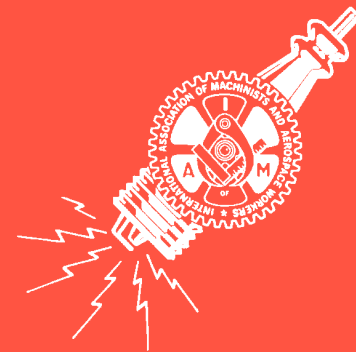


# The IAM District 190 Sparkplug



VOL. 5, NO. 6

October/November 2003

Serving the Active and Retired Members of IAM District Lodge 190

## Labor says NO to recall circus

By JIM BENO  
Directing Business Representative

As *The Sparkplug* goes to press, the date of the recall election is up in the air. Whether the election takes place on October 7 or next March, the recall is bad for our members and their families for so many reasons. I urge you to vote NO on the recall. Here are just a few of the problems in a nutshell:

### The Process

**Cost:** The special election will cost state and county governments upwards of \$65 million. This money could have been spent on hiring 2,000 teachers or police officers.

**Lawsuits:** Between outdated voting systems, fewer polls being open, a confusing ballot and an untried process, this particular election won't be over after the ballots are counted (whenever that is.) Twelve lawsuits were filed in advance, and more are sure to come after the election.

**Democracy:** Nearly eight million people voted last November and elected Gray Davis fair and square. 1.6 million signed petitions to oust him—this is less than the number that originally voted against him.

For Gray Davis to remain Governor, 50% of the voters must vote NO

on the recall. If they don't, his replacement would only need more votes than any of the 135 candidates and more people could vote NO than the candidate who wins the election.

### The Issues

**Budget Deficit:** Supporters of the recall claim that Davis hid the full size of the state deficit until after last November's election, but this is impossible, since those numbers are known by the legislature, the state controller and many budget analysts.

California is not the only state with a deficit—44 other states also had deficits this year. While none were \$38 billion, New York's deficit, managed by a Republican governor, is approximately the same percentage of that state's budget as California's.

**Energy Crisis:** Former Governor Pete Wilson pushed through energy deregulation, which resulted in huge loopholes for companies like Enron to gouge the state. The federal government turned a blind eye to the state's appeals for help. In the meantime, after 16 years of building no new power plants, Davis pushed through licensing of 26 union-built plants, with 9 completed the first summer.

**Scapegoating Davis:** Gray Davis may not be Mr. Personality, and he



Gray Davis celebrates Labor Day with union leaders and members at the Alameda County Fairgrounds.

may act slower than we would want, but he cannot be blamed for the federal deficit, the dot-com bust, and the loss of manufacturing jobs—caused less by regulation than by bad trade agreements like NAFTA.

### Replacement Candidates

**Cruz Bustamante:** Lt. Governor Bustamante has urged a NO vote on the ballot, but a YES for him—just in case—and the California Labor Federation supports that recommendation. Bustamante has pledged to maintain the gains that labor has won for our members in the last five years.

**Arnold:** It's one thing to be an actor with no prior experience, and another to run the world's sixth largest economy. So if Arnold doesn't do it, who will? Leading his group of anti-union advisors is former governor Pete Wilson. Make no mistake—Arnold's agenda is anti-union. But he didn't even have enough respect for the voters to put a statement in the sample ballot.

**The rest of the circus:** The 135 candidates include child actors, pornographers, comedians, and everyday folks who just wanted to see their name in print.

### What labor loses—and how that impacts your life

**Laws Signed:** Davis has signed important laws that Wilson vetoed or gutted. These include:

- Restoring the 8-hour day,
- Increasing workers compensation and disability benefits,
- Signing prevailing wage into law,
- Raising unemployment benefits,
- Increasing funding for roads, bridges, water projects and schools,

**Appointments:** In May, Matt McKinnon, the former head of the California Conference of Machinists and a member of Local 2182, was named Undersecretary of the Labor and Workforce Development Agency. Matt now oversees Job Services, Unemployment Insurance, Workforce Development, Apprenticeship Standards, Disability Insurance and Workers' Compensation programs. In addition, Davis has appointed 135 union leaders and members to important posts and commissions. I can't emphasize enough how important it is to have our people at the table.

For your jobs, for your family, I urge you to vote NO on the recall.

## 24-day strike lands good contract for 250 Contra Costa members

After 24 days on the picket line at eight independent dealerships across Contra Costa County, 250 members of Local 1173 and about 50 Teamsters settled their strike and went back to work.

"The big issues were wages, benefits and moving to flat rate, and in all these cases, we got pretty much everything we were looking for," says Area Director Vern Dutton.

The five-year contract calls for an immediate raise of \$1/hour for everyone across the board, and then another 50¢ every six months thereafter. Pension increases were front-loaded in the contract increasing to \$350 immediately, and going to \$375 in January and \$400 in July, 2004. And most important, the employers withdrew their flat rate proposal from the table alto-

gether. "That's the only reason this contract passed," Dutton said.

Every contract includes some compromises, and this one was no exception. Employees accepted co-pays on the medical, starting at \$80/month. And increases in health insurance costs will be split 50/50 from now on. But Dutton was quick to point out that the dealers wanted to replace the AI coverage with an inferior program, but ultimately withdrew that proposal. "So keeping good health coverage was a big win for our members."

Dutton believes that the Dealer's Association had some money to lose, but once they reached their limit, they began to negotiate in earnest. "Their agenda was really substandard, but they didn't expect us to strike so soon after the con-

tract expired. They were shocked when we did."

"This was a long strike in very hot weather," Dutton says. "It was excruciating for everyone on the picket line. And we were very clear that the only way we could lose is if they crossed their own picket line, and they did not. But these members were just great. They're wonderful. Out of 300 people, only two crossed the picket line. Not one service department was open for business during the 24 days of the strike."

Dutton says that a few dealerships have tried to retaliate against their employees, but the union is dealing with that in the grievance procedure.

"This was a successful strike. We got a contract. Our members are definitely glad to be back to work."

## ORGANIZING WINS

### First Yuba City shop in 40 years votes union in

The 24 service employees at Larry Geweke Ford in Yuba City voted in July to be the first unionized auto dealership in that city in 40 years. Local 2182 will be working with the negotiating team to get a first contract.

"Their hard issues were wages, benefits, pension and flat rate time reductions," says organizer Jesse Juarez, "but I think they wanted a union because management just implemented negative policies whenever they felt like it."

Juarez says that the campaign got underway when 18 employees marched in on the boss wearing union buttons and demanding recognition. The company threatened to discipline the employees if they didn't take their buttons off, but they stood up for themselves and kept their buttons on.

In the end, the election was won with a 13-11 vote. "We tried to organize this company's Lodi shop last spring, but their attorney was successful in scaring people away from the union," Juarez explained. "This time we were prepared for their anti-union tactics."

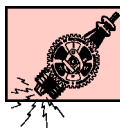
#### Strong committee

Juarez credits this victory to the strong committee inside that backed the union: Roger Dowler (tech) and Dana Malta (parts). Dowler and Malta were key in countering many of the lies the employer tried to spread about the union. Juarez also wanted to give special thanks to organizer Joe Coy and to Bob Gonzalez, a retiree from Winter Chevrolet for their assistance on this campaign.



### Global celebration of union victory

The employees at Global Intermodal voted for IAM representation in July. Organizer Al Lopez (flashing the Victory sign) says that Local 1484 and a committee of employees held their first negotiations meeting in September and will continue to meet with management in October until they have a contract.



## LEGISLATIVE WINS

### Health care victory for working families

The Health Care For Working Families (SB 2—Burton) bill, also known as "Pay or Play," has been passed by the legislature and is now awaiting Governor Davis' signature.

This bill, labor's number one priority this year, mandates that employers would either provide health insurance or pay into a purchasing pool to buy health coverage. This approach would:

- 1 bring down the state costs of providing insurance;
- 2 stabilize overall costs in the private market;
- 3 decrease the number of uninsured Californians; and

4 take away a financial advantage from employers who don't provide health insurance.

More than one million working people and their families will get health coverage because of SB2. While union families are covered, this bill saves the state \$650 million and stabilizes California's emergency medical system by reducing reliance by those who were uninsured on emergency rooms. It also ensures that large companies, like Wal-Mart, must pay their fair share.

Unions worked hard for passage of SB2. This bill will make a big difference for our Trust Funds, for our employers, and for a million low-wage workers and their families.

### No state contracts for corporate expatriates

If the governor signs SB 640 (Burton), California would no longer be able to award state contracts to tax-evading corporations that deliberately reincorporate offshore to avoid paying U.S. taxes. The bill was co-sponsored by the California Conference of Machinists, along with the California Labor Federation and State Treasurer Phil Angelides.

Corporations such as Tyco, for example, have flouted U.S. taxation and legal protections for investors by reorganizing in Bermuda, the Cayman Islands and other offshore locales.

### Diablo Ford: A devil of a success story

Sometimes you've just got to be a little outrageous to get what you want.

Back in April, Pittsburg Ford closed down, reportedly due to poor business practices. The dealership was bought by a Bostonian, Michael Moore.

After being closed for about two weeks, Moore re-opened the dealership as Diablo Ford. He hired back more than 50% of the bargaining unit, but refused to recognize the union, claiming the employees were now employed by a temp agency. Local 1173 Area Director Vern Dutton filed charges with the NLRB after getting no response to his many requests to begin bargaining.

#### Getting the owner's attention

In early July, with no resolution in sight at Diablo Ford, about 300 Local 1173 members went on strike at 10 Contra Costa dealerships. "Moore thought we had forgotten about him due to the strike," says organizer Jesse Juarez. "But not only did we not forget about him, we involved him."

With about 30 strikers on picket duty on the same block as Diablo Ford, Juarez sprung into action. "On July 3, I walked into Diablo Ford's show room with a video camera, bullhorn, a picket sign and some picketers and politely asked for Moore," Juarez says. "I later learned that he was on the phone talking to an NLRB agent about our charges when I arrived."

As Moore had never met Juarez, he came out of his office looking

puzzled. "I advised him that we were there to take action against his dealership unless he gave us recognition and started negotiating a contract," Juarez says. "He asked when. I said 'right now.' As he was thinking about what to do, I looked at my watch and told him 'You have 30 seconds, pal.'" He freaked out and said "Okay, Okay, strike me then."

Juarez and the picketers were more than happy to accommodate Moore's request. After just 10 minutes of picketing Moore called Dutton and asked what could be done. Moore agreed to meet with the union and bargain, in return for keeping "the guy with the bullhorn" away from his dealership.

Dutton and Business Representative Mark Hollibush met with Moore for the first time on July 22. Then, on August 5, Hollibush and Juarez began negotiations. The union expected to have to file for an election but they succeeded in getting a contract without one.

#### Good first contract

The first contract includes wage improvements each year, the union's health and welfare benefits and a pension plan. "This contract is comparable to the dealer association agreement which took 24 days of striking to get," Juarez says. With improvements worth about seven dollars an hour, the members readily ratified the contract on August 12.

"Even though we got off to a confrontational start," Juarez says, "I want to recognize Moore for doing the right thing and taking care of his employees."

The IAM District 190  
**Sparkplug**



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### 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.



## AROUND THE LOCALS

### Close but no cigar at Friendly Ford

After two-and-a-half years of negotiating and picketing, the Local 1101 members at Friendly Ford in San Jose finally got an offer to vote on—and they rejected it soundly.

“This is another Sonic company. They made us a better offer than what they offered the guys up at Seramonte,” says Area Director Glenn Gandolfo. “But with a vote of 17-1, the members felt it still wasn’t good enough.”

Gandolfo says that the union and company will go back to the bargaining table, probably in early October. “We’re hopeful that we can work out the differences that remain and get a contract again.”

### Still talking at Chris’ Dodge World

Local 1101 members who were on strike at Chris’ Dodge World agreed to go back to work in July on a “hiatus agreement,” so that the talks could continue. “While our members were on strike, the company hired some scabs, but they had to let them go. These people were working 40 hours, but only being paid for 15, because that’s all they produced,” said Area Director Glenn Gandolfo.

“When our guys went back in, the shop steward found numerous errors in how they were being paid. We’ve since straightened out the discrepancies.”

Business Rep Craig Andrews is hopeful that he can fashion a decent agreement.

### Hard stool issue at recycler

When Micro Metallics made a unilateral decision to take out stools and chairs used by employees on the job, 2182 fought back. “We cited Section 14 of the Industrial Wage Order that compels the employer to provide seating when it is feasible to provide seating,” explained Area Director Mark Martin.

“They felt they had a productivity problem. But instead of dealing with the problem, they just yanked the stools from everyone,” Martin adds.

The union believe that this policy could lead to injuries and fatigue and could push many employees out of the workplace,” Martin added.

After Martin met with the Labor Commissioner, he advised management at Micro Metallics of the violation and of the Commissioner’s involvement. The company has since restored the seating.

### No master yet

In July, Local 1484 completed negotiations with Dockside, Oceanwide, and West Coast Industrial, all in Wilmington, reports Organizer Al Lopez. “We couldn’t get the employers to agree to one master agreement, but we’re well positioned for the next contract.”

Lopez says that the union made some substantial gains, especially in wages and pensions. “And now the expiration date for all three agreements is at the same time.”

The three-year contract increases wages 50¢ each year, increases the pension up to \$270 by the third year, covers the medical at 100% for now, but then employees will share future increases 50/50.

“The contracts are close to identical,” Lopez adds. “Hopefully next time we’ll be able to get the owners to meet together and with us.”

### Training opportunities at the docks

Training can be the best way for members to increase their skills and move up the ladder. Local 1484 signed an agreement with ITS to do a pilot training project in August that will train current members on diagnostic techniques and troubleshooting for crane repair.

“The company tried to find mechanics skilled in diagnostic repair, but there just wasn’t anyone out there. So they’re promoting from within,” says Business Rep Kevin Kucera. “They will pay \$10-15,000 to train employees on the GE drive system and it will all be done on the clock.”

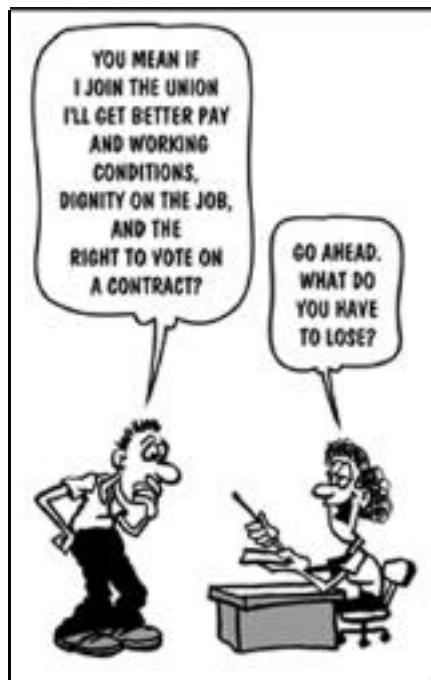
Kucera reports that the employees are excited about the opportunity.

Don’t wait for the next *Sparkplug* to get your union news...check out the District’s website:  
[www.iamdistrict190.org](http://www.iamdistrict190.org)

### Local 1484 celebrates its members



Local 1484 held its annual recognition dinner on September 13 at the Coast Hotel in Long Beach. 130 people came together to recognize stewards and retirees. Members with a total of 1,309 years of service received their 15 to 50 year service awards.



### Tough talks at Hubacher

Hubacher Cadillac-Range Rover in Sacramento has made a lousy proposal and Local 2182 is fighting back. On the table is open shop, reduction of benefits and pension, flat rate, reduction of employer contributions to health care by over \$1/hour, and more.

The contract expired August 31. “We feel the employer has been bargaining in bad faith and may end up in a larger labor dispute,” says Business Rep Skip Hatch. “Hopefully, we’ll have happier news in an upcoming issue of *The Sparkplug*.”

### UPS sends work out

Members who work at UPS are facing huge subcontracting issues, particularly with building maintenance, reports Mark Martin. “At times, subcontractors are working as many hours as our members. They

even eat lunch with our guys every day.”

The union has submitted eight information requests since April and the company has not responded with any information that the union is seeking.

“Subcontracting and job security go hand in hand,” Martin added. “The company has gotten away with too much for too long, and it stops now. We filed unfair labor practice charges and should get an answer by early October.”

On a positive note, the union won a fight over subcontracting automotive work in Stockton. UPS has to pay 16.5 hours pay, at the overtime rate, that the guys in Stockton will split.

“We need our members to communicate with their stewards and reps any time that subcontracting happens at UPS, so we can make a decision about how to pursue it.”

### Employers’ lawyer plays games

Area Director Don Crosatto has noticed that every time attorney Rob Hulting is responsible for completing a contract, he tries to amend the “subscriber agreements,” which are pre-printed forms that goes to the Trust Fund and explain how to bill. “He’s from the anti-union law firm, Littler Mendelson, so I’m never surprised. He just edits out the parts he doesn’t like,” Crosatto says.

The deal is that when a contract expires and the parties are still bargaining, if the rate increases, the employer has to pay the increased rate. Since the Trust Fund only accepts full payment, if rates go up and employers don’t pay the full new amount, then employees lose their coverage.

“This just happened with two Local 1546 shops and more in other locals,” says Crosatto. “It puts us in a position of having to threaten to file unfair labor practices against employers just as we complete the contract.”

## Local 1546 pays a rare shop visit to Alaska



(L) J.E.T. owner Richard Corey—100 feet up; (C) Port of Anchorage (R) Nate Shearer

If you think you don't see your Business Rep often enough, talk to the guys who work at J.E.T. Technical Service, based in Anchorage, Alaska. This shop first affiliated with Local 1546 in 1975, when they were at the Port of Oakland doing crane repair work. Five years later the company moved to Anchorage and have worked exclusively in Alaska since then.

When Area Director Don Crosatto went to Anchorage in early August to negotiate their contract, this marked J.E.T.'s second shop visit since 1980.

Of the nine members at J.E.T., one is the owner, Richard Corey, who, at 77 years old with a triple bypass, still scampers up cranes. Four members work at the Port of Anchorage, two work in Kodiak, and two work in Dutch Harbor, in the Aleutian Islands.

Dutch Harbor has three claims to fame: one is that it's closer to Siberia

than the rest of the U.S., two is that it's the largest exporter of fish in the U.S., and three is that it's the only site on U.S. soil, besides Pearl Harbor, that was bombed by Japanese in World War II.

J.E.T. maintains the cranes for it's one customer, Horizon Lines. Formerly SeaLand, Horizon Lines services the state of Alaska. Safeway Stores is the company's biggest customer at the Port of Alaska; the other two ports primarily service the export of seafood.

### J.E.T.'s new contract

"We negotiated the contract in about two and a half days. Actually, I spend a day at the shop answering members' questions about benefits, a day with the owner hammering out

the agreement, and a half day running the election. I think everybody is happy with the result, and I know they appreciate the face-to-face visit," says Crosatto.

"The big issue we started with was that the owner wanted to hold wage increases down due to the increasing cost of workers comp. In the end we get a four year deal. Wages will go up to \$34/hour, we covered the health and welfare and got a 25¢/hour increase in the pension, with the same amount in the Mike Day Supplemental Retiree Medical Plan. We also added the 401K plan."

Crosatto says that this is the first automotive shop to bargain into the CMTA Delta Dental plan, which is "a Cadillac plan with 90/10 coverage and no upper limit. And most impor-

tantly for these guys, they have a big network of dentists in Alaska."

Alaska may be the most expensive state for health care, as Anchorage is the only city in the state with more than one hospital, and there are no HMOs in the state. Blue Cross is setting up a PPO national network which the members here will be able to access. "This will be a big improvement for them," says Crosatto.

One unique benefit that these members get is a \$1,000 vacation allowance in addition to time off. "This is fairly standard up in Alaska," says Crosatto. "Due to the long, dark winters, people try to take long vacations to keep up their morale."

Crosatto says that previous to this visit, all work with this shop was done by conference call. "I think the members appreciated seeing somebody, but even more, they're looking forward to improved health benefits and increasing the pension plan."

*With two shop visits in 23 years, the members at J.E.T. had more than a few questions*



(L) Reed Webre (C) A view of Anchorage from the port (R) Shop Foreman David Mikowski

## SHOP TALK: What do you think about the upcoming recall election?



**Dave Miller**  
MGM Brake  
Cloverdale—Local 1596

"I think it's good—Davis should be recalled if he's not doing his job. Politicians have to be held responsible. But I won't be voting in October."



**Eric Rugo**  
Larkfield Body & Paint  
Santa Rosa—Local 1596

"I pay zero attention to politics, and don't vote. But I also don't complain when things go wrong!"



**Mickey McCracken**  
Chuck's Brake & Wheel  
Santa Rosa—Local 1596

"It's B.S. It was an honest election—the guy got elected. Then, people change their mind. It shouldn't happen. I'll be voting NO."



**Richard Gustin**  
Henry Curtis Ford  
Petaluma—Local 1596

"I'm not paying attention and don't have any opinion on this. In general, I just don't like politicians."



**Bill Graham**  
Cromer Clark Lift  
Santa Rosa—Local 1596

"It's a big waste of money. The recall should only be for malfeasance. The economic situation is beyond Davis' control. Nobody likes it, so they blame him."



**Dave Cromer**  
Santa Rosa

"I think it's think the possible for w it's more th I will vote, on the recall"

# The challenge of striking a corporate giant



Local 1414 members bring the rat to their August 23 rally at Serramonte Dodge. In retaliation, the company has threatened to put a big cat on its roof.

Just as the members of Local 1173 settled their three-week strike with Contra Costa's independent dealers, 15 technicians who are members of Local 1414 and work at Serramonte Dodge in Colma—hit the streets.

The issues that they're fighting for are very much the same—decent health and welfare and opposing the move to flat rate, among others. The difference is that Serramonte Dodge is not an independent, but rather is owned by corporate giant Sonic Automotive, based in North Carolina.

"Sonic has a national policy to revoke union security clauses, go to flat rate, freeze pensions, and reduce health coverage," says Local 1414 Business Rep Manny Francis. "This is all part of their larger agenda that they will try to implement, one contract at a time."

The techs and parts employees at Serramonte Dodge have been on strike since July 22. Along with the daily picketing, they've held several rallies and have gotten good support from other area dealerships and unions. In fact, several strikers gave special thanks to UFCW Local 101 for



Dave Taylor

bringing \$100 Albertsons gift certificates to each of them.

"The company has threatened, at least four times, that if we don't remove our tools to make room for the scabs, they'll put our boxes out on the street," says Dave Tay-

lor, a mechanic who's been at this dealership for four years, and in the union for 17 years. "But I'm sure that would be illegal."

Taylor says that the dealership has 270 years of experience among their mechanics. "You'd think that would be something to be proud of. But they don't seem to think so."

For John Romero, the main issue is health and welfare. "They want us to pay a big portion. Their policy would cost us about \$100/week out of our pockets."

"I've been in the union for 32 years and I've been on strike before," Romero adds. "But this is the first time that the employer has just closed out negotiations. This was a take it or leave it situation." Romero adds that most of the guys are sticking strong. "We're just little people after a huge corporation."



John Romero



Julio Vides

Julio Vides has been in the union for five years and has never been on strike before. "After you spend this many years helping to build up a business, and then you have to be on strike to get the employer to listen to you—it's dishearten-

ing. We give 150%. They make promises they don't keep."

For Vides, the health and welfare cuts are particularly stressful. "We've been negotiating the contract for a year and a half. About a year ago, I bought a house and then my wife got pregnant. We didn't know if we'd be on strike and lose our health insurance. It was tough—we just wanted to be sure we were covered when she went into labor. The union actually stalled the strike so we'd have insurance coverage for the birth."

Having joined the union in 1969, Richard Ward has seen his share of strikes and is somewhat philosophical. "It was never for more than 8, 9, 10 days. And it was never against a corporation."



Richard Ward

Ward's biggest concern is how they'll treat the employees when they do go back. "They didn't think we had the fortitude to go out, and then they thought we'd get scared when they brought in the scabs. The most important thing is that we're still strong. We've worked together a long time. Sonic didn't think we had the solidarity to stick it through, but clearly they were wrong."

Ward says that being on strike, you never get back what you lose. "But we finally had to take a stand."

Eleven year old Brad Bottoms complained that he's been eating chile and ketchup soup since his father Keith went on strike. But he understands the importance of solidarity. "My school tried to take away touch football. We went on strike the same day that the accreditation board came to evaluate our school. Ten out of 36 of us walked out together—and we ended up winning football back."

Keith says he learned a lot about labor disputes from his son. But his message to other shops is to watch out for Sonic. "They're everywhere. And they're not leaving."



Brad & Keith Bottoms



...k Lift  
Local 1596

...e. I don't  
...is respon-  
...curring—  
...governor.  
...I vote NO



Norma Guzman  
MGM Brake  
Cloverdale—Local 1596

"I think it stinks. It costs too much money and we'll be the ones paying for it."



Bart Brennan  
MGM Brake  
Cloverdale—Local 1596

"It's a waste of time, since most people don't take an interest in the political process. Any issue that effects us statewide is important for the union to be involved with."



Dwain Begley  
Chuck's Brake & Wheel  
Santa Rosa—Local 1596

"I'm not for him or against him, but this is a waste of time and money—the state should just ride it out with this governor. There's always got to be a scapegoat."



Eric McMannis  
Larkfield Body & Paint  
Santa Rosa—Local 1596

"I don't think any of the alternatives are any better."



Stella Jojola  
MGM Brakes  
Cloverdale—Local 1596

"I'm for it. We need a change. He hasn't helped us."

## Notice of Election for Local 1101 Officers, Executive Board, Local Lodge Auditors

**For the term January 2004 through December 2007**

In accordance with Article L, Nomination & Elections of the Local's Bylaws and Article "B" of the IAM Constitution, please be advised that an election of Officers and Executive board members, including auditors, will be held at the Lion's Blind Center (regular meeting hall) Thursday, December 11, 2003 from 12:00 Noon until 9:00 p.m.

Nominations for the above positions will be held at the same location, Thursday, November 13, 2003 at the regular local lodge meeting starting at 6:30 p.m.

Only members in good standing for one (1) year prior to nomination and working for a Union employer are eligible to hold office. No member can accept nomination for more than one (1) office and officers can not be auditors of the local lodge.

The member receiving the highest number of votes in each position will be declared the winner or in the case of more than one (1) position per office, such as Trustees, the three (3) members with the highest number of votes will be declared the winners.

When voting the member must be in good standing, present their dues card or other identification, and if ruled eligible shall receive a ballot from the authorized teller.

Members who reside in outlying districts more than 25 miles from the designated balloting place, members who are either confined because of verified illness or on leave qualifying under U.S. family leave laws, or on vacation, or on official IAM business approved by the Local Lodge or District Lodge, or Grand Lodge, or on an employer travel assignment, or reserve military leave, as the case may be, shall be furnished absentee ballots. In the case of absentee ballots, please contact the office for further details on obtaining and establishing eligibility for this method of voting.

### NOTICE OF BYLAW CHANGES

*(Various changes affecting the operation, dues and funds of the local lodge)*

Please be advised of various changes to the Bylaws of Local Lodge No. 1101 which may change the operation, dues and funds of the local as per Article "D", Section 1 of the IAM Constitution.

Currently submitted for considerations are Article J - Funds & Property and Article G - Dues, Fees and Assessments. Additional changes may be submitted to the President of the Local on or before October 1, 2003 in order to be submitted to the Bylaw Committee for recommendation and first reading at the regular meeting, October 9, 2003 at 6:30 p.m. at the Lion's Blind Center (regular meeting hall), and again on November 13, 2003 at the same time and location of a final reading, discussion and vote. If passed they will be submitted to the International for final approval.

## 2004 IAM Scholarship Competition

The IAM makes available financial scholarships to help members or children of members attain a Bachelor's degree or a two-year vocational/technical certification. The competition, among eligible applicants, is judged by a special Selection Committee.

**Amounts of the Awards:** Awards to members are \$2,000 per academic year. Awards to children of members are \$1,000 per academic year. These awards are granted for a specific period from one to four years to enable the member to earn a Bachelor's degree or a two-year vocational/technical certification.

**Eligibility for Competition:** Applicants must be either an IAM member (or the child of an IAM member) having two years of continuous good-standing membership up to and including the closing date of the competition, which is February 25, 2004, plus meet the additional requirements as specified in the Scholarship pamphlet.

**How to Apply:** There are three different application packets: one for members, one for children of members, and one for vocational/technical school. Application Packets for the 2004 competition may be obtained by writing to the IAM Scholarship Program, 9000 Machinists Place, Room 117, Upper Marlboro, MD 20772-2687. Use a coupon from the IAM Journal (summer or fall issues) if possible. The deadline to submit the completed application form is February 25, 2004.

## Notice of Election for Local 1546 Officers

Dear Sisters and Brothers:

Under our Constitution and By-Laws, notice is hereby given for Nominations for the following offices: President, Vice-President, Recording-Secretary, Secretary-Treasurer, Sentinel-Conductor, Three (3) Trustees, Three (3) Members of the Audit Committee, Five (5) Delegates for the California Conference of Machinists, Five (5) Delegates to the California Federation of Labor AFL-CIO, Five (5) Delegates for the Alameda County Central Labor Council, Three (3) Delegates for the Contra Costa Central Labor Council, Twelve (12) Members of the Executive Board.

The Term of Office is for a period of three (3) years.

The nominations will take place at our regular meeting on Tuesday, November 4, 2003 no later than 9:00 p.m. in our building at 10260 MacArthur Blvd., Oakland, CA 94605.

Nominations will be made orally from the floor and the names of all nominees will be read by the Recording Secretary at the close of nominations.

The election will be held on Tuesday, December 2, 2003 at the Union Hall: 10260 MacArthur Blvd., Oakland, CA 94605. The polls will be open from 8:00 a.m. to 8:00 p.m.

Request for an absentee ballot should be forwarded to the Recording-Secretary no later than 30 days before the election. Members who reside more than 25 miles from the designated balloting place, are confined because of verified illness, on leave qualifying under family leave laws, on official IAM business or are on employer travel assignment or military leave shall be eligible for an absentee ballot.

Fraternally,

William (Bill) Schechter, Recording Secretary  
East Bay Automotive Local 1546

# 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).

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

## SHOP TALK: What do you think about the upcoming recall election?



**Jeff Temple**  
Larkfield Body and Paint  
Santa Rosa—Local 1596

"I have mixed emotions about it. This could open the door for more recalls, which would be a bad thing."



**Mark Howe**  
Henry Curtis Ford  
Petaluma—Local 1596

"I'm a conservative Republican and don't give the union line. I'm looking at Arnold."



**Gary Peterian**  
Larkfield Body & Paint  
Santa Rosa—Local 1596

"I just wish people would make up their minds the first time. For Schwarzenegger, it's more of a celebrity thing than a real job."



**Jason Johnstone**  
Cromer Clark Lift  
Santa Rosa—Local 1596

"It seems like it's just another distraction—something to distract us from the true facts and figures."



**Sergio Arroyo**  
Henry Curtis Ford  
Petaluma—Local 1596

"I think the recall is good. I'll vote for Cruz Bustamante to take care of the Latinos. We need somebody else. Let's try something different."

## UNION PEOPLE



Jim Keeter proudly stands by his 1930 Ford Coupe Model A and his 1963 mini-Cooper.

### Local 1484 member shows off his winning cars

Local 1484 member Jim Keeter not only repairs equipment for a living, he also maintains his own fleet of award-winning antique and exotic vehicles. Here he's pictured with his 1930 Ford Coupe Model A and his 1963 Austin Cooper "S", known as a mini. He also owns and flies a Cessna 210 Centurion 6 passenger plane, which he keeps hangared at the Compton airport.

Keeter started out building hot rods in 10th grade. His Model A is a copy of the car he drove through my high school years. "These two cars are pristine," Keeter says proudly. In August, his Model A took first place in the "Home Built Cars" category of the Good Guys National Car Show in Pleasanton. "I got a beautiful crystal trophy, sponsored by Timberline, and eight of us qualified for a \$5,000 prize, to be selected in Louisville in November. And, I just learned that my car was picked to be in an opening parade for the National Hot Rod Association in November. Now that's an honor."

Keeter says his Mini Cooper has taken three first-place awards at English car shows and mini-meets. "Both are pristine cars. It's fun to work on them, and then to have that work recognized."

Keeter has been a member of Local 1484 for over 40 years. He started at White Freightliner in about 1960, and when a job came open at Metro Stevedoring, in Wilmington, he jumped at the chance. "This has been a great company to work for—they treat their people really well," Jim says. "And I supervise a good bunch of guys—we're a real team down here."

Keeter is the maintenance foreman, overseeing the maintenance of the company owned equipment used on the docks. While he plans to retire from his job by the close of 2004, between keeping up his cars and flying his plane, he'll always have some grease on his hands. "I plan to travel, have some fun and fly a lot more. I also plan to build some hot rods."

### IAM helps set statewide policy

Local 2182 Area Director Mark Martin has been appointed by Gov. Davis to the Inspection & Maintenance Committee for the Smog Check program. "Our duties are to oversee the inspection and maintenance program for Smog Check and set policy and enforcement for the program," Martin explains.

Martin was also asked to sit on a Cal OSHA Advisory Committee on

Hoist Standards. "We set standards for next 5 years," Martin says. "Employers will now be required to inspect and maintain their hoists in accordance with manufacturers specs. They'll also have to train employees in proper hoist usage. Employers will now be even more responsible if there's an accident, because if there's an injury, it can be cited as an OSHA violation."

### Notice of Election for Local 1584 Officers

For the Term January 1, 2004 to December 31, 2006

Dear Brothers and Sisters:

#### Nominations:

At our regular lodge meeting, a Special Order of Business will be called at 7:30 p.m. on Thursday, November 20, 2003. The meeting convenes at 7:00 p.m. The positions listed below will be opened for nominations: President • Vice President • Secretary-Treasurer • Recording Secretary • Sentinel • Conductor • Three (3) Trustees • Six (6) Executive Board Members • Three (3) Auditors • Four (4) Central Labor Council Delegates • Four (4) IAMBA Building Association Delegates • Two (2) California Conference of Machinists Delegates and One (1) Alternate.

Each office is for a three-year term. Members nominated for office must meet all the "qualifications of Candidates" as listed in our bylaws and the IAM Constitution.

#### Election Day

Election of Officers will be held on Thursday, December 18, 2003 at 8130 Baldwin Street, Oakland. Polls will be opened from 7:00 a.m. to 7:00 p.m.

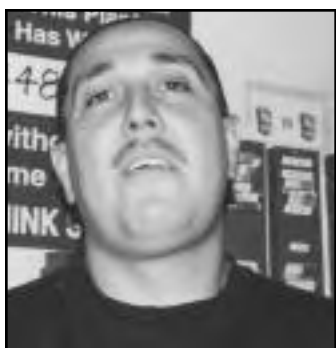
#### Absentee Ballots

Absentee Ballots will be furnished upon written request to the Recording Secretary of the Local Lodge by delivering or mailing. Members must qualify under the provisions of the Grand Lodge Constitution as follows:

- 1) Must reside in an outlying district more than 25 miles from the designated balloting place.
- 2) Confined because of illness.
- 3) On vacation.
- 4) On official IAM business approved by the Local Lodge, District Lodge or Grand Lodge.
- 5) On an employer travel assignment.

All requests for absentee ballots must be postmarked no later than Monday, December 8, 2003.

## SHOP TALK: What do you think about the upcoming recall election?



**Phil Garcia**  
MGM Brakes  
Cloverdale—Local 1596

"I'm not into politics. I don't vote and have no opinion on political issues."



**Javier Mata**  
MGMBrakes  
Cloverdale—Local 1596

"I'm pretty busy. I've never heard of the recall."



**Dan Sciacca**  
MGMBrakes  
Cloverdale—Local 1596

"It's a mess, with all kinds of new candidates. We've got to do what's best for us and the union—look at the whole picture and not just go for a movie star."



**Keith Marchando**  
Henry Curtis Ford  
Petaluma—Local 1596

"A few months ago, eight million of us voted for Davis. Were we fooled or unaware? We need to make changes, but the governor is only one person. He doesn't do it all."



**Bill Morris**  
Henry Curtis Ford  
Petaluma—Local 1596

"It doesn't make much difference who gets in there—we'll still get messed over. This election is funny with all the candidates, but it seems like a waste of money."

## Golfing for the Guide Dogs

On Friday, August 22, 144 IAM and other union members, vendors and employers filled the Alameda Municipal Golf Course to raise money for the Guide Dogs of America.

Scoring was done using the "Blind Bogey" method, where certain holes are picked and tallied. Depending on how you counted, Tom Weston, Brian Morton, Bill Brunelli and Jim Beno took first,

and the Teamster team of Krause, Kikes and Hampel took second place.

In addition to the golf fees, more than \$10,000 was raised through the raffle. Donations from ATPA, McMorgan & Company, My Union Rx and many others enabled the district to

purchase more than 100 items, including DVD players and television sets and other assorted electronic goodies. Several companies donated football and baseball tickets to be raffled off as well.

While the final income and expenses have not yet been tallied, it appears as if

the 19th Annual Michael J. Day Memorial Guide Dogs of America Charity Golf Tournament will donate close to \$60,000 to the IAM's favorite charity. In addition, Local 1173 announced that their first annual Poker Run netted \$500 for the Guide Dogs of America.

The total donation from District 190 activities will be given to GDA at their annual dinner to be held in Las Vegas in November.



(L) The Golf Committee (Jim Beno, Joyce Day and Herman Howell) eat dinner in front of the raffle prizes. (C) Former DBR Frank Souza celebrates his 50-year membership as he cooks up linguica for the golfers; (R) The winning golf team: Brian Morton, Jim Beno (who didn't golf) Bill Brunelli and Tom Weston.



## 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.

October 28 • November 18 • December 16

#### General Delegates Meeting

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

October 28 • November 18 • December 16

### Local 801

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

#### Membership Meeting

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

October 16 • November 20 • December 18

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.

October 2 • November 6 • December 4

#### Stewards Meeting

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

October 2 • November 6 • December 4

#### General Membership Meeting

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

October 9 • November 13 • December 11

### 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.

October 9 • November 13 • December 11

#### Membership/Shop Stewards Mtg.

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

October 16 • November 20 • December 18

### 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.

October 2 • November 6 • December 4

#### Executive Board Meeting

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

October 9 • November 13 • December 11

#### General Membership Meeting

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

October 16 • November 20 • December 18

#### Retirees Club

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

December 3 • March 3, 2004 • June 2 • September 1

### Local 1484

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

#### Executive Board Meeting

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

October 16 • November 20 • December 18

#### General Membership Meeting

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

October 7 • November 4 • December 2

#### Retiree Club

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

October 16 • November 19 • December 17

### Local 1528

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

#### Executive Board Meeting

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

October 1 • November 5 • December 3

#### General Membership Meeting

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

October 1 • November 5 • December 3

### Local 1546

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

#### General Membership Meeting

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

October 7 • November 4 • December 2

#### Shop Stewards Meeting

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

October 7 • November 4 • December 2

#### Executive Board Meeting

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

October 2 • October 30 • November 27

#### Senior's Luncheon

First Wednesday of each month at 12 noon

October 1 • November 5 • December 3

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.

October 16 • November 20 • December 18

#### Executive Board Meeting

Preceding Monday at 7:00 p.m.

October 13 • November 17 • December 15

#### Retirees Club

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

October 7 • November 4 • December 2

### Local 1596

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

#### Membership Meeting

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

October 21 • November 18 • December 16

#### Executive Board Meeting

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

October 21 • November 18 • December 16

### Local 2182

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

#### Executive Board Meeting

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

October 14 • November 11 • December 9

#### General Membership Meeting

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

October 14 • November 11 • December 9

#### Retirees Club - VISTA CLUB

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

October 16 • 19 • December 17