



Bulletin

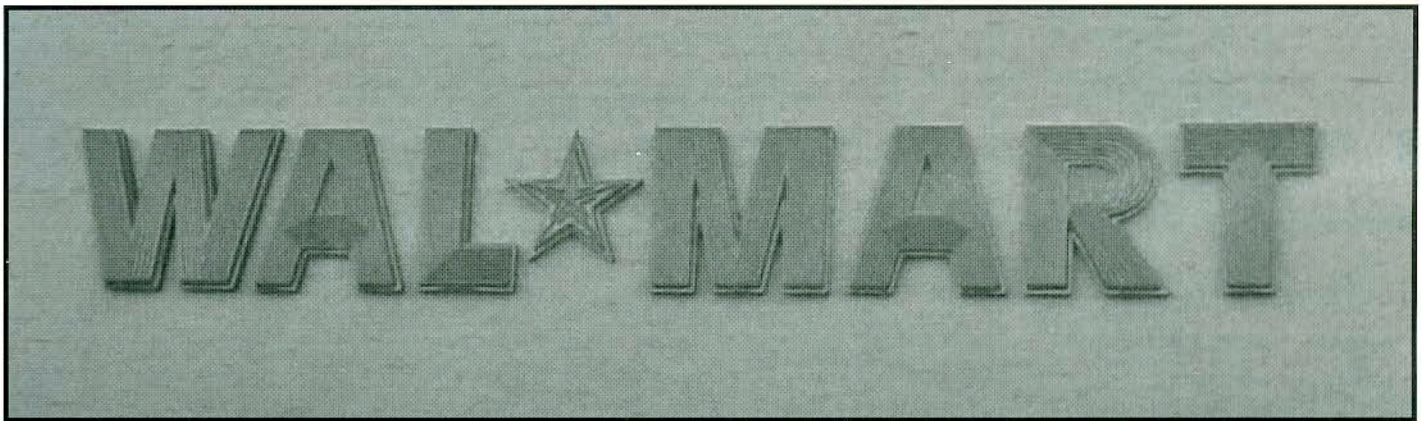


Volume 15, No. 5

We Light Up Your Life!

May 2005

Why Is This Retail Giant The Most Hated Company in the Country?



and Why *You* Should Care

ALSO INSIDE

Norman Glasser addresses two key issues topping today's headlines and explains why it's important for you to weigh in. Page 2

An Extension of His Family: President Abaravich finds support from his union Brothers and Sisters. Page 3

Not working? R. Bruce Prochal offers some advice on how to get through the traditionally slow months. Page 6

So, who is Local 728's new Master Instructor? Find out on Page 2.

Local 728 Officers and Executive Board

Patric J. Abaravich
President

Michael Gips
Vice President

Norman L. Glasser
Business Rep. - Secretary

R. Bruce Prochal
Call Steward/Treasurer

Executive Board Members

Branch Brunson

Paul Caven

Michael Everett

Dennis K. Grow

Roger L. Lattin

Steve R. Mathis

Richard McConihay

Jerry Posner

Alan M. Rowe

Karen Weilacher

Sergeant-at-Arms

Greg Argarin

Shop Stewards

John L. Murray CBS

Bernie Bayless Disney

Pascal M. Guillemard Fox

Patric J. Abaravich Paramount

John Jacobs Sony

John Trujillo Universal

Thomas P. Pugh Warner Bros.

Union Phone Numbers

(818) 891-0728

(800) 551-2158

Fax (818) 891-5288

Web Site:

www.iatse728.org

*The best way to get involved is to let your congressional
representative know how you feel*

Make Your Voice Heard

**By Norman Glasser
Business Representative - Secretary**

There are two important issues in the headlines today that you should be aware of - they affect your retirement and your job, and you should be contacting your representatives in Congress about them. The first is the proposed privatization of Social Security and the second is the Central American Free Trade Agreement or CAFTA.

As you know, Social Security has been in the news for months now since President Bush proposed privatizing benefits into individual accounts that people would partly manage on their own. According to the AFL-CIO, this plan would "slash guaranteed retirement benefits as much as \$152,000, take away 70 cents in retirement benefits for every \$1 in a private account and return the money to the government coffers and open Social Security up to political corruption and make working families' retirement benefits worse, not better."

Ironically, in a recent *Los Angeles Times* article it was reported that even experts in economics don't know how to invest their portfolios wisely; and the president expects the average American who must work every day, help raise their children and just manage the bills to suddenly take over part of their retirement benefits!

The other issue I wish to address is the new trade agreement cited above; CAFTA. This new proposed trade agreement resembles NAFTA (which has been a disaster for labor and workers in general) but is for our trading partners in Central America. According to AFL-CIO President John Sweeney, CAFTA "will utterly fail to create good jobs at home...and leave workers, family farmers, the environment, and communities more vulnerable, while enriching and empowering corporate elites."

The best way to get involved is to let your representatives in Congress know how you feel and demand they take action in your interest, not Wall Street's or private corporations. One way to reach your representatives is through the AFL-CIO, Working Families, e-Activist Network. By signing up at aflcio.org you can keep informed and send messages to your representatives directly, letting them know how you feel on the issues and to fight for worker's rights.

Continued on the next page

IT'S A WRAP!

**Local 728 is pleased to
announce that member
Alan M. Rowe
has been named the new
Master Instructor.**

**Feel free to call Alan
at the Local
with any questions.**

There is a reason why union members are referred to as Brothers and Sisters ... take time to learn more about your extended family

Union Friendships Provide Support & Compassion

**By Patric J. Abaravich
President/Editor**

I was sitting around listening to some co-workers talk about how amazed they are when they learn what members they have known for 20 or more years do on their own time.

It hit me as so strange that in a union of Brothers and Sisters – many of whom we spend a sizable portion of our lives with, almost as much as our immediate family – that we don't know each other better.

As we get bigger and newer members join the ranks, it seems no one wants to take the time – other than to pick up a paycheck – to know something about the people they work with.

I have made it a commitment to know as much as I can about the many people I work with from their families and pets to their hobbies and interests outside of work. It's nearly inconceivable to me to work with someone for years and not know something about their life outside the studio gates. I've spent years getting to know and appreciate the diverse lives of my Brothers and Sisters.

Never did I realize how important the years of "knowing" people would be. This past month, my wife and I lost the baby she was carrying. Out of the sadness and confusion came support and compassion from those friendships I have built over the years. The outpouring was, and still is, amazing. To me, this is the real meaning of a union. It's another family, and for many of us, an extension of our immediate relations. We're intimately joined day by day, shoulder to shoulder, in great times and in times of struggle. We count on each other, we bond, we watch each other's back, and we learn from one another.

If you can't look at the people you work with and freely and genuinely ask them something about their lives at home, you are not doing your job. Go to your Brothers and Sisters and learn something about them.

I am glad that I have taken the time over the years to learn more about my extended family. And for those in my union life that have so openheartedly shared your life filled with joys and sorrows, and accomplishments and setbacks, I thank you. I am a better person for having shared in your life.

*Business Representative's Column
Continued from Previous Page*

On a sad note, I want to mention the passing of Miguel Contreras, Executive Secretary-Treasurer of the Los Angeles County Federation of Labor. Miguel Contreras passed away suddenly on May 6, 2005. He was a strong labor leader who helped bring respect back to the labor movement as a whole in Los Angeles; he will be truly missed.

Call Steward INFORMATION

Any Local 728 member representing the producer in filling calls or needing assistance, please contact this local during business hours. The local office operating hours are 8:00 a.m. to 6:00 p.m. Monday through Friday. If you need to hire prior to 8 a.m., after 6 p.m., or over the weekend, please phone the Call Steward at 818-207-3094.

Members seeking weekend work should call the Steward at the Local on Friday to put your name on the weekend availability list.

Anyone who hires off roster or hires any member who is not current with their dues without first calling the Call Steward, shall have charges filed against them and shall be subject to the assessments levied by the Trial Board if found guilty.

Our present contract work week consists of any five (5) consecutive days out of seven (7) consecutive days.

ACCESSORIES

Wear it Proudly!

Local 728 has a wide assortment of logo gear available for purchase. Hot new items include Jackets and Vests. Also available are T-Shirts, Polo Shirts and Blankets.

Visit the union hall to check them out!

HONEST DEALIN'

FOR SALE

12k HMI, Silver Bullet, privately owned, perfect condition, complete with 2 head ext. bulb, ballest, diff. \$4,500 OBO. Call Scott at 818-674-2132.

Deceased

Brother Arvel Youngblood, 86 years old, passed away on March 20, 2005.

Brother Joseph A. Spitaletto, 33 years old, passed away on March 22, 2005.

Brother Wynn "Buddy" Bowles, 76 years old, passed away on April 7, 2005.

Margaret Rose Abaravich, baby, daughter of President Patric Abaravich and his wife, Elizabeth, passed away on May 4, 2005.

Miguel Contreras, 52, Executive Secretary-Treasurer, LA County Federation of Labor, passed away on May 6, 2005.

First Notice

New applicants for membership are: Gary A. Breckel, Wilson Brock, Mitch G. Byerly, Daniel Lewis, John A. Locke, Rudy Martinez, Steve Martinez, James McCusken, Michael McDougall, Cameron Michael, Norbert Quiban, Walton D. Rowell, Shawn Shemanski, Charles Sparks and Todd Anthony Wimett.

Second Notice

New applicants for membership are: Patrick Brennan, Marc Bussio, David Chung, Bernard Cistrunk, Chris Greene, Todd A. Helsley, Trish Herremans, Charles Sears and Matthew Zschoche.

New Members

The following members were sworn into Local 728 on May 14, 2005: Lawrence Cha, Daniel Gonzalez, Brian D. Hartley, Gabriel Hays, Joshua L. Huber, Jose H. Martinez, Aaron Peterson, Ruben T. Ramos, Roberto A. Schein, James Strong and Neil A. Young, III.
The following member was sworn into Local 728 on May 16 2005: Allen E. Barnwell.

Grassroot Organizations and Lawmakers Are

Can Wal-Mart Become a

It was only a few years ago when employment and wage disparities at retail giant Wal-Mart were something discussed primarily by unions. Today, it's a totally different story for the country's largest employer: Thanks in large part to organized labor, everyone from Congress to grassroots activists have now stepped up to the plate to hold the company accountable for their common (and oftentimes illegal) practices. Together, they hope to force the global retail gorilla into becoming a responsible corporate citizen.

Everyone is speaking out. Type in "Wal-Mart" in Google and the Internet search engine will quickly give you 15.7 million listings.

Nowhere has the fury raged more than in North America. In March, 21 members of Congress released a joint statement to ABC News asking the network to drop Wal-Mart as its sponsor of *Good Morning America's* "Only in America" series. Addressed to the president of ABC News, the letter stated, "Wal-Mart values are not American values. Crummy healthcare, an assault on small businesses, and poor wages is not what we value in America."

The pressure grew in May when 51 members of Congress released a letter they sent to Wal-Mart CEO Lee Scott. Political honchos asked the company to release wage data for a congressional review so they can "further understand why Wal-Mart pays its women associates less than men and promotes its female workers less frequently than their male counterparts."

While women make up 72% of the hourly workforce, only 33% are managers, and only 15% store managers. Those statistics come from a 2003 report that also concluded Wal-Mart's female associates have on average longer tenure with the company and better merit ratings than male employees. Six former female Wal-Mart employees from San Francisco brought a discrimination suit against the company in 2001. Today, 1.6 million former and current female employees are now involved in

the class-action lawsuit marking this as the *largest discrimination lawsuit in U.S. history.*

But it's just not discrimination sparking the ire of America. This company faces a plethora of infractions and charges ranging from breaking child labor laws to hiring illegal immigrants, operating an illegal anti-union slush fund, undercutting suppliers and destroying smaller, less competitive retailers. Critics have also repeatedly attacked Wal-Mart's history of paying below-poverty wages and not providing affordable, quality healthcare for



The American flag perched proudly above this Southern California store seems almost ironic: 80% of the 6,000 factories worldwide that supply Wal-Mart's stores are located in China.



They've Got America Hooked: Analysts say sales grew 11% in 2004 and the company estimates 90% of us (or 270 million people) shopped at one of their entities last year.

Finally Joining Ranks with Labor Unions, but

Responsible Corporate Citizen?

its associates thus shifting the burden onto taxpayers. The company has even been blamed for the Southern California grocery strike. The top three grocery chains said they feared competition from Wal-Mart Supercenters (which sell groceries) as the reason for offering a substandard agreement to their employees.

Health Care

Wal-Mart spokespersons are emphatic when they stress to the public that the company *does in fact* offer health care coverage to their associates. According to www.wakeupwalmart.com*, what the representatives repeatedly fail to mention is:

- ✓ Between 1993 and 2003, the company increased the premium cost for workers by over 200% (while health care inflation only rose 50% in the same period).
- ✓ In 2002, the company mandated that new, full-time workers must work 34 hours a week (versus 28) to be eligible to purchase health care coverage.
- ✓ That same year, they continued to make it harder for employees to buy into the company plan when they directed that full-time workers had to be employed for six months before they were eligible for coverage.
- ✓ Part-timers have to wait two years before being eligible, and then only qualify for single, not dependent, coverage.
- ✓ 650,000 "associates" do not have coverage
- ✓ The average "associate" would surrender 1/5 of his or her paycheck for health care coverage.
- ✓ Deductibles range from \$350 to a staggering \$3,000 for family coverage.
- ✓ According to the AFL-CIO, a single associate could spend roughly \$6,400 out-of-pocket (about 45% of their annual, full-time salary) before a single benefit from the plan kicks in.
- ✓ Although contraceptive drug coverage is standard for four out of five employees in the U.S., Wal-Mart's plan does not cover it. A company spokesperson defended the health plan: "[It is] oriented toward catastrophic coverage, with very little in the way of preventative benefits, regardless of gender."

"I have always felt strongly that we don't need unions at Wal-Mart ... The partnership we have at Wal-Mart -- which includes profit sharing, incentive bonuses, discounted stock purchase plans, and a genuine effort to involve the associates in the business so we can pull together -- works better for both sides than any situation I know of involving unions."

- Founder Sam Walton

The Union is A Cult

Labor unions agree: Wal-Mart is the poster child for why employees need organized representation. Naturally, the Bentonville execs couldn't disagree more. The company has officially said that because they "believe in maintaining an environment of open communication, we do not believe there is a need for third party representation."

Tell that to the 190 employees in Jonquiere, Quebec Canada. In early May, Wal-Mart shut down the entire operation after "associates" there voted to make it the first unionized store in North America. Rather than let their employees have a collective voice (nearly 40% of Quebec's workforce carries a union card), the company decided they would stick with the late Sam Walton's ultra anti-union ways.

And we must not forget the plight of the 10 Wal-Mart butchers in Texas. In 2000,

Delinquent List Second Quarter 2005*

ADAMSON, ERIC S.
ANGUS, JASON M.
BARRERA, REYNALDO
BERARDI, PHILIP N.
BOUZA, DAVID
BOX, HARRY C.
BOYER, NANCY ROCHELLE
BREEDLOVE, SHAUN
BRISBIN, JAMES E.
CHASSLER, JEFF
CLEAR, KELLY D.
COCHRAN, ERIC H.
COHLMIA, CHAD M.
DAMBRA, CHRIS J.
DE LA ROSA, JEFFREY
DURR, TIMOTHY R.
DUTKOWIAK, ROCH C.
EDNIE, DOUG
ENDEWARDT, FRANK E.
EUBANKS, JERRY
FINO, CRUZ S.
FRANCHETT, TOM
GALINDO, ADAN
GALINDO, RENAN
GALLART, MICHAEL
GROSHON, HAL
HASTINGS, WILLIAM R.
HEARD, HOLLYWOOD KEVIN A.
HINKLE, BRADLEY
HOOD, ALBERT A.
HOUSTON II, LAMAR
JACKSON, RENALDO
JOHNSON, VAN
KALOUS, ALFRED E.
KANESHIRO, ALAN
KIM, KAISER KAI
KNIEST, JAMES
KOVALESKY, STEVEN J.
LINDSAY, DAVID T.
MANNING, WRIGHT K.
MARQUEZ, MICHAEL S.
MC GEHEE, STEPHEN W.
MC HUGH, DENNIS
MC KAY, JR., ROBERT A.
MEADOWS, TERRANCE D.
MOODY, SCOTT
MORTON, MARK A.
MURCHISON, DARRYL L.
MURPHEY, NICHOLAS J.
NEVILLE, ROBERT S.
NEWBURN, WILLIAM R.
OLIVER, MARK R.

Continued on Page 7

Page 5

Continued on Page 6

Continued from Page 5

ORSA, JEFFREY E.
PRITCHARD, DERIK
RAMOS, ROBERT J.
REGAN, ROBERT A.
SAUCIER, PHELT MICHAEL
SECKAR, JOHN EDWARD
SELICEO, ERNEST A.
SORIANO, ANTONIO
STEWART, JOHN JEFFERY
STILLMAN, ALLEN
SVOBODA, MARTIN P.
SWEZEY, BRYAN L.
TAKAMURA, SATOSHI
THOMPSON, ELI
TOBEE, AKIN
TREMBATH, MARK E.
VALENTI, JORDAN
VALENTINE, MICHAEL L.
WEAVER, MICHAEL N.
WEISS, ROBERT RYAN
WHITE, FRED G.
WHITESIDE, MATTHEW T.
ZAMOSCIANYK, CHRIS
ZUCKER, JEFFREY A.

Suspended

AASLAND, JOSEPH D.
ABBOTT, MARK
ALONSO, GARY
AMINI, CYRUS
BARNETT, BILLY H.
BLACK, CHARLES D.
CRONN, ROBERT
CROSS, WILLIAM
DAHLQUIST, D. MICHAEL
DE PERNA, ROBERT J.
DELGADO, DAVID
DORSEY, J. MATTHEW
DOUGHERTY, JOSEPH E.
DUNN, REGIS J.
FERRAT, RICARDO F.
FORTUNE, JAY
GRADZHYAN, HARRY H.
GUZMAN, ANTHONY D.
LAYNE, JOHN L.
LOGAN, GUY
PENTEK, JEFFREY D.
ROFFREDO, JOSEPH F.
SCHMEHR, KENNETH L.
THORPE, JAMES R.

Continued on Page 7

Remember Your Responsibilities as a Member!

**By R. Bruce Prochal
Call Steward/Treasurer**

Greetings everybody! In early April, the bottom started to drop out of the work market, as far as this office is concerned, and it has continued through the month of May. The "Availability List" is quite fat. Quite a contrast from last year!

I get a lot of calls from our newer members asking, "Where is the work?"

We all know the experience: You "get your days", and you think you're going to be on a gravy train for the next 20 to 30 years. Then the reality hits! You find yourself asking, "Where is my next job?" and "Whom can I call?" etc., etc. We will all experience this at sometime or other. For years, the months of April, May and June have traditionally been the slower months of the year. The only way to endure these slow periods is to get into the habit of saving money.

Many of our members get "on the books" and forget to "get off the books." Some of the offenders are members who work primarily on one major lot. If you work on a major lot, and to all other members who believe that the best boy calls the Local to report that you are working, if you are found to be "working on the books," you will be fined as per the Constitution & By-Laws (\$25.00 fine). It is your responsibility to take yourself "off the books." Take some time and read your Constitution and By-laws. When you go back to work, call the Local.

As for you best boys (or ACLTs), I applaud those of you who have taken the time to notify the Local with the names of your crew members and crew changes as stipulated in our Constitution & By-Laws. Let me remind you that a best boy (ACLT) is required to notify the local of crew/ location changes when they occur and that said best boy is subject to a \$100 (one hundred dollars) fine per incident, an additional \$100 (one hundred dollars) "conduct unbecoming a member" fine for hiring a member who is delinquent, suspended or dropped, and you will be invited to an Executive Board Meeting to explain your actions. Failure to appear is another \$25 (twenty-five dollar) fine. The responsibility is yours, it is your decision.

Until next time, RBP.

You Need To Know

**General
Membership
Meeting**

Saturday,

July 30, 2005

9:00 a.m. at

IATSE Local 44

12021 Riverside Drive

North Hollywood

**Be sure to bring
your union card!**

Wal-Mart

Continued from Page 5

they voted to join a union. Less than 30 days later, the company switched to pre-packaged meat products and eliminated butcher jobs nationwide in all its stores.

In April of this year, the *Wall Street Journal* reported that Wal-Mart Vice Chairman and former Board Member Thomas Coughlin contends he operated an illegal anti-union slush fund as part of a company agenda to limit the freedom of its workers to unionize. The company has already been found guilty of a number of serious violations that the *Wall Street Journal* reported, "Would represent a criminal offense under the federal Taft-Hartley Act." Those offenses include bribing with promotions, illegally spying, firing, and intimidating employees.

According to the web site www.wakeupwalmart.com, Wal-Mart issues "A Manager's Toolbox to Remaining Union Free." In addition to tips on how to spot the warning signs that employees may be heading toward organizing, the toolbox supplies managers with a hotline number to call alerting Wal-Mart specialists to the store to derail any union attempts by their associates.

Perhaps even more telling is the tale of John Lehman, a former Wal-Mart manager who now works as an organizer with the UFCW. He said, "I used to say the talking points that the union's a cult ... You don't want to join a union ... Why pay someone to speak for you?"

Why Should You Care?

In 2003, the Los Angeles City Council commissioned a report that studied the effects a Wal-Mart Supercenter would have on a community. The consulting firm of Rodino and Associates established that the megastores drive down local retail wages, damage small businesses and put a strain on public services.

More importantly, Wal-Mart places the burden of providing health care for its employees on the backs of taxpayers. The company recently held a media day at its Bentonville, AK headquarters. Hoping to improve its tarnished public image, the company invited journalists from around the country to a two-day media blitz. During the event, CEO Lee Scott took questions from reporters. According to the *St. Louis Dispatch*, Scott said in reference to a query regarding why Wal-Mart has the most number of workers on state Medicaid programs: "There are government assistance programs out there that are so lucrative it's hard to be competitive, and it's expensive to be competitive."

"With over \$10 billion in profits, Wal-Mart has a moral responsibility to provide decent health care for their 1.4 million employees. It is a sad day when the largest company in America admits that taxpayer sponsored healthcare programs, like Medicaid, provide better health care than our nation's largest employer." - Paul Blank, Campaign Director for Wake Up Wal-Mart

Delinquent 2nd Quarter 2005*

Continued from Page 6

Dropped

COX, THOMAS P.
FEINBERG, ADAM R.
HOMES, KRIS
JUNGE, RAYMOND
PATCHETT, ERIC SHAMUS
THOMPSON, FRANCIS R.
TYRELL, KEITH

Active Commercial Roster

BAYER, JOSH M.
MITROVICH, RUSSELL

*List current as of May 17, 2005



Save Money and Support the Nationwide Boycott Against Wal-Mart

There is hope for those of you who want to boycott Wal-Mart, support fellow union members, and get the most bang for your buck: Shop at Costco. Employees, including some supervisors, at six Southern California Costco stores are proudly represented by the International Brotherhood of Teamsters Local 986. The stores are located in Alhambra, Burbank, Inglewood, Northridge, Santa Clarita and Oxnard.

Data from 11 states report that the company does indeed have the highest number of employees on state-funded health care. A large portion of Wal-Mart associates make below-poverty wages (\$15,020 for a family of three in 2002) which makes them eligible for state programs. The PBS news show *Now with Bill Moyers* also reported that Wal-Mart human resources staff members even encouraged associates to apply for public assistance.

The Democratic Staff of the Committee on Education and the Workforce has estimated that one 200-person Wal-Mart could cost federal taxpayers \$420,750 a year, which includes

Continued on Page 8

Wal-Mart *Continued from Page 7*

free or reduced lunches for qualifying Wal-Mart families, costs for low income energy assistance, federal tax credits and deductions for low-income families, Section 8 housing assistance, and additional federal funds shifted into state children's health insurance programs.

The cost to taxpayers is staggering. According to a report by the Institute for Labor and Employment at UC-Berkley, California taxpayers alone subsidized \$20.5 million worth of health care for Wal-Mart employees.

Wal-Mart Pledges to Change (Some of) its Evil Ways

Critics note that the ultimate goal is to ensure that one day Wal-Mart becomes a fair employer and a responsible corporate citizen. In 2003, CEO Scott vowed that Wal-Mart would become a leader in employment practices. That same year, the company created an Office of Diversity that put into practice programs to hire and cultivate qualified and diverse employees. Additionally, Wal-Mart implemented a new job classification system, and formed a new corporate team to oversee the company's "obligations to associates in terms of pay, working hours and time for breaks." Scott told

shareholders the company also is in the planning stages of installing new cash registers that will automatically shut off if an employee is working beyond their scheduled hours.

**www.wakeupwalmart.com was launched in April of this year by the UFCW. Their web site states: "The Wake Up Wal-Mart campaign is a grassroots movement of Americans who believe by joining together in common purpose we can change Wal-Mart and build a better America." Their mission statement is clear: "Wal-Mart is the largest private employer in the world with over \$10 billion in profits. Yet, Wal-Mart lowers our wages, ships our jobs overseas, and shifts their health care costs on American Taxpayers. We believe it's time for Wal-Mart to Wake Up."*

JUST THE FACTS:
The company employs 1.4 million "associates." In 2004, the company reported sales of \$256 billion, accounting for roughly 5% of all U.S. retail sales.

Among the Richest People in the World: Forbes Ranks the Waltons

Wal-Mart founder Sam Walton acquired his first store in 1962. Twenty years later, he was the richest man in the world. By the time he died in 1992, he had amassed a fortune so large, he left his wife, Helen, and his four children billionaires several times over.

According to *Forbes* 2005 list of billionaires, Helen Walton and her daughter Alice share the title of *Richest Woman in the World* with \$18.2 billion each and tied at 13th place on the list. Eldest son S. Robson Walton is #10 on the list with \$18.3 billion. Sons Jim and John Walton tied at 11th place with \$18.2 billion each.

Forbes reports that the five family members of the late Wal-Mart founder are together worth over \$90 billion.



S. Robson Walton

Studio Electrical Lighting Technicians



Local 728, I.A.T.S.E.

14629 Nordhoff Street

Panorama City, CA 91402

Return Service Requested



FIRST CLASS
U.S. POSTAGE
PAID
Los Angeles, CA
Permit No. 34694

PRE-SORT FIRST CLASS