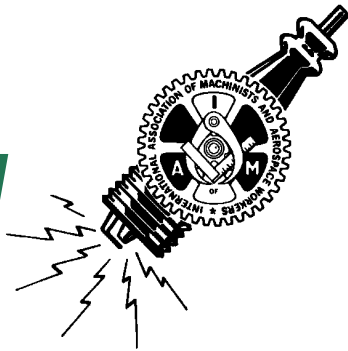


The IAM District 190 Sparkplug



VOL. 2, NO. 4

June/July 2000

Serving the Active and Retired Members of IAM District Lodge 190

Strike forces Woodard back to table

On Wednesday April 19, all but two of the techs who had voted to join Local 1173 last September, took their tools and walked out of Woodard Chevrolet.

After nearly eight months of stalled negotiations, these techs finally had enough. Their negotiating committee members had been fired and the work rules were being changed without bargaining. The union filed unfair labor practice charges, and the workers walked.

Sanctioned strike gained support

The union had put paid pickets in front of the Fairfield dealership in March. The strike was sanctioned, which means it was supported by the IAM International, Joint Council 7 of the Teamsters, and all the area's Central Labor Councils. This meant



Woodard's sign said 'service department open' but with the techs out on the street, not much work was getting done inside.

that UPS and laundry deliveries weren't happening, and the garbage wasn't being picked up. The mechanics and techs were picketing after work, on their lunch break and on Saturdays.

"The members had voted for the union because they hadn't gotten a raise in four years," said Local 1173 organizer Jesse Juarez. "But the company's final offer was unacceptable. They had offered no pension, a

wage freeze for another year, big co-pays on the health plan, no apprenticeship. Twice, the guys rejected the company's 'best' offer."

After a week on the hot pavement outside the dealership, the company settled the unfair labor charges, so the techs offered an unconditional return to work on April 27.

"It's not a surrender, but an issue of timing," says Area Director Vern Dutton. "The company settled the unfair labor charges. Rather than turn this into an economic strike, we agreed to take full back pay plus holidays.

"The place was upside down. The company admitted to losing 50% of their service work, and we know it was more than that," Dutton continued. "Now we're back at the table, and negotiations will begin again. They certainly know we're serious."

See centerfold for member comments.

Long-time SF company makes way for Dot-Com



After 94 years on Portrero Street in what's now the posh "South of Market" neighborhood, Forderer Metal Doors, which has been under contract with Local 1414 for more than 50 years, is moving to Hayward.

"It's not a bad thing," says co-owner Joan Breznikar. "Over the past many years our business has changed. We're no longer utilizing all the space here, so it just makes sense to consolidate. We'll be going from 60,000 square feet to 10,000."

Breznikar's great grandfather opened Forderer Cornice Works in 1875 on Natomas Street in San Francisco. Just a month before the '06 earthquake, they moved to their current

Portrero Street location. Situated on bedrock, the company suffered no damage from the quake.

In a letter to the editor printed in the San Francisco Chronicle, employee Jeanne LaVoie said "The company has built much of what has made San Francisco special (i.e., the original dome on City Hall)." LaVoie is concerned that "the blue-collar industries are being treated like the ugly stepchild," in San Francisco real estate. But Breznikar disagrees. "Times have changed, and now it makes sense for us to make room for the dot com businesses."

The company used to make cornices — those decorative overhangs on buildings. And then for years, they did "detention work," including building the heavy security doors at prisons and the fire-rated doors at hospitals and schools. In the 1940s, nearly 100 production workers were on staff — as many as nine machinists and the rest ironworkers.

But the nature of the business has changed, and Forderer has downsized over the years. No longer manufacturing the doors, they're now in the distribution business. Of course, the doors

still need painting and finishing work, which keep the one machinist and several dozen ironworkers busy.

Pascual Frias is a machinist, and has been a member of Local 1414 for almost 20 years. "When I started here, there were six machinists. Over time, we've almost disappeared."

Javier Acevas is a member of Ironworkers Local 790, and has worked at Forderer for seven years. He has just eight months until retirement, so he'll certainly stay on in Hayward until then. "It's inconvenient. I'm used to walking to work. But we'll carpool, and it's against traffic, so it shouldn't be too bad."



Ironworker Javier Acevas (L) and machinist Pascual Frias (R) discuss their coming commute.

Inside this issue

- Benefits News3
- Local news you can use4-5
- Dealers create new industries6
- Union work provides quality at AMAC . .8



IAM District Lodge 190
7717 Oakport Street
Oakland, CA 94621

Periodicals
Postage Paid
at Oakland, CA

CALENDAR

Local 801

c/o D.L. 190, 7717 Oakport Street,
Oakland, CA94621

Membership Meeting

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

All meetings held at the Carpenters' Hall, in Reno

June 15 • July 20 • August 17

Local 1101

1150 So. Bascom # 23 San Jose, CA95128

Executive Board Meeting

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

June 1 • July 6 • August 3

Stewards Meeting

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

June 1 • July 6 • August 3

General Membership Meeting

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

June 8 • July 13 • August 10

Local 1173

1900 Bates Ave., # H, Concord, CA 94520

Membership/Shop Stewards Mtg.

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

June 15 • July 20 • August 17

Executive Board Meeting

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

June 8 • July 13 • August 10

Retirees Club Meeting

Call Local for current meeting times

Local 1414

150 South Blvd., San Mateo, CA94402

Shop Stewards Meeting

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

No meetings in June & July • August 3

Executive Board Meeting

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

June 8 • July 13 • August 10

General Membership Meeting

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

June 15 • July 20 • August 17

Local 1528

713 16th Street, Modesto, CA 95354

Executive Board Meeting

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

June 29 • July 27 • August 31

General Membership Meeting

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

June 7 • July 5 • August 2

Local 1546

10260 MacArthur Blvd., Oakland, CA94621

General Membership Meeting

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

June 6 • July 11 • August 1

Shop Stewards Meeting

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

June 6 • July 11 • August 1

Local 1546 (cont.)

Executive Board Meeting

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

June 1 • June 29 • July 27

Senior's Luncheon

First Wednesday of each month at 12 noon

June 7 • July 5 • August 2

Alcoholics Anonymous meets every Saturday, 9 a.m., at Local 1546

Local 1584

8130 Baldwin Street, Oakland, CA94621

Membership Meeting

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

June 15 • July 20 • August 17

Executive Board Meeting

Preceding Monday at 7 p.m.

June 12 • July 17 • August 14

Retirees Club

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

June 6 • July 4??? • August 1

Local 1596

4210 Petaluma Blvd. No., Petaluma, CA 94952

Executive Board Meeting

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

June 20 • July 18 • August 15

General Membership Meeting

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

June 20 • July 18 • August 15

All meetings held at Lucchesi

Community Center: 320 North McDowell Blvd., Petaluma

Local 2182

967 Venture Court, Sacramento, CA95825

Executive Board Meeting

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

June 13 • July 11 • August 8

General Membership Meeting

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

June 13 • July 11 • August 8

Retirees Club - VISTA CLUB

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

June 21 • July 19 • August 16

POLITICAL CLOUT

Cal Machinists back key bills

More than 80 Machinists gathered in Sacramento in mid-April to set legislative priorities and share those with state legislators. Following are some of the key bills that the IAM is following this term:

Senate Bill 996

Fairness for Injured Workers

Author: Patrick Johnston (D - Stockton)

Background: The workers' compensation reform legislation of 1993 was supposed to benefit everyone. Employers could expect reduced workers' compensation expenses and workers would get benefit increases.

But employers, who were expected to save \$1.5 billion each year, have in fact saved over \$10.5 billion in the last three years. Meanwhile, benefit increases for workers have been less than \$500 million each year.

This bill, vetoed last year by Governor Davis will:

- Increase the maximum weekly temporary disability benefit from \$490 to \$651 per week.
- Increase the minimum and maximum weekly permanently partially disability benefit.
- Increase the maximum life pension benefit and existing death benefits.
- Enhance enforcement against, and increase the penalty assessments on, uninsured employers.
- Establish an occupational safety and health training center and create a job safety education program.

Senate Bill 546

Unemployment Insurance

Author: Hilda Solis (D - El Monte)

Background: The Unemployment Insurance (UI) System was enacted in 1935 to serve hard-working employees who, through no fault of their own, lose their jobs and are unable to find new ones.

SB 546 would increase the maximum weekly benefit to \$300/week; raise the taxable wage base and provide interest for workers whose benefits have been wrongfully withheld by the state; implement a "movable base period;" and ensure that striking workers, workers who are locked out following a strike, and/or workers who are awarded WARN damages are entitled to UI benefits.

Assembly Bill 2509

Wage and Hour Penalties and Procedures

Author: Assemblyman Darrell Steinberg (D - Sacramento)

Background: California taxpayers, businesses and workers lose when scofflaw employers are permitted to operate in the underground economy, paying workers subminimum wages and cash under the table.

This bill attacks the underground economy and streamlines procedural requirements to help workers obtain their due wages.

When workers provide their own tools, an employer is required to pay them at least two times the minimum wage. For employers who fail to do so, the penalty in this bill is the cost of the tools or the difference in wages, whichever is higher.

Assembly Bill 1889

Right to Organize

Author: Assemblyman Gil Cedillo (D - Los Angeles)

Background: Currently, recipients of state funds, including contract payments, reimbursements and grants may use taxpayer funds to engage in anti-worker organizing drives. Assembly Bill 1889 would level the playing field by ensuring that taxpayer dollars are not misused to silence the voice of workers.

Additional issues

The California Conference of Machinists is interested in resolving problems in the following areas and may sponsor legislation in the next session:

- Tool Taxes;
- Premium minimum wage when personal tools are a requirement to take a job;
- Clean safe areas for breast feeding, breast pumps and storage;
- Worker's compensation;
- Mandatory overtime.

The IAM District 190

Sparkplug

The Sparkplug (USPS 007966) is published bi-monthly for \$3 per year by District Lodge 190, International Association of Machinists, Oakland, Calif., a non-profit organization. Periodicals postage paid at Oakland.

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.

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

W.L.C.A.
WESTERN LABOR COMMUNICATIONS ASSOC.

Beagle & Bleiweiss Communications
Debra Chaplan, Managing Editor

ILCA
INTERNATIONAL LABOR COMMUNICATIONS ASSOCIATION
AFL-CIO/CLC-IND

Moving?

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 calendar on this page for local union addresses.)



GETTING IT, TOGETHER

First they're certified

Joe Coy is working on organizing ATC Vancom in Chico, unit by unit. The first unit was organized last year. In April, the second unit of four employees voted for union representation. The NLRB certified the election on May 2, and Coy knew that the vote was 4-0 for the union.

But on May 12 Coy received a letter from the NLRB notifying him that they changed their mind, and two of the votes were being challenged. The company alleges that two of the members are supervisors, but Coy is confident that as leadmen, they are fully eligible to be union members.

We'll keep you posted in the next issue of *The Sparkplug*.

Honda of Hayward

The techs at Honda of Hayward voted 8-1 to join Local 1546 on April 27. "This is the second time we

organized that shop," said organizer Jesse Juarez. "They had different owners the last time, and we won, but couldn't get a contract. This time, they're part of Sonic Automotive. Instead of including everyone who works there in the unit, we focused on the techs."

"A funny thing happened at the election," Juarez said. The company was surprised when the election observer they chose wore a union button. According to Juarez, "they removed their own observer."



BENEFITS NEWS

Changes in retiree H&W eligibility

Effective January 1, 1999, the following eligibility rules apply under the CMTA-IAM Retired Machinists' Health Plan:

- ◆ To become eligible initially, you must be receiving pension payments from a qualified pension plan for work covered by certain collective bargaining agreements of District Lodge #190 of the International Association of Machinists' and Aerospace Workers. There is no minimum number of hours worked as an active employee. Disabled pensioners will be eligible regardless of their age.
- ◆ If you, as a retiree, decline coverage when you first become eligible, you may apply for eligibility at a later time.
- ◆ If you elect coverage under the Retired Machinists' Health Plan and later drop your coverage, you can never reapply.

If you have any questions, please contact the Trust Fund Office Billing and Eligibility Department a (800) 662-0738 or (510) 433-4450.

Welcome Gary

As of May 6, Local 1584 has 25 new members at Gary Steel in Oakland. "We didn't get everything we wanted, but we laid the base for substantial improvements in the next contract," says Mike Munoz who organized the shop and led the negotiating team.

This four-year first contract calls for significant wage improvements, bringing up the lower-paid employees to the level of the higher-paid employees, improved health and welfare benefits with decreased co-payments, a pension, an extra holiday, internal job bidding, and even a small signing bonus.

UNION PEOPLE



Terry Downey (L) with his wife Phyllis and Senior Apprenticeship Coordinator Karl Cortese at the Hall of Fame ceremony in San Jose on April 20.

Machinist inducted into Apprenticeship Hall of Fame

Terry D. Downey, the founder of the first Automotive Industry Apprenticeship Trust Fund in California was inducted into the California Apprenticeship Hall of Fame. Downey is the first non-construction Joint Apprenticeship Committee leader to receive the honor since it was created in 1981.

The Apprenticeship Hall of Fame is administered as part of the California Apprenticeship Council to recognize those individuals who, through their efforts, have made a significant and long lasting contri-

bution to apprenticeship in the state.

Downey has a 50-year affiliation with the IAM, as a machinist and as a business representative. He coordinated the Automotive Apprenticeship Trust from 1973 through his retirement in 1985.

Downey served on many education advisory committees including the Bay Area Apprentice Coordinators Association, the Vocational Industrial Clubs, and the Bureau of Apprenticeship and Training and the State Correctional Institutions Advisory Board.

Socorro Martinez retires

'District 190 has been a great place to work'

After 20 years answering phones and taking care of District Lodge 190's books, Socorro Martinez is saying goodbye.

"She surprised me by retiring," says Directing Business Representative Michael Day. "She has done an excellent job. She does it all."

Born in Texas, Socorro Martinez has been in the Bay Area since 1948. She worked for the Sailors Union of the Pacific, Mayor Feinstein and the Contra Costa Labor Council.

Socorro came to District Lodge 190 in 1980 when Frank Souza was DBR.

"I've enjoyed working here. I have a really good relationship with Mike and the business reps and all the secretaries. They've treated me well, and I'll really miss it. But it's time to move on—while I'm healthy and can enjoy my retirement."

Socorro's last day is June 30. Her Retirement Dinner will be held that

night at Hs Lordships in Berkeley.

"Of course, I won't go too far. I'll fill in when any of the clerical staff go on vacation, and I'll be working on tours and entertainment during the Grand Lodge Convention."

Office manager Joyce Day said that Socorro makes work fun. "I'm going to miss her terribly. She's hardworking, funny, whimsical—and she never misses a day. It's really something to have somebody so dedicated."

Nancy Morris will take Socorro's place at the District. Nancy worked at the district from 1977-82, when she got laid off. She then worked in the roofing industry for the past 18 years. It was Socorro who suggested that the District invite her back.

"The work is familiar, but with everything computerized, it's different too. I'm glad for this opportunity to be back."



Joyce Day, Socorro Martinez and Nancy Morris make the District Lodge 190 offices work.

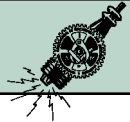
Corrections

In listing the officers newly elected at Local 1596, *The Sparkplug* accidentally left off Joyce Trumbly, the Local's Financial Secretary. Sorry Joyce—you still get to review the books!

.....

The Union Auto Dealership list should have read "Henry Curtis Ford-Mercury" in Petaluma. If there is a Harry Curtis, he doesn't have a union dealership!

AROUND THE



I want them to set up the apprentice program so I can become one. We didn't need the union before, but then the owner went to flat rate and refused to give people raises. And he spent a million dollars on landscaping.

They've offered scabs \$9-12 more than we get to cross the line. They've been having company BBQs to mess with us. But it didn't bother us, because we had our own BBQ.

Glenn Van Buskirk, 15 months at Woodard

After months of unsuccessful contract negotiations, Woodard Chevrolet closed their tool boxes and went on strike to protest the company's unfair practices. Here are some of their stories.

present pension contribution rate of 70¢ to \$1.15 over four years. "They also got a decent wage increase, compared to last time," says Business Representative Tom Brandon. "They got a 10% cap on their health insurance, which should keep them safe from copays. And they get an extra week of vacation after 18 years, lowered from 20 years. This affects about three people each year," Brandon said.

Give 'em a break

Local 1528's members at Carando Machine Works in Stockton recently approved a new four-year agreement, with a unique wrinkle.

This 4-year contract included wage and pension increases in all four years of the agreement, along with a \$600 cap for Health and Welfare, new funeral leave language and the Machinist 401K savings plan. Wage and pension increases in the last three years of the agreement totaled \$1.90 per hour, respectively.

The wrinkle was that these members of Local 1528 rejected wage and pension increases in the first year of the contract and accepted a one-year freeze. They did this to provide the employer relief so he could untangle a complicated financial situation.

"When presented with the facts, IAM members will do the right thing," says Administrative Assistant Herman Howell. "It's in nobody's interest for the company to go out of business."

Howell and Business Representative Gilbert Gonzalez were responsible for these negotiations. "Special thanks to committee

members Al Alexander and Tom Brandon for their invaluable help,"

Grand Auto saga

Last summer Krager Chevrolet, Grand Auto, and the IAM had a contract with them for the past 10 years. CSK announced that they were closing Service Departments (Tire Service and Tire.)

The Machinists had a lot of mechanics and technicians in the area, but with all the corporate changes, it's not been a new contract. Many members stopped working.

Wheelworks sells tires and doesn't plan to do the same as Grand Auto did. The IAM has a package for the members. It goes to press, negotiating with CSK for the service departments that we also represent. Scheduled for June 16.

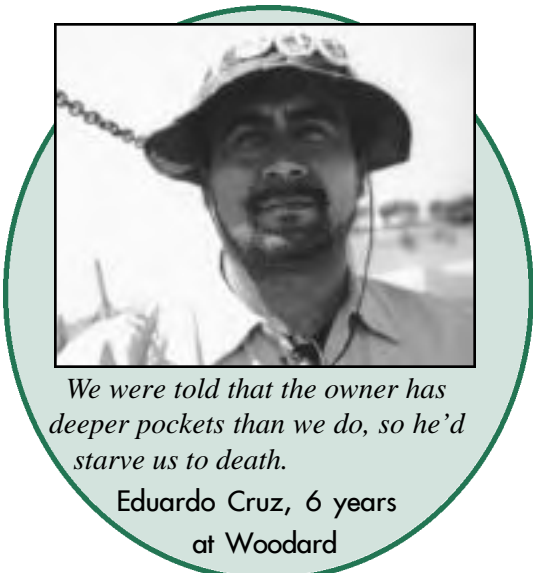


We tried everything. We've had a 70% turnover. We lost all the senior people. It's not fun to come to work. Morale was down.

John Camillo, 13 months at Woodard

Pencil it in

Local 1584 members in Alameda and Pencil in Alameda announced a new four-year agreement. Wage increases were 4% each year, with an additional 40¢ per hour going



We were told that the owner has deeper pockets than we do, so he'd starve us to death.

Eduardo Cruz, 6 years at Woodard

The contract contains wage increases in each year of the agreement, a 22.7% increase in employer contributions to the IAM National pension plan, improved dental benefits and virtually no takeaways

Administrative Assistant Herman Howell resolved the labor dispute and settled the contract with assistance from Area Director Jesse Baptista.

Busy, busy, busy

Local 1173 has started negotiations with Green Valley Ford, Walnut Creek Honda and Meiers Garage in Napa.

At Niello Infiniti, a decertification election had been filed and blocked by Local 1173. "The company promised that they'd show our members what they could get if they dropped the union," explained Area Director Vern Dutton. "That's illegal and the NLRB agreed with us." Round one goes to Local 1173. Now they're trying to work out the contract.

Cleaning up at Stero

The 68 members of Local 1596 at Stero Dishwasher ratified their four-year contract on April 28 by a vote of 48-7.

These members will be going from their



Knowing them as I do, I think they were hurt by us voting for the union. Eduardo and I were suspended for being on the negotiating committee. They said it was for verbal assault, whatever that means. We think it's an unfair labor practice.

Jeff Bricker, 13 months at Woodard

Back in control at AMOT Controls

It took four months to resolve, but on March 18, 22 of the 29 Local 1584 members at AMOT Controls got their jobs back as a new contract was ratified.

What happened? On November 3, 1999, 29 members allegedly took part in a concerted job action during a 24-hour contract extension by walking off the job or calling in sick. The company immediately terminated all 29 employees for violating the No Strike/No Lockout provisions of the collective bargaining agreement.

In several negotiating sessions the union tried to get these employees reinstated, but the company held fast. Finally, the union filed charges with the NLRB.

Eventually 22 employees were re-instated with full seniority. The remaining seven voluntarily accepted severance pay.

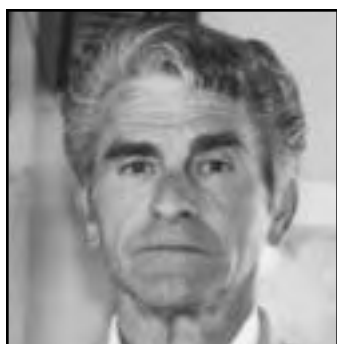
The members originally turned down the contract, but by March they accepted it overwhelmingly, ending the labor dispute.

SHOP TALK: Do the ups and downs of the stock market have an impact on you?



John Chu, FH Dailey Chev/Olds/Isuzu Local 1546

"No not really. I'm waiting until the market goes all the way down, then I'll get in."



Steve Watts, Blunts Garage Local 1596

"The stock market seems to affect everything, but I don't know that it has an impact on me personally."



Floyd Amerino, FH Dailey Chev/Olds/Isuzu Local 1546

"Yes. I have money invested and it's gone up in the last six months."



Richard Consani, Blunts Garage Local 1596

"Yes. It affects the costs of goods, like gas and food. And I like to eat! It also affects whether people get their cars fixed, which could affect my paycheck."



Gilbert, Oakland Ma Local

"I don't think a much. I can re years and do ferent."

THE LOCALS

Volvo's techs took
fair labor practices.

and Ralph Christ for
Howell offered.

continues

n (CSK) bought Grand
s been in negotiations
eight months. In April,
they were selling their
to Wheelworks (Mor-

l represented mechan-
21 Grand Auto stores,
ate changes, there had-
t in several years, and
d paying dues.

tires and shocks and
major repair work that
AM negotiated a sever-
mechanics. As this issue
ations are continuing
vice workers and the
esent. Negotiations are



ing with the owner.
urnover in techs, and
techs. It wasn't as
o work anymore.
wn.
e, 8 years at
ard

ers employed at Listo
animsly approved a
ent, effective May 1.
40/35/35/40¢ per hour
ditional overall increase
into the IAM National



I was surprised that we weren't able to get a contract. I guess they feel they've got to set standards because of the dealerships that'll respond to the actions we set here.

I hoped they'd just pay us fairly. We're under paid. In town, the average journeyman wage is \$23-24. We're at \$17 flat rate. Now it's about getting a decent fair contract. Not a great contract, but one we can all agree upon.

Willie Sannicolas, 4-1/2 years at Woodard

pension fund. The company will also partici-
pate in the CMTA-IAM Health and Welfare
Fund, with the employer agreeing to mainte-
nance of cost for the term of the agreement.

Administrative Assistant Herman Howell
was responsible for these negotiations with
assistance from Local 1584 Recording Secre-
tary Cheryl Dorsey.

They're baaack!

When the mechanics took their equipment
and walked out of Lexus of Concord in Janu-
ary 1999, everyone pretty much assumed that
this campaign was finally over. But everyone
would be wrong.

The techs at this dealership first voted for
union representation in 1997. After 19 months
without a decent contract offer, they finally
walked out, but not before filing lots of Unfair
Labor Practice charges with the NLRB.

The ruling just came down, and the dealer-
ship lost. That means Local 1173 will see
Lexus of Concord back at the bargaining table.

Clearing the paper jam

After eight months of negotiations at Inter-
national Paper in Modesto, the 94 members
of Local 1528 finally have a contract.



I've been doing this for 28 years, twelve in the union. I knew they were trying to get a union contract when I came here, but it sounded more promising than it turned out to be.

They'd tell us one thing and do another. The owner never used to come by, but since we walked out, he's here non-stop. We just want our fair share, not getting outrageous. We want a plan, something long term. They expect us to retire with just a handshake. They're having a hard time replacing us.

Dennis Adams, 3 months at Woodard



Why haven't we got a contract? The owner's greed. Four years without a raise. His proposal was stay at the same rate for a year, then go up 25¢. There wasn't anything in it. His lawyer says "I have deep pockets" and can wait to starve us out.

Roger Conley, 17 years at Woodard

First contract for top gun fuelers

Local 801 welcomes 22 new members from
SEAIR Transport, Inc. in Fallon, NV. These
mechanics, fuel truck drivers and dispatchers at
the Naval Air Station ratified their first contract
by a large majority on May 5, 2000.

Their 2-1/2 year agreement calls for an 11%
wage increase in the first year with additional
annual increases and improvements in benefits
and working conditions.

"All in all, people were very satisfied with
this agreement," said Business Representative
Mark Martin.



The big thing was getting a pension and getting into the apprenticeship program. That's not too much to ask.

Rob Covey, 20 months at Woodard

your life?



Trujillo
Machine Works
1584

about it too
ire in five
something dif-



Jim McKinney
FH Dailey Chev/Olds/Isuzu
Local 1546

"Yes, some of my dot com
stocks fluctuated with the NAS-
DAQ. But the increase in stock
and wealth helps our business—
people buy and fix their cars."



Doug Keogh
Oakland Machine Works
Local 1584

"The stock market is like the
internet—if you aren't in it,
you're out of it. It should be part
of an overall retirement plan; it's
not just for rich people."



Paula Cochran
FH Dailey Chev/Olds/Isuzu
Local 1546

"I just bought my new car last
year, so that's okay. I'll see
how it impacts my 401K that
they implemented last year."



Al Galvin
Oakland Machine Works
Local 1584

"Yes—it's good for our retire-
ment if it's up. The stock mar-
ket is long range but I'll pre-
fer it if Congress doesn't play
with our Social Security in it."

ATPA

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.

Hidden consequences of union busting

Spenger's Seafood Grotto was sold last year when the last Spenger family member finally retired. On the Berkeley site since 1890, the restaurant was an institution. Much of the wait staff had been members of HERE Local 2850 for up to 35 years.

A campaign ensued to keep the restaurant open, and that effort was successful. Partially. The new owners, McCormick & Schmick, refurbished and reopened the restaurant, but busted the union.

The following excerpts from a review by San Francisco Chronicle Food Editor Michael Bauer (March 12, 2000) describes the service in a manner not normally found in food reviews.

"It's difficult to criticize an institution like Spenger's when people are lined up to get in the door. Hun-

gry diners can wait as long as an hour and a half for a walk-in table at this huge, 800-seat seafood grotto.

The obvious conclusion is that people must enjoy this retro and expensive seafood restaurant. I just don't understand why.

My first encounter with the refurbished restaurant was standing in line waiting my turn to check in with the host, only to encounter a trio of gatekeepers who were as warm and welcoming as the Secret Service detail guarding the Oval Office.

Our next human encounter—more than 10 minutes after being seated—was as cuddly as Christmas morning by comparison. Our waiter was chatty, bordering on perky, but totally untrained. We waited 15 minutes for our drinks to arrive, so we had lots of time to soak in the ambience.



AUTO NEWS

Not your dad's dealership anymore



F.H. Dailey gets into Quick Lube business

How does a dealership attract new customers who aren't ready to buy a new car? Open a convenient quick lube business.

That's just what San Leandro's F.H. Dailey Chevrolet/Oldsmobile/Isuzu did last December, and "it's a great addition to our business," says Service Manager Jack Morgan.

"We wanted to go after the non-GM customer and compete with Jiffy Lube," Morgan explained.

Two people work in the Quick Lube facility; one is a Machinist—a member of Local 1546—and the other a Teamster.

Shop Steward Jim McKinney explained that the union fully backed



this new venture. "Our guys do the same work up there. It's just more convenient for the customer to get to than to come back here in service."

"We pay our guys more money than a Jiffy Lube does, but we get what we pay for—quality work," Morgan said.

F.H. Dailey has a lot invested in this new venture. They teamed up with Castrol, built the building, and put out the word. "We already need to bring in another person," says Morgan.

Ford helps dealers expand into accessories market

Dealers have typically ignored the auto-accessory market because storage is too expensive. But Ford Motor Co. has a plan to change that and grab a bigger share of the lucrative market.

Ford is creating a network of third-party companies to install Ford-brand accessories at Ford, Lincoln and Mercury dealerships. Dealers won't carry the inventory but will share the revenue.

The new program is part of Ford's global campaign to garner more of the dollars consumers spend on their cars and trucks.

Customers who want to customize their vehicles currently have to do so after the purchase. Soon, a technician from a Ford-authorized installer will arrive at the dealership in a mobile unit to accessorize a vehicle before delivery. In some cases, accessories may be added to the vehicle at a customer's home or office."

Do the ups & downs of the stock market affect your life?



Kenneth Gentry
Oakland Machine Works
Local 1584

"Oh yes, it trickles down. And that probably has an effect on our pension."



Rob Diana
FH Dailey Chev/Olds/Isuzu
Local 1546

"It affects the money market and anything to do with business — which affects your life if you work in the retail trades."



Mike McKinney
FH Dailey Chev/Olds/Isuzu
Local 1546

"Right now, no."



Steven Trumbo
Blunts Garage
Local 1596

"I don't know. I probably impacts the different amount of money people have to spend, and the cost of things."



Dan Tenorio
FH Dailey Chev/Olds/Isuzu
Local 1546

"Yes. When people buy stocks, it effects their business, and it affects us — prices, gas, cost of living. It looks like our pension is doing well, though."



MACHINE & MANUFACTURING

Oakland Machine — precision work for 49 years

Oakland Machine Works has an old-fashioned feeling while its products are futuristic. It's highly technical machining equipment is housed in what was originally built as hay barn and is located in what's now Oakland's trendy Jack London Square neighborhood.

"We'll probably be moved out of this space in about 10 years, but the company will stay in Oakland," says Local 1584 Shop Steward Al Galvin.

Oakland Machine is a large capacity job shop equipped for heavy machining and fabrication work, including prototypes, production and repair work.

Twenty highly skilled members of Local 1584 work in two shifts.

With 28 years at Oakland Machine Works, Al Galvin has seen a lot of changes over the years including more machines that have



The old hay barn's high ceilings allow for 10-ton cranes over all the machines

more automatic features.

Oakland Machine has done work for Lawrence Livermore Labs, aerospace, shipyards, the defense industry and the hydropower industry. They've made domes for wine vats and underwater exploratory domes with a 360° range.

"We tested the O-Rings for the Challenger Shuttle, (but not the ones that blew up,)" says Galvin. "We do the work but our name doesn't go on it."

"We used to make shafts for submarines, but we've phased out of the large manufacturing. Construction

for shipyards is down in general, and repairs happen elsewhere.

"Our contract expires at the end of June so the negotiating committee is gearing up," Galvin says.

"Our boss is pretty understanding and reasonable," says Galvin "but we expect to hear some talk about the competition. The retirement is better than it used to be, but for most of us, that's our biggest concern."



Bargaining committee members Kenneth Gentry and Al Galvin will prepare for upcoming negotiations



Behavioral Health

Helping you navigate life's challenges

PacifiCare Behavioral Health makes it easy to get confidential help with problems interfering with your work. Problems like stress, drug and alcohol abuse and family and marriage concerns. A dedicated team is available 24 hours a day to get you to the care that is right for you and your family. For more information, call toll-free, 1-800-491-3334. All calls are strictly confidential. We can help make things better.

Do the ups & downs of the stock market affect your life?



Chad Rowlands
FH Dailey Chev/Olds/Isuzu
Local 1546

"I just got a Roth IRA, which is a long term investment. So I don't care about the day to day stock market changes."



David Bowen
Oakland Machine Works
Local 1584

"Personally, no. If the stock market drops, our business will drop with it."



Larry Walker
FH Dailey Chev/Olds/Isuzu
Local 1546

"I don't pay much attention to that. I let my wife worry about it."



Robert Gomes
Oakland Machine Works
Local 1584

"I don't even pay attention to it, although I'm sure I'd be watching if I had a lot of money to invest."



John Neil
FH Dailey Chev/Olds/Isuzu
Local 1546

"No. I'm set with my pension, and can't lose what I've got. But I do know people who just lost half their retirement. I say, don't invest what you can't afford to lose."



Why team spirit is good for what ails you.

Medicine is complex. No single doctor is an expert in every aspect of medical science. Which is why at Kaiser Permanente, doctors and patients work together with teams of specialists, nurses, and other top professionals. By combining their expertise, we are able to offer more comprehensive care. And just knowing that makes our members feel better.

©2000 Kaiser Permanente

www.kaiserpermanente.org/california



FROM THE OTHER SIDE

Amac Plastics makes sweet donation to IAM convention

“Our company is about something that people appreciate: quality and style. Hopefully we can keep that niche,” says Steve Catechi, Executive Vice President of AMAC Plastics.

Steve’s grandfather Gene Hurwitt was in the business-buying business. But when he acquired his first company, AMAC Plastics, he decided that this was the one for him. . . and his family. His daughter Joan Catechi still runs the office, and his grandson Steve is responsible for the products.

Hurwitt bought the company in 1960, and started making their trademark plastic boxes a few years later. The company has been under contract with IAM Local 1596 since 1968. Local 1596 currently has 30 members at AMAC.

A museum piece

The AMAC two-part fitted rectangular-shaped box is ubiquitous; it



Jose Sols has worked at AMAC for four years



AMAC’s Steve Catechi shows off the chocolate stamping machine, with Local 1596 Business Representative Tom Brandon. AMAC donated chocolates stamped with the IAM logo to the international IAM convention this September.

appears in the movies *Blade Runner* and *Her Majesty’s Secret Service*. Because of color, shape and quality of design, AMAC boxes are part of the permanent collection at the Museum of Modern Art in New York.

In the sixties, AMAC packaged pharmaceuticals. “Our 5-30 mold was used to hold 30cc bottles. By boxing the bottles, pharmaceutical companies could stack their product. We tinted the boxes gold to provide UV protection, and this led to production of colored boxes,” explained Catechi.

“In the early seventies, we were the first company to make the Clip Master, and frankly, we make the best. We go to an 80 year-old company in England for the paper clips

to ensure that they’re of the highest quality even though we could get clips much cheaper from China.

Originally located in Sausalito, AMAC moved to their roomier Petaluma facility in January 1999.

A few years ago, someone discovered that their large box was a perfect fit for beanie babies. To accommodate the rush of orders, AMAC’s staff grew to 50 people running a 24/7 operation—well beyond capacity. In the old facility it was physically impossible to add a new machine so their backlog grew to 6-8 months.

This proved to be a mixed blessing, however. While they were busier than ever, the backlog provided an opening for others to copy

their boxes. And thus, they created their own competition.

The union benefit

“From a management standpoint, I know we’ll get good quality work,” Catechi says about his unionized workforce, “and they know they’ll be treated fairly. The folks on the machines are what makes our company function. In the long run, quality, consistency, and ability to communicate with employees is important.

“It takes the burden off our shoulders,” Catechi explains “because I know our workforce is taken care of in terms of health, pension and resources for other problems.”

To honor the IAM workforce, AMAC will donate thousands of chocolates stamped with the IAM logo in plastic boxes, and joined the District in donating their famous clip masters to the participants at this September’s IAM International Convention in San Francisco.



Anastasia Holzmann has been with the company since 1977