



AIRMAIL

I A M A W D I S T R I C T 1 4 1 N E W S L E T T E R

Summer 2019



LOCAL 1726 BOS

"Where We Go One, We Go All,"
How the BOS Local Pays Respect to
East Boston

POWER & ACTION

Organizing for power: the goal of
union organizing needs to be clear:
**get the power we need to create
a better industry.**

OUTSOURCING IS OUT

Will Machinists Union Members at Alaska
Airlines ratify a contract that ends outsourcing
at the carrier?



ASK AN EXPERT

Dave Roderick,
MNPL and Legislative
Director, Machinists
District 141

Who Will The Machinists Union Support in the Presidential Elections?

That's going to be determined by who wins the support of IAM members.

The State Councils will still meet to debate who we should endorse, and they will hear from the candidates themselves. But, this year, we will also be voting online, and the process will be open to every member from every corner of our union. That means that everyone will have a voice in the final endorsement like never before.

To participate, members must first register at IAM2020.org.

When you register, you will be able to vote for your choice of candidate, Republican or Democrat.

Also, don't forget that since no dues can ever be used to support candidates, our work relies on the voluntary contributions from members to the IAM141 MNPL.

Please visit IAM141.org to find out how to support this important activism.

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AIRMAIL

IAMAW DISTRICT 141



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A Quick Word...

Greetings, Sisters and Brothers,

Our retirement funds and pension plans are going through some challenges lately.

This kind of news makes those of us who work for a living very nervous. I cannot possibly tell you how serious this subject is to me personally. It's also important to the entire working class of our country. Pensions like ours are practically extinct for all non-union workers.

We have one of the last great pension plans available anywhere in America. By fighting for it, we can do much more than protect our own futures and financial security. We can also show the nation what we can accomplish together as a union.

As you know, the IAM National Pension Fund made the hard choice to voluntarily take the plan into the Red Zone. While protecting current retirees and accruals already earned by participants, this move allows the Fund to adopt a bold rehabilitation plan and take steps that would be impossible otherwise, such as asking for more generous contributions from employers.

I want to recognize United, American and Philippine Airlines for selecting a rehabilitation plan in a timely manner. I know these were difficult decisions for the companies, but they acted on the issue swiftly, a sign that they know how important retirement security is to their employees and our members.

These airlines made the right decision. They have increased their commitment levels to future retirees, and to the overall financial health of the plan. This was a good and ethical choice, and it was also smart from a business standpoint.

The IAM National Pension Fund is not a part of our district, so we can't make unilateral pension decisions as airline employees. But we can and will continue to do everything possible to protect our retirements. We are absolutely unified on this issue, from the Shop Stewards to the International President.

If you are a Fund participant and have questions about your personal retirement situation, please do not hesitate to contact the IAM National Pension Fund at IAMNPF.org or call 800-424-9608.

As always, Work Safe, and Happy Summer.





**MIKE
KLEMM**

President and
Directing General Chair,
IAMAW District 141



LONG LIVE THE
UNION



4JULY2019





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Local 1726 Represents East Boston

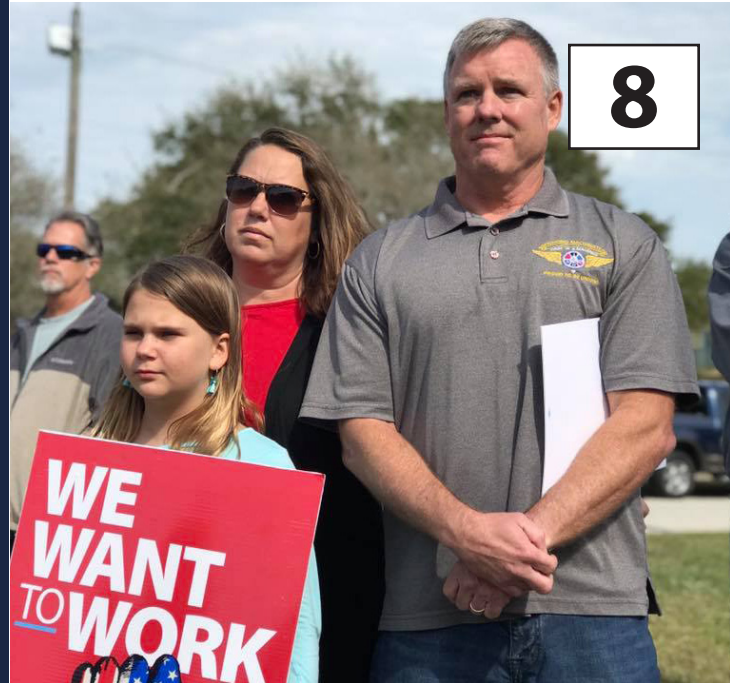
Where we go one, we go all.



Killing Outsourcing

Unions offer the only legally-binding protections against outsourcing. And, no union has been as successful at protecting American jobs in today's world as the Machinists Union.

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Organizing for Power

Why do we organize? So we can build power.



MAKING COMMUNITIES WORK BETTER

A VOICE FOR THE COMMUNITY: Airline Workers are using their collective bargaining skills to bring much-needed infrastructure improvements to forgotten communities.



Like most large airports, IAH has a designated parking lot for airline and airport employees.

Each day, tens of thousands of employees at United Airlines share the sprawling, 320,000 square meter employee parking lot situated a few miles south of IAH. The only way in or out of this lot is on Greens Road. And, there lies the problem.

Greens Road, for anyone who has never had the misfortune to drive on it, is a cratered hellscape of potholes, cracks and something that Texans call

“cattle-ribs;” washed-out ripples of pavement that resemble the ribs on a starving cow. Mad Max himself could not drive the posted speed limits on Greens Road five days a week without messing up his car or tires. For the people who live in the communities along Greens Road, each and every trip away from home carries the potential for car damage.

Yes, it really is that bad. More than 14 thousand cars drive down the road each day, a number that is expected to increase to 36 thousand by 2029. With no sidewalks, pedestrians are injured or



(Above, from left) Local 2198 activists, Shop Stewards Maria Caban and Sann Edwards with Local 2198 Vice President and Grievance Member for Baggage Resolutions, Kim Thomas at Houston City Hall. (Below) A worker looks over freshly-poured concrete on the Greens Road renovation project.

tragically killed at a high rate. Drivers attempting to navigate around the potholes (or losing control of their cars after hitting them) contribute to an accident rate that is three times higher than the average.

In response, IAM Locals 2198 and 811 teamed up to put the power of organized, group action

There are still challenges ahead. Carlos Ayala, a member of the Local 811 Grievance Committee worries that if the road is patched-up and granted welcome, but insufficient repairs, it will be downgraded on the city's priority list as not needing major work. Quick and superficial improvements could make a better solution harder to get and make increased infrastructure funding even more elusive.

For Carlos Ayala, this underscores the importance of collective action in creating the right conditions for improving communities.

"Having organized action, and being able to show the city council that there is a community that is involved and that really cares helps them make the case for that funding."



Local 811 Grievance Committeeman, Carlos Ayala, at a recent trip to City Council.

to work, lobbying city officials with constant reports, personal visits, petitions and more. With more than 10 thousand union members demanding action, it became clear that elected officials would need to take the situation seriously.

In 2014, plans were unveiled to widen the busiest stretch of Greens Road, and a follow-up project would extend the improvements to the remainder.

These improvements will allow for new businesses to flourish, boosting the local economy. It will also greatly improve the quality of life for the families that live along Greens Road. Perhaps most importantly for Houston union members, the opportunity to work side by side with community groups has helped show the public what modern labor unions are capable of.



MACHINISTS UNION AND ALASKA AIRLINES PROPOSED DEAL WILL END OUTSOURCING

Outsourcing is one of the leading causes of unemployment in America, and a major driver of wage stagnation. But now, union members at Alaska Airlines may be on the verge of ending the practice for some 5,000 workers at the carrier.

In 2005, while Alaska Airlines was in the midst of a frenzied effort to boost shareholder returns, executives made one of the most ill-advised moves in the carrier's history: They decided to outsource hundreds of unionized baggage handlers at Sea-Tac Airport in Seattle, Washington.

Investors hailed the decision, thinking it would generate higher profits. It didn't.

The company that Alaska entrusted to handle ramp work, Menzies, was notoriously plagued with incompetent

management and high turnover rates. To save money, the company cut corners on training and barely bothered to provide safety equipment to employees.

Within months, poorly trained and underpaid contract workers had ripped a foot-long hole in the fuselage of an Alaska Airlines jet with a belt loader. The accident was not reported, and the MD-80 aircraft carrying 140 passengers was forced to make an emergency landing en route to Burbank, California.

Another contracted employee fell asleep in a baggage compartment and woke up after that plane had taken off, triggering additional bad press for the airline. Then last August, a contracted employee at Horizon Air, an Alaska subsidiary, took a Bombardier Q400 for a joyride over Puget Sound, performing stunts and barrel rolls before he ran out of fuel and crashed the aircraft near Sea-Tac Airport. Fortunately, no one was injured on the ground in that incident.

Outsourcing had proved to be a bad investment.

The union responded to the outsourcing by working





to organize the Menzies contractors into their union and lobbying for a \$15/hour minimum wage at Sea-Tac. They calculated these moves to completely eliminate any chance of a financial reward for the company because of outsourcing.

In 2017, facing labor unrest, legal actions, and persistent organized lobbying by union members, Alaska Airlines reversed course and fired Menzies. The work was awarded to Machinist Union-represented McGee Air Services.

For about 900 employees at Menzies, the news came as a shock. However, McGee representatives made it clear to the Menzies employees that they would not be fired or summarily laid-off. They would all be given the opportunity to become unionized workers at McGee, and with unionization, they would all receive flight benefits, better health insurance, and union-negotiated bonuses.

The president of McGee, Dean DuVall, met with the former Menzies employees and welcomed them to their new company. "They were quiet at first, in shock, and processing. Then, as the meeting broke up, they were engaged and eager to talk to us," DuVall told the

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The Machinists Union has virtually eliminated outsourcing for more than 40K members working in the airline industry.

Seattle Times.

To its credit, the airline seems to have learned some valuable lessons from its disastrous decision to play around with outsourcing. The tentative deal struck with union negotiators this month will prohibit the outsourcing of union work at Alaska Airlines.

The Machinists Union has virtually eliminated outsourcing for more than 40K members working in the airline industry. Ramp workers took United Airlines before federal arbitrators over a scheme to outsource 22 control tower positions. In that case, the union made it all but impossible for the carrier to outsource any union job at United ever again.

At American Airlines, the Machinists Union allied with the TWU to prevent the outsourcing of work to overseas vendors. That fight has become so heated that a federal judge warned the unions to take it a little easier on the beleaguered airline, who has seen its stock prices sag over the issue.

In the new proposal, Alaska has agreed not to outsource any work done by Machinist Union members at any airport. Furthermore, the airline has

(Opposite and above) Alaska Airlines workers make their case in Washington, DC. Photos via Kaleb Rosa.



agreed to ban outsourcing for the life of the contract (which never expires according to NMB rules), plus an extra two years.

The agreement still needs to win the approval of Alaska Airlines front line union members. However, union negotiators have strongly endorsed the agreement, a possible indication that it will win majority support from Alaska Ground Operations.

Besides ending outsourcing for covered members, the agreement will increase base wages by 14 percent, on average, on the same day that it is signed. It will also provide a mechanism to ensure that wages keep pace with the industry, reduce health insurance costs, increase company-sponsored retirement benefits, and increase premium and shift differentials by up to 20 percent, among other improvements.

"I thank IAM members at Alaska Airlines for the unity and solidarity they demonstrated throughout this process," said IAM General Vice President Sito Pantoja. "It's because of that unity that the negotiating committee was able to achieve the notable gains in these tentative agreements."

"I congratulate the IAM negotiating committee on a job well done," said IAM District 142 President and Directing General Chairman Dave Supplee. "IAM members at Alaska Airlines can be proud of these agreements, especially the prohibition on outsourcing work. IAM members spoke loud and clear that their futures needed to be secure, and this tentative agreement is a solid step in the right direction."

While historic for Alaska Airlines, the new agreement could have even bigger ramifications for other airlines.

"Alaska Airlines is an almost perfect twin to jetBlue," said Victor Hernandez, an Assistant General Chair at the Machinists Union. "JetBlue Ground Ops Crewmembers are getting involved and working to join the IAM," he said. "They're talking to our organizers about the Alaska contract proposal right now, and they like what they see."

The IAM represents approximately 5,000 clerical, office, passenger service, reservations, ramp and stores employees at Alaska Airlines.



Images via Kaleb Rosa/IAM Local 2202 facebook

VOTE YES

The IAM Alaska Airlines Negotiating Committee unanimously endorses the Tentative Agreement between Alaska Airlines and the International Association of Machinists and Aerospace Workers.

10%-16% increase on base wages on date of ratification | 15-20% increase in Shift Differentials | Lead differential increased to \$2.25/hour | Wage Review to ensure our pay keeps up with the Industry | 5 year Agreement with Work Protection | Family Sick days increased from 4 per year to 6 per year | Optional paid parental leave (previously unpaid) | Home agent radius expanded beyond 100 miles | Stronger Junior Assignment protection | Insurance Premium lowered from 22% for a Full Time Employee's cost share, to 20% cost share | Lump Sum Payments | All work currently performed exclusively by IAM members at each location on the Alaska Airlines system is protected, and the Company is prohibited from outsourcing such work for the entire term of the contract plus two years





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



Robert Martinez, Jr.

14th International President of the International Association of Machinists and Aerospace Workers

The Machinists

A Message from International President, Bob Martinez

Sisters and Brothers,

Shortly after I was sworn in as your International President, a member asked me, "When are we going to have a say in who the IAM endorses for president?"

It was a good question, and one I've been thinking about a lot now that it's election season.

The answer is that your Executive Council hears you. It's time for a change. I am proud to announce that for the first time in the history of the IAM, during the 2020 primaries, members will be given the opportunity to vote online, through an independent firm, for a candidate of their choosing. Later, members—through their state councils—will decide whom the IAM endorses for president. If you want to be involved, you need to register to vote in our endorsement process at iam2020.org and attend and be vocal at your state council meetings. I want this process to include the voices of as many IAM members as possible.

So when presidential candidates call me and ask for our endorsement I will tell them all the same thing: If you want the IAM's endorsement, don't talk to me—talk to our members. Go visit them, and listen to them, at our locals, districts, conferences and state councils.

It might be easier to do it the old way. We could sit down with the candidates and negotiate in a private meeting, asking them to make promises they may or may not keep. Or we could make them really work for our endorsement. Make them earn your trust. Make them understand that 600,000 Fighting Machinists are holding them accountable.

This election needs to be about issues like pensions, retirement security, health care, trade, workers' rights and national defense. I want to make sure that the candidates know that while the dollars and cents are important, this is personal. This is about our livelihoods. And when it comes time to make the hard decisions, I want them to see your faces, to remember your stories, and to know that the Machinists are watching.

Make sure your voice is heard. Beginning now, you can register to vote in our endorsement process at iam2020.org. Talk to your IAM Sisters and Brothers and let's get as many members as we can to register to have a say in our union's endorsement. That's how we win, and that's how we make sure that the White House works for us. All of us.

In Solidarity,

Bob Martinez
International President

How to register for the IAM's U.S. presidential endorsement election

- 1 Go to iam2020.org.
- 2 Fill out the form to register. You'll need your IAM card/book number.
- 3 Stay tuned for email updates on how to vote and make your voice heard.

* Not all IAM dues cards look the same. If you can't find your IAM book/card number, contact a Local/District Lodge officer or the IAM Membership Services Department at 301-967-4525.



ORGANIZING FOR POWER

Winning a Seat at the Table Means Building Power

STRENGTH THROUGH ACTION



To create lasting change, activists must first build power. Communities build power, and the ability to create positive change, by organizing individuals into full-fledged movements.

For generations, organized union activists have used their combined power to make history. The driving forces behind the Civil Rights movement, as well as the LGBT, feminist, and workers' rights movements, relied on the organized, professionalized activism of labor unions to win their objectives. Once organized, individual activists become part of a unified movement with a common goal and

focus. Together, they can shift power relationships between multi-billion dollar corporations and working families.

As workers and community activists, we cannot afford to be timid or modest about our goals; it is better to state clearly what we need to pull more power back to the people. Sometimes, that means teaching people about their own capabilities, and helping pool resources so they can be used to create positive change. In other cases, bringing power to the people means limiting the reach of those who benefit



safer working conditions without organizing. Surely, those in power will listen to reasonable arguments that support policies that help everyone involved. We may even think that those holding power already have the best

The ultimate goal of organizing is to build power and give workers a real voice.

To win, you will need more than a just cause and a reasonable argument. Being right isn't enough. You will also need power.

from taking advantage of others. Either way, we need to remain honest about what we want: We want to gain the power to create positive and lasting change.

It's tempting to think we can win things like economic justice and

interests of their workers, customers, and communities in mind. We are all familiar with slick, well-produced marketing campaigns that talk about how much corporations care. According to that messaging, virtually no one wants to keep wages artificially low or place

Register as an IAM Organizer

IAM141 is working to build a nationwide database of activists that want to bring airline workers together.

Let us know you're out there. Register today.

Want to Work as an IAM Organizer? Get Registered at IAMJetBlue.Com and help make history.

IAM141 Director of Organizing:
Frank Giannola
FGiannola@IAM141.org



profits ahead of safety or the environment. Yet, inequality and pollution still exist. People are still being hurt by unsafe products that were rushed to store shelves without proper oversight.

Clearly, at least some corporations are not being honest. And unfortunately, they have the organizational power they need to make it difficult to hold them accountable for their dishonesty or for the harm they cause. Even those who want to do the right thing will sometimes make mistakes. Some may be unaware that their actions are harmful. Even in these cases, alert activists can help protect the company by serving as an important safety net - as long as they have the organization and power to act.

To win, you will need more than a just cause and a reasonable argument. Being right isn't enough. You will also need power.

Organizing is about giving that power to your community. This means connecting the people who care with the resources they need to take action. It means matching the people who have critical skills with roles where they can put their talents to use, and it means finding good ideas and finding ways of putting them into action. An organized group of activists can do things that individuals cannot. Individuals, no matter how skilled they are, are easily outnumbered. When everyone is working by themselves, their

collective power is diminished and great ideas do not spread.

In the end, even the most exploitative managers can find themselves surrounded by well-organized groups of workers with a clear strategy and a reasonable goal. And that's how the balance of power shifts.

The IAM141 Organizing Department can serve as a tool that can help you think through the steps you will take to make change in your community. Led by Organizing Director Frank Giannola, District Organizers can help you plan out a solid campaign strategy with clear goals, sensible demands, and ways to recruit talent to your movement. But most importantly, they can help you understand how to win through collective, organized power.





BOS

Boston Local 1726's Commitment to Community Activism Earns it a Place in The IAM Journal

The Machinists Union has a long and storied history of community activism. Community stewardship is one of the best ways for the labor movement to build power, find allies, and spread the concept of collective action.

At the forefront of the effort to deepen and widen the Machinists Union's social footprint is Boston's Local 1726.

Guided by a deep sense of mission, Boston's top union activists regularly work to make the neighborhoods and communities of East Boston a better place to work and raise families. This important work was featured in this Summer's issue of the IAM Journal, available for free through GOIAM.ORG. **Here's the story as it appeared in the Journal >>**

WHERE WE GO ONE, WE GO ALL

What do cake mixes, 50 pillows, bowling pins, kids' winter coats, turkey dinners and school backpacks add up to? 1726. East Boston IAM Local 1726, that is. These are just a few of the things its members use in their ongoing effort to help others.

"We're an organization that cares about the community," said Local 1726 President Mike Bucci. "It's our responsibility to help out where we can."

Bucci's local includes members employed by a number of different airlines at Boston's Logan International Airport. Many of them have little opportunity to interact at work, so community service became their connection.





"It brings everybody together with that camaraderie as a group," said Bucci. "We can do more for others when we're joined together. And I guess that's really the idea of a union, right?"

In 2015 the local did not have any established community service program, but leadership had a desire to do something. For its first fundraiser, Local 1726 decided to hold an event for Guide Dogs of America. Local 1726 Committee Member Cristina Odoardi was given the responsibility to make something happen, and someone suggested a golf tournament.

"I'm like, 'I don't know anything about golf. How can I do a golf event? I work customer service and we don't have that many golfers in our group,'" said Odoardi. "I said, 'how about bowling?'"

Odoardi sat down with Bucci, Local 1726 Financial Secretary Bob Bennett, Recording Secretary Nick Parker and Committee Member Roberto Di Rice and came up with a bowling fundraiser. "Pins for Pups," named by Di Rice, turned out to be a big success and raised roughly \$5,000. Members and the general public alike talked about the event in the weeks that followed, and asked when they could do it again.

"For 30 years I've been involved with community service in one way or another, whether it was through my daughter's school or on my own," said Di Rice. "I thought this would

be a great platform and it has been. Our membership is really giving and gracious."

This June the local will hold its fourth "Pins for Pups" event, hoping to raise more than \$10,000 for the charity. Local 1726 Committee Member Firman Jensen attended the first "Pins for Pups" and has been involved with it and other events ever since.

"I'm a sucker for dogs so anything to do with helping to provide somebody greater stability or greater mobility in life is a big win for me," said Jensen. "It just gets bigger and bigger every year, which is great."



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"We can **do more for others** when we're joined **together**."

—MIKE BUCCI,
LOCAL 1726 PRESIDENT



Along with fundraising work for GDA, the local also developed a close relationship with Crossroads Family Shelter in East Boston.

"I have a huge role in connecting donors and volunteers with the organization," said Shakira Floyd, Crossroads Family Shelter Development Associate. "I have a very good relationship with the IAM, and with Bob [Di Rice]. We have 15 families that live in our congregate building and we have 12 families that live in scattered apartments we rent on their behalf throughout East Boston."

The shelter houses many children, and celebrating their birthdays has become somewhat of a cause for the local. All it takes is a call from Floyd with the age and gender of a child, and the IAM puts together a "birthday in a box" for the family, sometimes with only a day's notice.

"The boxes include supplies to essentially throw a little birthday party for the children," said Crossroads Family Shelter Executive Director Lauren Antonelli. "There's cake mix and all the supplies to make a cake, the pan, candles, usually some balloons and other types of party supplies, as well as a little birthday gift for the kids."

Although the birthday boxes are for the shelter's kids, they also provide something for the volunteers who put them together.

"Seeing the joy and the children's faces, it's a priceless thing. And it kind of brings everyone together," said Bucci. "It's something that everybody can be involved in. Not only does it do something for the community, it actually does something I believe internally for us as an organization."



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"It actually shows them what their union is doing in the community, as well as in the workforce. And **it has a very positive effect.**"

—BOB BENNETT,
LOCAL 1726 FINANCIAL
SECRETARY

Local 1726 has become the shelter's most reliable source for donated items and volunteers.

"They're always there for us. For example, around Thanksgiving they help provide turkeys when we host a really large turkey drive for the community," said Antonelli. "Any parties we've done and back-to-school events they've come to, and other holiday events. We can absolutely rely on them at any time."

It didn't take long for 1726's member to realize that, through a team effort, giving of their time wasn't always a requirement to assist. When the shelter needed winter coats for some of the children, a call went out with the genders and sizes. Members promptly went out and found what they needed.

"There are some people involved now who were absolutely not involved with the local or the union at all before the community service program started," said Local 1726 Financial Secretary Bob Bennett. "It kind of draws people in. It actually shows them what their union is doing in the community, as well as in the workforce. And it has a very positive effect."

Additionally, in the fall the local supplies backpacks, paper and other items to make it easier for kids living at the shelter to begin a new school year. Some items are purchased, but many are collected from homes and offices.

"In the past three years since we've been doing the community service more actively within the local, there's been a lot more participation," said Di Rice. "I don't have to think twice if I put up a sign or something on the Facebook page about a need that we have. I expect an immediate response."

The local lodge's involvement in East Boston reflects the Machinists Union philosophy of service to others.

"Community outreach is an important part of the IAM," said IAM Transportation Vice President Sito Pantoja. "I couldn't be more proud of Local 1726 and all our Transportation locals that give their time and resources to help those in need."

Even employers have chipped in. When United Airlines changes the type of pillows it used for its first-class service to San Francisco, the Boston station was left with more than 50 pillows it could no longer use. Rather than throwing them away, Di Rice asked if the local could use them.

"They were free and they were brand new, right?" said Odoardi. "And, we have a homeless shelter. I'm sure we can do something with them."

They were not standard size pillows, however, and needed cases. So off they went to shop for fabric, preferably with clouds or airplanes on it. They cut the material to size and Di Rice stitched them into cases.

"We started with nothing and made something that was really special to people," said Di Rice. "When they end up

in the shelter, the first thing that makes them feel comfortable is bedding or a pillow. They can rest their head and feel like they belong someplace."

One member regularly brings clothing and other items from her closet to the local lodge, something that she would not have thought of before. Another member saw what was being done for the shelter, and asked if something could be done for a drug rehabilitation center one of her relatives was in. Local 1726 started by providing pizzas for one of its graduations.

"Sometimes, you step back and people around you really excel," said Bucci. "They come out of the shadows and all of a sudden, they become leaders."

"It's clear that the IAM slogan, "Justice on the Job, Service to the Community," is deeply rooted in East Boston.

"We make union wages, livable wages that a lot of people don't make. And it gives us an opportunity to give back to those who are a little bit less fortunate than us," said Jensen. "It's just a way to bring everybody together and show them and their kids who are entering the workforce, that unions aren't the big bad guy."

"It doesn't stop with us, it starts with us," said Odoardi. "All we're doing is giving everybody that little nudge to get them going."

"It's a group effort, you know," said Bucci. "Where we go one, we go all."



- This article originally appeared in the IAM Journal, available at GOIAM.COM.





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