of Local 1414. Over the next thirty years, he served as delegate to the Marin County Central Labor Council, and as President of the California Conference of Machinists.

In 1939 Omar became a full-time organizer, working the North Bay, from Benicia and Vallejo over to Napa and Santa Rosa. “We built it up to a membership of about 1,500 people” he remembers. “We were mostly car dealers, but we had some machine shops, and a lot of independents.”

“We really learned the ropes at the International

conventions,” Omar said. As part of the 1945 resolutions committee, he helped write the document that started the IAM on its long association with Guide Dogs for the Blind.

Today Omar looks forward enthusiastically to the rebuilding of the union, especially in the North Bay. “They need it up here, just as badly as we did.”

Married for 67 years, Omar had and his wife raised two boys and a girl, and now he enjoys his grandchildren and five great-grandchildren. When he retired he and his wife hit the road, travelling throughout the USA and the Europe. “We had a wonderful time together, after all those years of working,” he remembers.

Omar has slowed down, just a little. But he still keeps active, having just celebrated his 75th anniversary as a member of the Oddfellows.

“I've got a lot to be thankful for, especially all those good years with the IAM!”



Phil and Bill's Auto Shop, Vallejo, 1940

This union-shop was run by Bill Rykert & Phil Siebert (father of Dennis — see page 4)

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