



AIRMAIL

International Association of Machinists and Aerospace Workers District 141 Newsletter
Spring 2019

IF YOU'RE GOING TO
SFO...

How SFO Local 1781 Uses Skill Diversity
to Create Disruptive Activism

History in Pictures: SFO Airport

Representation Matters: Why Activists
Raised the Machinists Flag Over SFO

4 VERY EFFECTIVE
TIPS FOR WINNING
UNION
SCHOLARSHIP
ESSAY CONTESTS

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A Quick Word...

Dear Sisters and Brothers,

When I travel around the country on station visits, I am always impressed by the dedication shown by our AGCs and District Officers. These hard-working sisters and brothers are committed to protecting our jobs, our pay and our rights in the workplace. They are also deeply involved in the lives of the members they serve, and can make even a huge hub airport feel warm like a small station where everybody knows everybody. I want to begin this message by recognizing their skills, talents and achievements and saying Thank You for all that they do. Their work has earned our District the admiration of many in the Machinists Union.

As you know, the FAA recently grounded all Boeing 737 MAX aircraft, and there is tremendous concern about safety in our industry. However, I am proud to say that the 42 thousand IAM members in our District are the most skilled and highly trained aviation professionals on Earth. Safety is not just a slogan for us, we work daily to create and maintain work environments that set the highest standards of safety and professionalism. I am convinced that your alertness and training are the best safeguards to prevent any major aviation incident.

It's when companies try to take you and your coworkers out of the mix, when they try to take the expertise and care that unionists like you bring

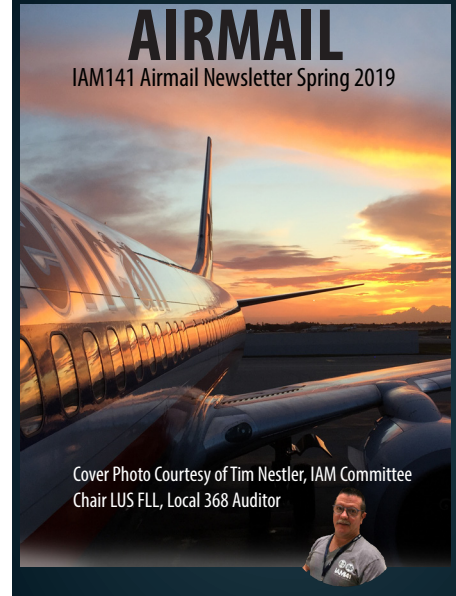
to the workplace, that we expose ourselves to potential tragedy.

That's why I'm asking all American Airlines workers to stand firm and support your negotiators as they tell the company, loud and clear: We will not be outsourced. Lowest-bid contractors will never operate a safe and reliable airline like we do. American workers are worth it.

In unity,

Mike Klemm

President and Directing General Chair,
IAM District 141



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Media and Communications Dept.

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



UPCOMING EVENTS

SPRING 2019

Pennsylvania State Council of Machinists	Jun 3-5
Communications Conference	June 4-6
Washington Machinists Council	June 20 - 22



Democracy at Work.

This year, IAM Members will be voting online to determine which 2020 Presidential Candidates will win the endorsement of the Machinists Union.

Learn more about the Machinists Union endorsement process at [IAM2020.org](https://iam2020.org).

Our Voice. Our Choice.
iam2020.org



Local 1781 SFO Stores Committeeman, Bill "OJ" Ojakian stands in front of the Machinists Flag that flies outside the UA Maintenance Facility at SFO.

For Machinists in SFO REPRESENTATION MATTERS

Why a small group of union activists refused to be marginalized.

When Stores Committeeman Bill Ojakian led a push to raise the Machinists Union flag in front of the massive Maintenance and Stores facility at SFO, he did not know (or care) that he was part of one of the first union groups to demand such visible representation by their employer.

What he cared about was whether or not the airline was listening to the employees that he represented. "We're in the representation business," said Ojakian (called "OJ" by his coworkers). "I want to make damn sure everyone knows that we're proud of the work that we do, proud of the people that make up this union, and that we've all earned our role here."

"It took doing," OJ says of the work that went into convincing United Airlines to raise the Machinists flag. "But, it got done."

OJ is a long-serving Machinists Stores Committeeman. He is one of the activists responsible for making sure that United Airlines is following the agreement it made with the 350 Stores employees working at SFO.

"This is what I know about representation," OJ told a group of activists touring the facility in February. "If they can't see you, if they can't hear you, they can't take you seriously. Go away, and you eventually become unimportant."

"We're not going to let that happen."



Window



SFO

Activism at Work:

Using Skill Diversity

"If you judge a fish by its ability to climb a tree, it will live its whole life believing that it is stupid."
-Albert Einstein

It's entirely possible that Debbie Escobosa has helped pull over 100 jobs back from the brink of termination. While that number may seem like a lot, many of her co-workers are quick to say it might be an undercount.

Calm and direct with a quiet sense of humor, Debbie is nothing like what you would expect from a "Union Activist." She has a soothing presence that puts people instantly at ease. A skill that has no doubt served her well in her 21 years of workplace activism.

Debbie holds two key union roles at the massive United Airlines maintenance base at San Francisco International Airport (SFO). Debbie is both a Shop Steward and EAP (Employee Assistance Program) Representative. Two titles that any union member will instantly recognize. Debbie is the person you find when you need help.

She has training in contract interpretation between her coworkers and her employer, United Airlines, and how to deal with people suffering through an illness or most any other personal crisis or emergency.

In these two roles, Debbie has access to the tools that can help repair lives and livelihoods and can connect those tools to the people who need them most. She also has the unique ability to lobby the company to make decisions in their favor.

She has a unique skill-set, customized for rescuing people experiencing extreme stress. However, with her lack of self-promotion, her job-saving

skills might never have been put to work had she tried to use them in the corporate world...instead of the world of union activism.

Unquestionably talented, there is little chance that a company talent scout would have discovered the skills that she has employed so well on behalf of her coworkers.

Climbing the corporate ladder usually requires a person to meet an arbitrary standard that satisfies human resources. Corporate "team building" usually demands that everyone has the same basic skill sets. Minor variances in experience and focus can exist, but uniformity and things like "seamless personnel integration" always take top priority. We could sum the corporate idea up as "continuous goal oriented collaborative diversity."

This difference is where activists like Debbie and the other Machinists Union members in San Francisco have a clear advantage. They can easily diversify the skill sets that they have on hand.

Corporations can't.

The secret for the activists at Local 1781 at SFO airport is the intentional use of "Skillset Diversity," or "Complimentary Skills."

WHAT IS SKILLSET DIVERSITY?

Skillset Diversity combines people with unique and dissimilar talents in a coordinated way. Everyone within a given team works towards the same goal but in different ways. The abilities of one member compensates for the inexperience of another, who (in turn) has a different set of talents.

For example, as Tony Parker, the President of the same SFO union lodge as Debbie comes from explains, Some people are natural diplomats, and able to resolve grievances with a relaxed conversation with a supervisor. Others, like Debbie, have access to both the tools that people often need and the people that need them. Still others have technical expertise that can be used to create and maintain websites and social media outreach. A successful union will be able to do many different things all at once.

PUTTING TOGETHER THE AVENGERS

Skillset diversity is not a new idea. Especially for activists. But, it's not always easy to achieve. Attracting a wide talent pool into an activist organization requires both leadership and a relaxed culture that accepts differences as potentially useful.



WALKING THE FLOOR:
IAM Local 1781 President,
Tony Parker and Assistant
General Chairman, Troy
Rivera (United Airlines:
SFOCS, SFO STORES, SMF UA,
Security Officers
Flagship Inc,
Scientific Concepts Inc)



Olu

Ajetomobi,
Assistant General
Chairman, District 141
(United Airlines: SFO Ramp,
PDX, SJC, RNO
American Airlines: SJC)



Potential recruits need to know that they won't be squandering their time and efforts. The organization needs to build up credibility and successes to do that.

To make it work, leadership must pull off a delicate balancing act. Leaders such as President Tony Parker must simultaneously attract new volunteers with disruptive new ideas, and allow those volunteers the time they need to find a role that they are inspired to perform. Meanwhile, the organization needs to be scoring touchdowns, or it will lose its ability to recruit and retain activists.

For union leaders like SFO's Tony Parker, it's a juggling act. Allowing activists who do not fit into an arbitrary mold to play an active role within the organization, and then allow them to explore for activist opportunities that inspire them to really make a difference, can require patience and culture building at levels that not every leader can attain.

When it works, however, it can create genuinely intrusive activism. For proof, look no further than Shop Steward Debbie Escobosa and the 100+ jobs that she has helped protect.



Roger Singh,
Local 1781 Chief Steward



IAM141 President, Mike Klemm and John Dolfini



SFO Ramp Lead, Jin Chen (on left) giving orders.



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Find out more about Local 1781 at www.Local1781.org

Local 1781 meets on the second Wednesday of each month at 4PM



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Scholarships



THOUSANDS AND THOUSANDS OF DOLLARS WORTH
OF SCHOLARSHIPS ARE WAITING FOR SOMEONE
TO CARPE DIEM THE HELL OUT OF THEM.

GO AFTER THEM, AT IAM141.ORG.



Aisle

13 RARE PHOTOS That Will Change the Way You See SFO Airport



SUMMER, 1927

After renting the flattest acres they could find from a banker named D.O. Mills for \$1500, the air field that would become known as SFO International Airport was born. The largest building at the site was the "Administration Building" (pictured), which boasted a lunchroom, sleeping quarters, and a 13'-14' waiting area. The dirt road that led to the building included a small bridge (pictured, left), just big enough for one car at a time to pass over.

SFO AIR PORT

SFO is one of the most historic airports in the world, with a legacy older than that of commercial aviation itself.



Charles Lindbergh lands his Ryan NYP "Spirit of St. Louis" at Mills Field in 1927.

Although a controversial figure, Charles Lindbergh was a celebrity in San Francisco at the time. This photo was taken at SFO (Then called "Mills Field") the same year as his historic TransAtlantic flight. His visit created massive publicity for the small airfield.



Boeing Model 40, Mills Field 1927

The first commercial airplane to use Mills Field was a Boeing Model 40 delivering mail on behalf of a company that would later become part of United Air Lines: Boeing Air Transport.

1928

The first hangar built at Mills Field was made with corrugated iron siding, had electric lights, and a wind sock. It also proudly announced the name of the airfield in 11-foot high letters painted on the roof.

By the end of 1928, three more hangars would be built at Mills Field. With those first four hangars, the station quickly became one of the more important aviation centers in the entire region.



SFO gets its name on June 6, 1931

From the start, the airport was a source of pride for San Franciscans. It was quickly becoming a technological showcase for California, with airshows, barnstormers and military exhibitions attracting thousands of visitors.

To better connect the city to the airport, it was renamed "San Francisco Airport," and chose the airport code SFO a few years later, in 1944.

Contrary to a popular myth, the "O" does not stand for "Oakland," (which has its own airport, with the airport code "OAK"). In fact, the letter doesn't stand for anything at all. It just looked like an abbreviation for "San Francisco," which has an "O" at the end.

In 1931, San Francisco Airport employed a superintendent and an assistant, one meteorologist, one computer (not a machine; the computer was an assistant to the meteorologist), one part time flight surgeon, one police officer, one fire marshal, one aircraft inspector, seven mechanics, and one gardener.

(FlySfo.com)





United Air Lines Ticket Counter, and Lobby, 1934

The commercial aviation industry grew fast. By 1934, United Air Lines had opened a brand new ticket counter at SF Airport from which some of the first air travellers could depart.

By this time, Boeing had several companies involved in air transport and commercial aviation. The name "United" was chosen because the new company would "Unite" all the Boeing subsidiaries together under one name.

The Construction of the Golden Gate Bridge, 1935

While the city was helping pioneer air travel and shipping, San Franciscans were also busy building the world's largest suspension bridge. Once considered a world-wonder, the bridge would create an economic explosion for the region, driving even more growth at SF Airport.



The first tower at SF Airport, 1937

Although the modern SFO Tower is a architectural work of art as well as a technological marvel, the airport's first tower was much more modest by comparison. Four stories tall, it peered over the Administration Building to get a better look at the runways.



"Spirit of California," United Airlines DC3, 1937

United Air Lines signs a 20-year contract at SF Airport, 1940

Moving its Western Division maintenance and overhaul base from Cheyenne, Wyoming, to San Francisco Airport makes United the most important airline in the region. By this time, the company had also signed its first labor contracts. The Machinists Union ratified the first such union contract in commercial aviation with Eastern Airlines in 1939.



Air Port, 1946

In the very early days of flight, most aviation happened with help from "Airfields" or "Aerodromes." SFO was one of the earliest to adopt the name "Air Port," thanks to its proximity to San Francisco Bay. Many flights landed and took off from the water, making it literally a port for airplanes. Thanks to the naming conventions of facilities such as SFO, "Airport" became standard verbiage everywhere.

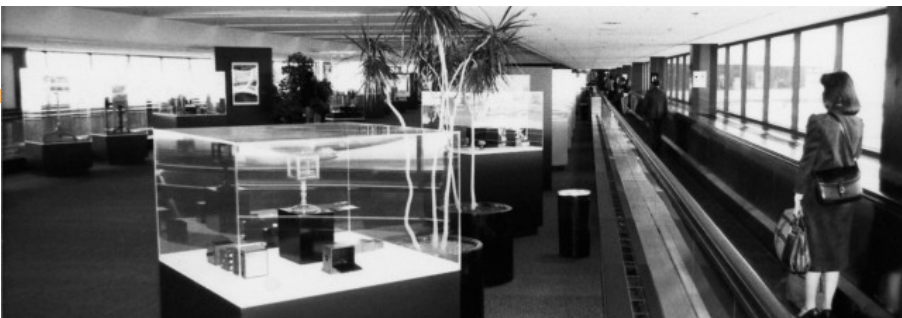


First Jet Bridges Installed, 1959

Previously, passengers walked across the tarmac and used stairs to board their flight. The jet bridges were some of the very first in the nation.

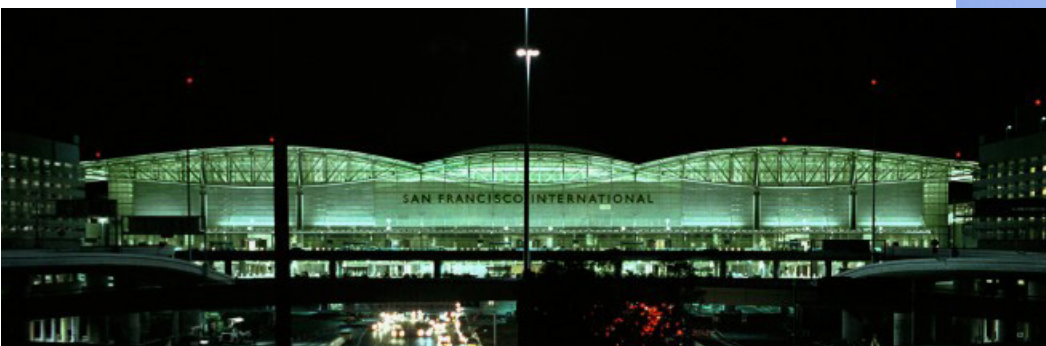
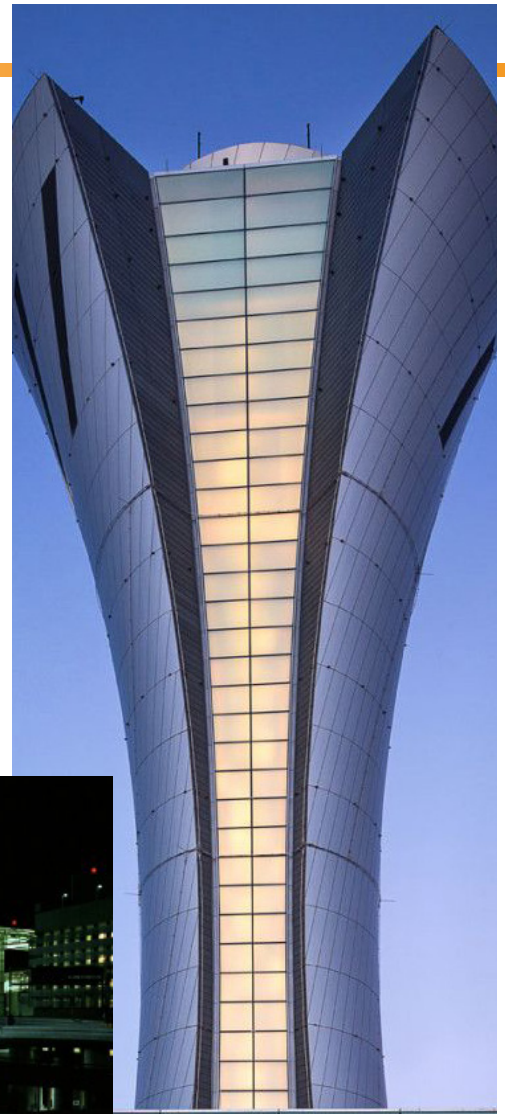


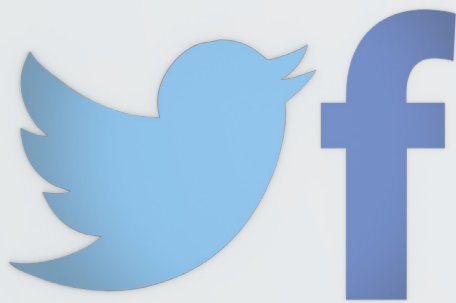
Moving Sidewalks and Museum displays installed, 1980



Modern Day:

Standing 221 feet tall, the new SFO tower is as unique as the airport and city itself.





**SERVICE
TO THE
COMMUNITY**

**JUSTICE
ON THE JOB**

Like us on Facebook

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Follow us on Twitter

@IAM District 141





MEMBER PHOTOGRAPHY!

We're always looking for great photography that highlights our membership, the work that we do, airports, and airplanes!
Send your awesomest pics to: Contact@IAM141.org or to the IAMAWDistrict141 Facebook page



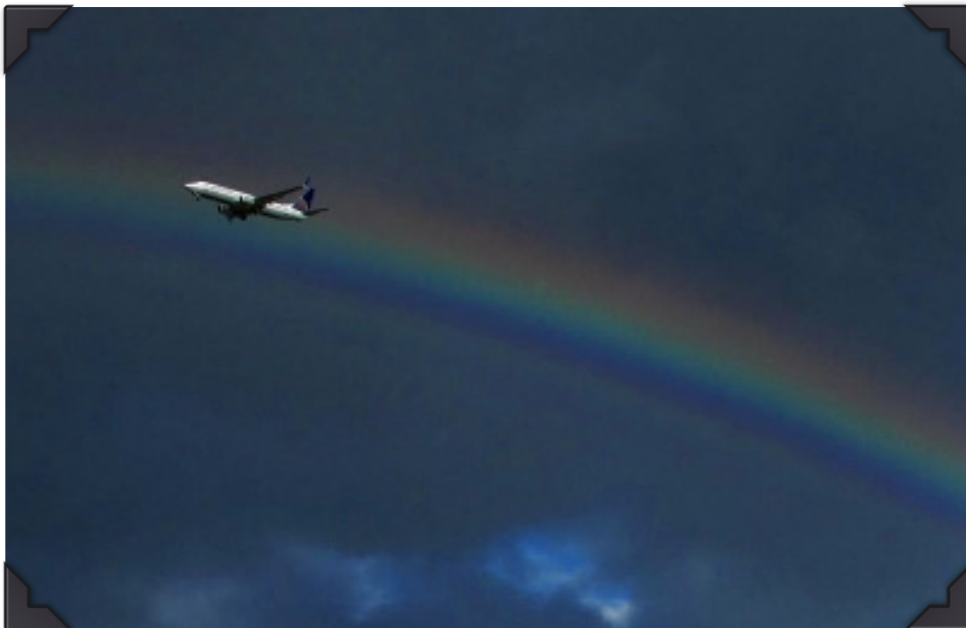
Every day, Machinists Union Members are taking action, showing leadership within both their workplaces and within their communities.

John Carroll is one of many outstanding photographers that have helped open a window into the unique, tough and proud world of airline work.

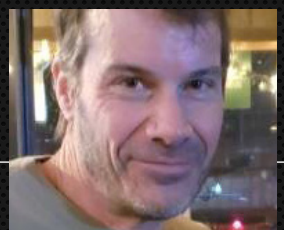
John is a ramp agent for United Airlines, and a member of IAM District 141.

If you would like us to recognize an outstanding activist in your area, send us a line at:

Contact@iam141.org



Photos by:
John Carroll





John Carroll

John Carroll has a knack for capturing fleeting moments of surprising synchronicity. His photos often highlight the ways that seeming opposites are inextricably connected to one another. His subjects hold their individually while fitting seamlessly into a larger, more interconnected world. Carroll is a member of SFO Local 1781 and works on the Move Team.

John Carroll (SFO 1781)
<https://www.facebook.com/john.carroll.988>

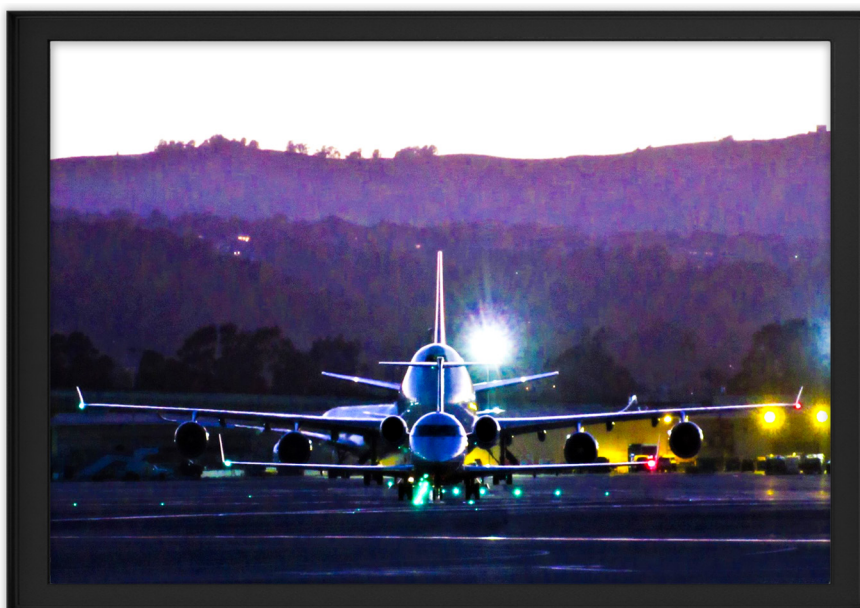
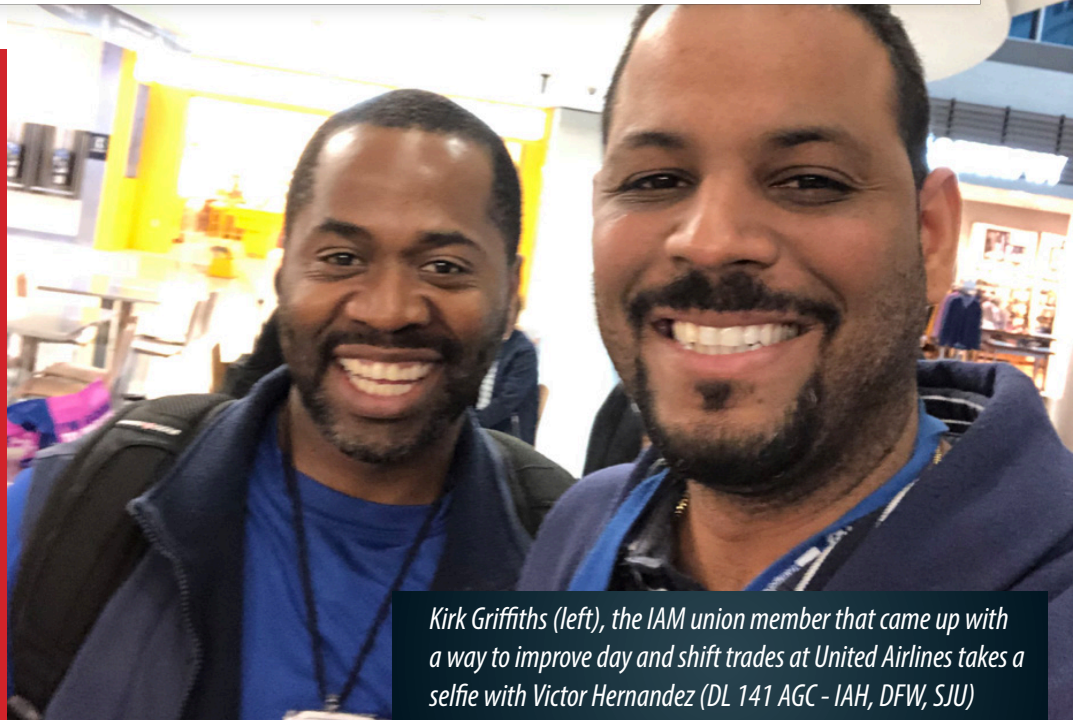




PHOTO ESSAY:**THIS IS THE EXACT SECOND THAT CHANGED THE WAY THAT TEN THOUSAND PEOPLE GO TO WORK****4 HOURS FROM GO-TIME:**

How a single employee managed to change work rules for thousands of his coworkers with a simple idea and a good elevator pitch.



Kirk Griffiths (left), the IAM union member that came up with a way to improve day and shift trades at United Airlines takes a selfie with Victor Hernandez (DL 141 AGC - IAH, DFW, SJU)

Starting April 1st, Machinists and other employees at United will start being able to conduct day trades all the way up to four hours before they are supposed to clock in. We were able to capture images of the exact moment that process got started.

Starting April 1st, Machinists and other airport services employees at United will be able to conduct day trades all the way up to four hours before their clock in time.

That means that sudden emergencies will not force as many people to call out on the company sick line, burning priceless attendance points.

It's a significant improvement. So big, in fact, that it's hard to

calculate precisely how many people will be included. "It's system-wide, the changes will cover the whole company," said AGC Victor Hernandez (IAH, DFW, SJU). "I can't really say how many people qualify for day trades and will see the improvements, but it's at least ten thousand."

Usually, few employees get to see the exact moment that leads to policy changes like this one. But this time, a series of

photos captured the specific conversation that led to this sweeping, company-wide change. The results provide a fascinating glimpse into what workplace activism looks like in real life.

We got the whole thing on camera. You can see how it started in this photo essay. Check it out.





November 2018, at IAH airport in Houston, Texas.

Mike Klemm, President of Machinists District 141, makes regular visits to the largest airports in America at least once a year. Brother Klemm is responsible for advancing the interests of more than 40 thousand current and retired airline workers in the United States.



Meeting airline employees in their own work areas and break rooms helps overcome barriers that sometimes develop between leadership and the front lines.



Mike Klemm is a former ramp lead from JFK, and he hasn't strayed far from the ramp culture that he was a part of for more than 20 years. "It's a matter of basic respect," he told several airline union leaders at a round table meeting. "These guys are asked to do a tough job, and they do that job with a level of precision and professionalism that makes our US-based carriers the safest and most reliable in the world. I'm not going to stay in a nice, cushy office while these guys are out busting their humps making billions of dollars for our airlines. I want to meet them and hear what they have to say, and that means staying true to my roots, on the front lines."

On Klemm's November station visit to Houston, Texas (IAH), the strategy of staying grounded paid off. One of the United employees he met had some valuable insights from the front lines.





Here it is - The conversation that led to sweeping work rule changes that will impact more than ten thousand employees at United Airlines. This is the exact moment that led to new day and shift trade rules across the system.

Kirk Griffiths, a Houston-based IAM member, and Ramp Service Agent, stopped DL141 President Klemm during a station visit and explained how the day and shift trade rules at United could be improved. It can take years to recover from a serious attendance issue, which is the number one cause of job terminations at the carrier. More day and shift trade flexibility could help.

His fix was simple: just shorten the cutoff time for turning in a day trade. For years, United had insisted on having all trades submitted 24 hours or more prior to the start of the shift. Reduce that deadline, and life would suddenly get a lot easier for thousands of United employees.

President Klemm agreed - and promised to take the matter up with United Airlines leadership.

 Pictured above: Mike Klemm (back to camera), Kirk Griffiths (center) and Regional Employee Assistance Coordinator Bahiyyah Wright at IAH airport in Houston, Texas.



After meeting with President Klemm, Kirk Griffiths (right) continues to press his position with Local 811 Grievance Committee Member Greg Hall. Hall represents IAM members when dealing with attendance issues at United/IAH. Thanks to the work of union activists like him, IAH has seen fewer job terminations than anywhere else in the United fleet services system. Of more than 350 attendance hearings in 2018, only 4 Machinists members actually lost their job.



Statement from United Airlines

Giving you additional day and shift trade flexibility

Great news to share! In partnership with IAM leadership, we have been looking at ways to give you even more schedule flexibility. Today we're delighted to announce another enhancement for our AO employees! We've agreed that effective April 1, day and shift trades may be submitted up to just four hours prior to your shift, in all locations, without supervisor approval. Our time and attendance system (ETA) has been updated to accept these trades.

... And now, the company has also agreed with Kirk Griffiths.

Here's how United explains the new policy:



UNIONS WORK

Democracy has a role in the workplace. Staying informed and active is vital to creating a safer and more rewarding work environment. Find out what you can do - attend your monthly Union Business Meetings whenever you can. More information about Meetings in your area can be found at **IAM141.ORG** under the "Contact" tab.

4

Sure-fire tips for**Winning Union Essay Scholarship Contests**

Want to unlock troves of cash for college? Here are a few easy tips that will absolutely help your essay edge out the competition.

Keep checking with your local lodge to find out when the upcoming Machinists Union Scholarship Award Contests will be held. They're held each year, but the only way to know about them is to stay involved with your local lodge. Oh, and remember that there's always more than just one scholarship contest each year. Make sure that you hit all of them. Once you're signed up, here are a few solid tips for winning.

Know the Rule Book Better than the Competition

Playing smart is the same thing as playing well.

Did the contest require proof of enrollment? Did you include your full contact details? Writing essays can be a lot like college football; the team that can learn the rule book has an advantage.

Each year, there are at least one or two entries that can't be awarded because of some disqualifying T that wasn't crossed or i that wasn't dotted. Double check everything, and you will have an automatic advantage right out of the gate.

For an example of what scholarship rules look like in real life, check out the IAM141 Adolph Stutz Memorial Scholarship Contest Rules at IAM141.org.

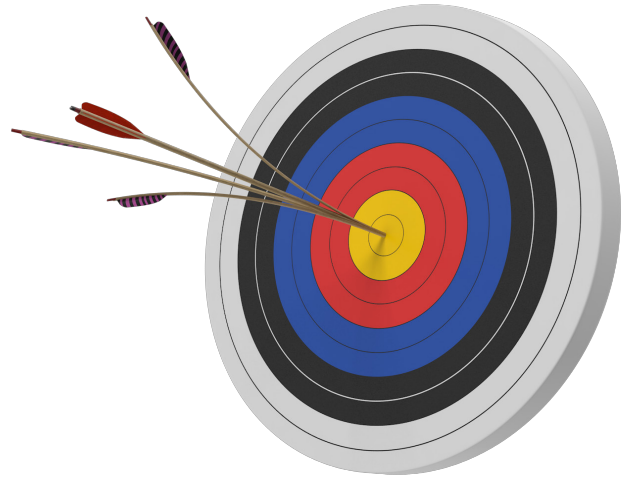


Keep the Focus on Your Topic

Go straight to the point.

Carefully identify the specific goals that your essay is trying to achieve. Throw everything else out. Distracting digressions are the enemy. Kill them.

If your topic is important and urgent to your audience, you can skip the fluff and get right to the point.



The Basics, Perfectly

Spell checkers are great inventions. Don't waste them.

Another tip: absolutely never let yourself think that you can proofread your own work. To win these scholarships, you will want to build a strong team behind you. Every good team has trainers and coaches. Bring in experts to help you improve your game. Draft your English teacher, tutors, and anyone else with strong written communication skills to proofread, suggest edits, and help you clean up your essay.

One other thing. If you find yourself always skipping over a particular section of your essay, it's not readable enough. Try to write so clearly that anyone with an 8th grade or higher reading level can understand it.

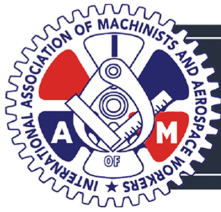


Just Show Up. Just in Case No One Else Does.

Seriously.

Last year, thousands of dollars worth of scholarship money went unclaimed. And, not for any good reason. Most of it wasn't paid out just because there were more scholarship opportunities than there were applicants. Which means that at least a few thousand dollars could have been claimed by anyone that just slapped a keyboard and submitted the results.





IAM CREWMEMBERS

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THE IAM IS HERE AND YOU WILL GET A RAISE.



THE IAM HAS RAISED AIRLINE WAGES TO \$30.

Thanks to the hard work of the IAM Membership and negotiators, \$30 has become a standard hourly top-out rate for the entire industry. That's one of the many reasons that the Machinists Union has fought so hard to organize JetBlue: so that low wages at the airline do not bring down our negotiating power at Southwest, American and United.

We want to bring a \$30 top-out to JetBlue. And, we're doing it. We're doing it through organizing pressure, creating stronger industry standard wages, and through direct efforts to strengthen wages at the company.

Not by kneeling and begging.



Dear JetBlue Crewmembers: for years, executives have stubbornly refused to pay you what you're worth. Your low pay doesn't just hurt you and your family. It hurts our ability to fight for better union contracts at our own airlines. We can't allow anyone in our industry to be paid low wages. Our organizing pressure and industry-wide activism will raise wages at JetBlue.

JETBLUE GROUND OPS DESERVE - AND WILL WIN - A \$30 TOP WAGE. BET ON IT.

Have you authorized a union vote yet?

Signing an IAM Authorization Card is the first step towards justice on the job. GO cannot join a union until at least 50% of Crewmembers signs and returns Authorization Cards. Get one from any IAM Organizer today, or have one mailed to you from [IAMJETBLUE.COM](#).

**EARN RESPECT, FREE COLLEGE,
\$30 AN HOUR AND A UNION CONTRACT.**

Want to talk to an IAM Rep right now? Call (954) 298 - 9138

