



AIRMAIL

International Association of Machinists and Aerospace Workers District 141 Newsletter

Winter 2018

4

**Smart Tricks
That Airline
Workers Use
to Avoid
Losing their
Bags When
They Fly**



If You're in a Union

You're probably making more than anyone else doing that job is making.

**LIVING
THE
DREAM**

**Local 1979 (HNL) is
winning at life**

DELTA RAMP IS KICKING ASS

**Will Delta Ramp Workers Become the
Next Machinists?**

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A Quick Word...

Dear Sisters and Brothers,

Happy 2019!

As 2018 comes to an end, we are drawn to reflection and welcome the opportunity for renewal. In this New Year's message I want you to know how proud I am of the work that we are doing together.

We faced this year's challenges with unity and resolve. We held strong at the negotiating table, defended our

rights at work and lifted each other after natural disasters. Our diligence is making a real difference: safety at work is paramount, our jobs are secure, and our families can look forward to a prosperous 2019. We care about our communities and help bring hope to those in need. In a world full of conflict, we seek common ground and progress.

As I look back at everything our District 141 has accomplished in 2018, I am honored to renew my

commitment to you. May the New Year bring new energy and passion for everything that we do. I hope you enjoy time with loved ones to appreciate what we have achieved and to power up for the work ahead.

With warmest wishes, in unity,

Mike Klemm

President and Directing General Chair,
IAM District 141

IAM141 Airmail Newsletter Winter 2018



Produced Quarterly by IAMAW District 141
Media and Communications Dept.

Story Ideas? Photos? Send submissions and your contact information to us at
Contact@IAM141.org

IAM DELTA!
The Delta Ramp may be about to change everything



HAPPY NEW YEAR

2019



IAM141

IAMAW District Lodge 141

UNITED American Airlines Hawaiian Airlines Philippine Airlines spirit

Grievance Activity

ACTIVE MEMBERSHIP

Year	Total Active Membership	
Present	34,319	—
2008	22,887	—

Total number of dues paying members. Total includes all carriers covered by District 141 of the IAM.

BACK PAY

Year	Total Amount	
2008 to Date	\$2,329,730.15	—
Q3 2018	\$52,864.81	▲
Q2 2018	\$28,617.49	▲
Q1 2018	\$66,036.16	▲
Q4 2017	\$12,674.96	▲

Back Pay is calculated by combining owed back pay, overtime bypass, shift pay, premium pay, and settlements won by IAM141 officers. Total includes all carriers covered by District 141 of the IAM.

JOBS SAVED

Year	Total	
2008 to Date	1073	—
Q3 2018	8	▲
Q2 2018	23	▲
Q1 2018	6	▲
Q4 2017	13	▲

Employees who were returned to work following a resolved grievance. Total includes all carriers covered by District 141 of the IAM.

United IAM Members Get Another Raise

While millions of America's non-union workers watch their take-home pay shrink due to increasing health care costs and wage stagnation, IAM members at our nation's airlines are prospering.

With wages rising to record levels, new contracts that make outsourcing almost impossible, and no shortage of profits for carriers, unionized airline workers have never had it better than they do right now.

Reversing national trends that outsource work, labor agreements are also driving an increase in airline sector hiring. Hundreds of new and insured employees are being recruited at a rate not seen since before 9/11.

IAM members at United Airlines are the best paid airline workers in their classifications. In December of 2018, the IAM wage premium will increase again, and most IAM members at United will earn a base rate of over \$30 per hour, many of them for the first time.

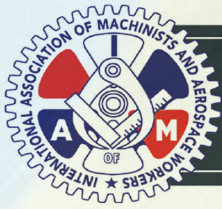
Although contract negotiations at American are ongoing, insiders predict that wages at that airline will remain competitive once a Tentative Agreement is ratified. IAM members at American Airlines, like their counterparts at United, earn top wages already. A major goal of the negotiations in progress at American is to improve on the wage and benefits at United, creating industry leading pay at American and protecting the enviable health care provisions that they already have.

These raises will deliver millions of dollars in additional wages to IAM141 members. The wage increases will help counter the escalating costs of living that are eroding the wages of most non-union workers.

The recent raises at United are only the second of six total negotiated raises for IAM-represented workers at the airline. Under their current agreement, IAM members at United will get guaranteed raises like this one for the next four years.

Thanks to these advances, Machinists Union contracts have dramatically re-defined what constitutes a fair market rate for airline work. "Standard" wages for airline workers at the top of the pay scale are now higher than those of most American workers. And this is not likely to fall anytime soon.





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JetBlue Xmas

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For IAM141 Members at United It's the Most Moneyful Time of the Year

Thanks to the historic and lucrative IAM/United Contract, IAM141 Members Will be Merrily Working This Christmas.

While non-union airline workers are holding onto their stockings, this holiday season is proving to be a money wonderland for IAM141 Members.

At the nation's largest airlines, IAM Members are enjoying protected paychecks, bonuses and overtime rules that make them the highest paid airline workers of their kind in the history of the industry.

At mega-carrier United Airlines, IAM141 Members negotiated some pretty sweet holiday pay rules that baggage handlers, gate and ticket agents, and other work groups are cashing in on. Almost unheard of in the non-union world, IAM141 Members will achieve the fabled "Double Time and a Half" pay if they are lucky enough to be on the schedule Christmas Day and New Years Day. Since most United IAM Members make \$30/hour or more, that comes out to a very merry \$1249 in entirely extra money.

That's not money that they get paid for being forced to work Mandatory Overtime, or after a back-breaking 12-hour shift... although both of those scenarios will result in bucketfuls of cash, too. That \$1249 comes after they work their regular 8-hour shift, and that's it. Working Christmas and New Years? Double Time and a Half. Double time and a half is hard to get without a union contract. In fact, most American workers will never earn double plus half of their regular hourly wage at all throughout their entire careers.

It's so rare, in fact, that no Federal Laws are supporting the practice, and only one state, California, provides rules for it. But, thousands and thousands of IAM141 Union members get it all the time, especially over the holidays. Because they were able to do what individual workers could not - they collectively bargained for it.

It's no accident - it's proof that unions work.



Aisle

**IAM141 AND DISTRICT 142
ARE TEAMING UP TO ORGANIZE DELTA**

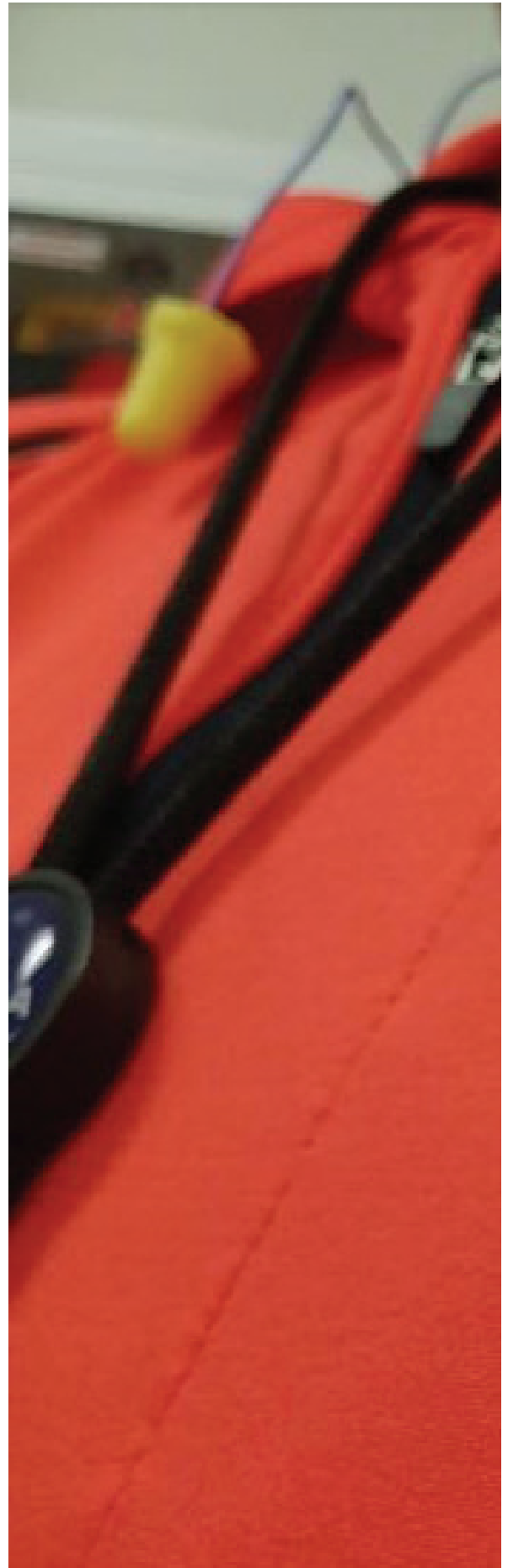
THE DELTA RAMP IS KICKING ASS AND SIGNING CARDS

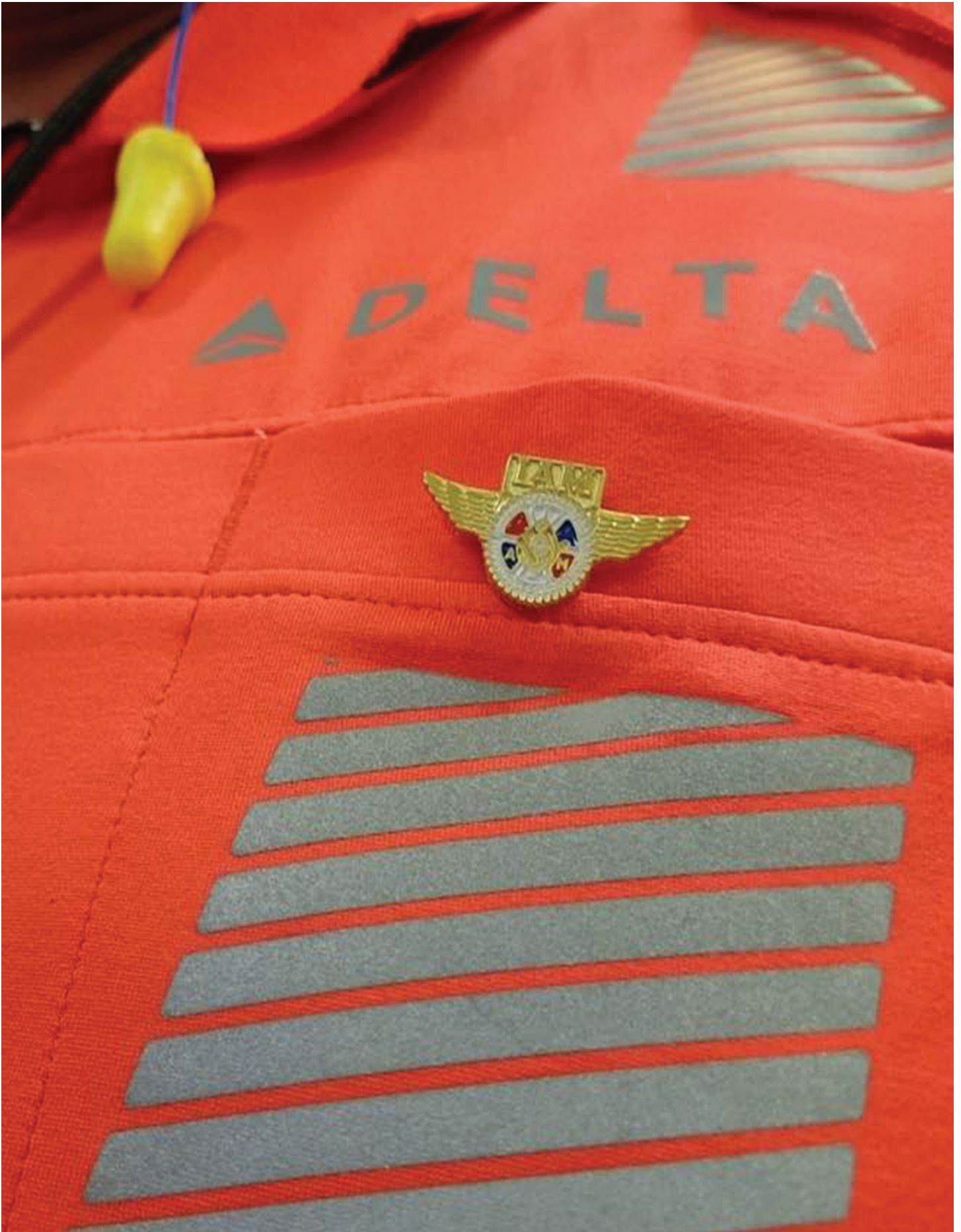
**In 2008, Delta Airlines merged with Northwest.
Northwest was unionized; Delta was not.**

When this sort of thing happens, it can trigger an election among the workers to determine whether or not to unionize the new, merged company.

In the case of the New Delta Airlines, executives looked over the map of the new company and determined that their anti-union forces would have every advantage in a union election.

Look closely, and you will see signs that the Machinists are nearby.







Delta went into the election with some 13,000 total Fleet Service workers, while the IAM Machinists Union (which represented the former Northwest workers), would go into an election with a bare 4,700 members.

That was a considerable disadvantage for the pro-union side that Delta executives could not pass up.

Despite being vastly outnumbered, the Machinists made a strong case to their new non-union coworkers - just barely losing the election by a razor-thin two percentage points.

Following the loss, Delta executives were free to attack the Ground Crews directly. Ramp workers immediately

became the target of pilferage by greedy executives, with hundreds losing overtime opportunities, company-offered health care, and full-time status. As is the case at JetBlue, which also has a non-union ramp, but is in the midst of organizing with the Machinists Union, Delta workers are getting smaller and smaller profit-

sharing payments, even though the company is making record profits.

Today, the Machinists Union is looking for a rematch.

After losing the 2010 unionization vote for the 13,000 Fleet Service workers by a tiny margin of just over 500 votes, the Delta Ramp is aggressively organizing again.

The International Association of Machinists and Aerospace Workers is the largest union of airline workers on the planet. Machinists contracts are in effect at airlines as massive as American and United, and as small as Spirit. Following a spate of attempts to outsource their crewmembers



to low-wage contractors, the IAM responded by launching successful union drives within a plethora of contractors, including companies like Swissport and SM Cargo. This industry-wide reach is helping union organizers to make the case to Delta and JetBlue Ground Ops Crewmembers that they are doing more than just joining a union - they are also joining the rest of the modern airline industry.

To unionize, Ground Operations Crewmembers at an airline must effectively win two elections.

The first comes in the form of collecting union authorization cards. The cards expire quickly, and turnover and reassignments make it challenging to gather enough cards to trigger the second election before the cards start dropping off.

Delta ground workers are currently in the card-signing phase, but there is evidence that they are getting close to collecting the cards they need to go into the second union vote, which will probably be via a phone survey.



"We have more signatures than we have ever had," said Dan McCurdy, a ramp worker from Minneapolis in a recent interview with Forbes. "We have huge momentum right now."

"There were a lot of promises at the time of the merger," McCurdy said. "Delta came and talked a great game, and a lot of employees bought in. But today people have seen a lot of broken promises."

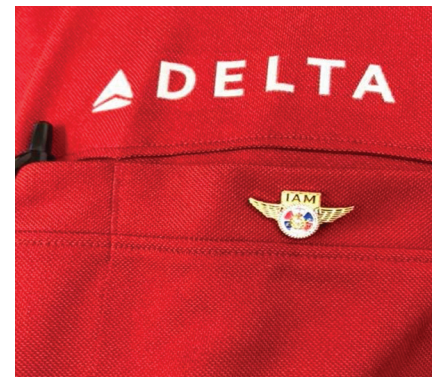
"Without unions, Delta workers have less advantageous work rules," he told Forbes.

"Get involved!" Said Alice Potter, an Organizer with the Machinists Union helping to direct the campaign. "We are getting very close, but there's still a lot of work to do," she said. "I have people contacting me every day, asking how they can help, how they can get involved. The energy is incredible."

"If we want to get to an election, that's exactly what we need to be doing right now - signing cards."

Ramzey Abdallah, a Ready Reserve Delta employee from Detroit was blunt. "The company loves to say that we don't need a union because we have a direct relationship." He said. "They tell us that anyone can walk into the CEO's office and say whatever they want to say."

"Well, I want to use the direct relationship to walk into the CEO's office... and tell him that we want to join the IAM."



Window





Living the Dream

Aloha from Local 1979

2018 was an eventful year for Local 1979, based in Hawaii. Still dealing with the after-effects of the Kilauea eruption, the Machinists that work at HNL Airport in downtown Honolulu also had front row seats to not one, but two hurricanes. While heavy tropical storms are a fairly common part of the island's yearly calander, actual hurricanes are rare.

None of that stopped Hawaiian Airlines workers from moving record numbers of passengers in 2018. Thanks to the front line employees at HA, the carrier set a new record for the most passengers in the third quarter in the history of the airline.

In addition to Hawaiian Airlines, the women and men at Local 1979 helped fuel five other airlines into banner years, as well.



Very few people outside of Hawaii know the story behind the name of their international airport, beyond its apt city code, "HNL."

Although the airport's unofficial name is almost as easy to learn as the city code (Honolulu International Airport), its official name is almost a complete mystery to visitors from the mainland and Japan.

The official name for HNL is the "Daniel K. Inouye International Airport." The facility's namesake was an influential and beloved Senator from the islands, and the highest ranking person of Asian heritage to serve in the US Government. A recipient of the Medal of Honor, he lost an arm fighting in WW2 and later became the first person of Japanese descent to be elected into the US Senate, and the first Hawaiian elected into Congress.

In his 58 year career, he never lost a single election.



Daniel K. Inouye



Did You Know? IAM141

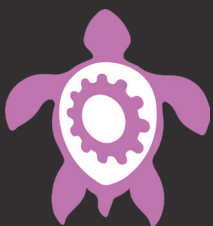
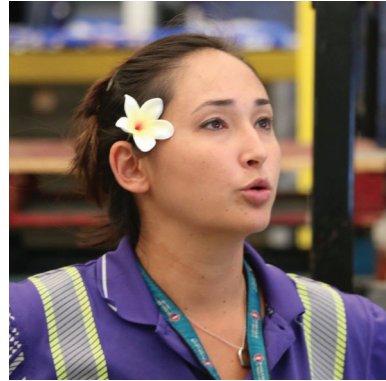
The City of Honolulu has the largest city borders in the world.
In all, Honolulu's borders are about 1,500 miles long!

HNL Airport is surrounded by 100 of the most renowned beaches in the world.

The only royal palace in the United States, Iolani Palace, is on the same island as HNL airport - Oahu.

More tourists to Hawaii travel through Local 1979's HNL than any other airport in the region.





LOCAL 1979 MONTHLY BUSINESS MEETINGS

We want to see you at the Monthly Business Meetings! Visit IAM141.ORG for the meeting information at your local lodge, and click the "Contact Us" tab.

**Local 1979 meets at 6pm on the 2nd Wednesday of each month.
Machinists Hall, 1934 Hau Street, Honolulu HI 96819**



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We're always looking for great examples of member photography! If you have any images that help show the great work that your local lodge is doing to improve our industry, our workplaces and our communities - please share them with us! Send your pics to: Contact@IAM141.org. Please include a contact person so we can follow-up if needed.





SERVICETO THE COMMUNITY

Around the nation, IAM141 Members are transforming neighborhoods, and changing the way communities think about unions.

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IAMAW District 141



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IAMAW District 141
Published by Dave Lehive [?] · December 13 at 6:59 PM · 🌐

IAM Local Lodge 1487 in Chicago, Women's and Community Service committee held a Thanksgiving Food Drive with a Christmas hats, scarfs and gloves drive. (Photos provided by Sister Darlene Williams) Items were donated to Iroquois Community School Des Plaines, IL.

Wonderful work by all showing great Community service in action by our union members!

707 People Reached **129** Engagements [Boost Post](#)

👍 IAM Local 2210, Paul Platt and 31 others 1 Comment 2 Shares

👍 Like 💬 Comment ➦ Share 📷

IAMAW District 141 is with Derrick Monk and 2 others.
Published by Dave Lehive [?] · December 12 at 7:08 PM · 🌐

On Sunday December 9th the AFL-CIO Community Service and the IAM Obie O'brian Liberty Bell Lodge 1776 Community Service group Solid Hearts Foundation had their annual indoor tailgate at the Outley House 6901 Woodland Ave in Philadelphia, PA. The Outley House is a men's shelter that houses over two hundred men at full capacity. The event is designed to give hope and encouragement to individuals going through a rough patch and transition back to taking care of themselves and th... [See More](#)

958 People Reached **342** Engagements [Boost Post](#)

👍 Helena Thornton, Kurt M Burkhart and 36 others 9 Shares

👍 Like 💬 Comment ➦ Share 📷

IAMAW District 141
Published by Ines Garcia Keim [?] · December 14 at 3:07 PM · 🌐

Members of the Local 914 (EWR) Community Service Committee kept a promise to return to Hope House after delivering a Thanksgiving meal. This time they carried toys from Santa for the kids and groceries for a nice Christmas dinner for all the families in the emergency shelter. [#justiceonthejobservicetothecommunity](#)

858 People Reached **119** Engagements [Boost Post](#)

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👍 Like 💬 Comment ➦ Share 📷

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Safety Conference guests...

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THE ANSWER TO WAGE STAGNATION **UNIONS**

Union Workers are Still Making More.



Increasing numbers of American workers have stagnant wages, less secure employment, and fewer rights at work, according to data released by the Pew Research Center. But not all workers are missing out on the economic upturn - union members are thriving.

Unemployment has been dropping steadily for nearly a decade, to well below 4%. That's the lowest unemployment rate in 20 years, coming after more than 100 straight months of job gains. On the surface, it would seem like the dawn of a new Golden Age for the American workforce is underway.

However, wages remain stubbornly stagnant for the majority of American workers. As the labor market shrinks for employers, labor costs are not going up as fast as the labor supply is going down. For many workers, inflation, skyrocketing health care costs, and

weakened collective bargaining quickly eat away small increases in take-home pay.

Many Americans are seeing how labor unions offer a solution to wage stagnation.

Higher wages result from stronger labor unions, according to studies conducted by the Pew Research Center. 55% of Americans say that unions allow workers a more fair percentage of the profits that they generate.

Where it comes to wages and overall compensation, unions have historically outpaced all other forms of workplace

negotiation. According to the Bureau of Labor Statistics, in 2018 non-union workers earned only 80% of the wages of their unionized counterparts. Total compensation, including vacation time, health insurance, and other benefits drive the wage gap between union and non-union workers even farther apart.

The airline industry offers an excellent example of how unions help defy wage stagnation.

United Airlines employees working under a collective bargaining agreement negotiated between the company and the Machinists

Union are getting a big raise this Holiday season. Many members are getting a bump of more than \$0.80 an hour. This increase will mean an additional \$128 a month, on top of the base rate of over \$30 an hour that most of them are earning already. Their union contract also provides overtime and holiday pay, including a rare benefit outside of the union world: double time and a half pay for working on holidays. Most United employees who work on Christmas Day and New Year's Day will get \$1200 or more for their efforts this holiday season, as guaranteed by their IAM Contract.

If all that wasn't enough, as the airline grows, hundreds of unionized part-time agents at the airline are having their status increased to full-time, doubling their pay on top of the new pay rates. Health care costs, infamous for always growing faster than wages, are tightly controlled, again thanks to their collectively negotiated contract. Machinists

Union members at United are watching their paychecks grow, not shrink, by leaps and bounds.

Meanwhile, the holidays are a much darker time for non-union employees. United Airlines announced this week that it plans to outsource most non-union tool room jobs in Houston's IAH to an outside vendor, shifting existing employees to administrative duties. There are few, if any, legal guarantees to make sure that the workers' pay will keep up with health care costs, inflation... or if they will even keep the current pay rates.

In contrast, the jobs of Machinists Union members working in the United tool rooms in Houston are not being outsourced. Strong anti-outsourcing language in their IAM contract protects their livelihoods.

Non-union airline employees at other airlines aren't faring any better. Ground Operations Crewmembers at jetBlue, for

example, recently watched as the company slashed their profit sharing payments, and long-anticipated raises failed to materialize. Working "at-will" with no job security protections means that more Crewmembers will get fired from Thanksgiving to Easter than at any other time of the year.

At the same time, back at the unionized airlines, as negotiations between IAM and company representatives at American and United advance, it forces the carriers to compete to attract and retain a quality workforce by paying its ground crews the most in both wages and overall compensation. That's a position within which any worker would like to find themselves.



UNIONS MAKE MORE

Strength in Numbers isn't just a slogan. It's a strategy that the Machinists union uses to turn back the tide of outsourcing, raise wages and create safer airlines.

4

Things Baggage Handlers do to Almost Never Lose Their Bags When They Fly



Want to fly like a pro? Baggage Handlers at the nations' top airlines have some advice for travelers that would like to lose their bags less often, please.

"The more you fly, the less you pack." That's the ironic truth of the matter. But, what if there really is no possible way to fit everything into your carry on? Like, seriously, it's not possible? Well, once you get your meds, money and electronics into a bag that can fit safely in the overhead bins or beneath the seat in front of you... here's some insider tips for traveling with the rest of your stuff. From the people that know a thing or two about moving bags.

Backpacks are great Carry-On Bags. But, as Checked Bags? Just, No.

Your bags will travel down conveyor belts. And, conveyor belts don't play well with straps. Your backpack will get hung on machinery, stuck in bag cart curtains, and tangled up with other bags. All of which will make it easier to fall out of automated systems, and land far, far away from your destination.

Also, backpacks are the worst when it comes to preventing your stuff from being crushed by all the luggage that will be getting stacked on top of it.

Go with a streamlined roller bag instead, and save the small backpack or duffle bag for your carry-on things.



Dont Get Lost in the Crowd.

See the red bag? So does everyone else. 80% of all bags at the airport are black. Most of them are the same shape, too, ensuring that mix-ups will be common. If your bag tends to blend, try adding a decorative tag to the handle.

Extra tip: Personalize the outside of the bag in some way, with your name and contact info. This makes it easier to be reunited with your wayward bag.

If your bag ever gets misplaced, a brightly colored, personalized ribbon or tag around the top handle will help it stand out, making it much easier to find... and harder for someone else to accidentally grab at baggage claim.



Seriously. Be Early.

This one is important. Just like you, your bags have to clear several security and distance hurdles before they get to the gate - a process that takes several steps and lots of time.

And, importantly, the bag chute will pull bags to your flight about half an hour before it's supposed to leave the gate. International flights will usually leave the Bag Room even sooner, about an hour out. You don't want your bags to get mixed in all by itself with a bunch of late bags.



Keep it Simple: Avoid connections and transfers if you can help it.

The chances of losing a bag doubles when your bags need to be carried from one flight to another. This is especially the case when you transfer from one airline to another during your trip.

The straightest path between two locations has the fewest lost or missing bags. If you can possibly help it, try to take the most direct flights available, and try to stick to one airline.





Happier Holidays.



IAM Members in the commercial airline industry are the highest paid workers in their classifications. They also get the most vacation time. And the biggest bonuses.

Which means more Holiday Cheer.