

AIRMAIL

JULY 2021



**A NEW
CONTRACT
AT FLAGSHIP**

No Givebacks.

**UNION
JOBS ARE
AVAILABLE**

Union Wages. Union Pensions.
Union Benefits.

IAMAW DIST 141

JULY 2021

Flagship Agreement

The IAMAW / Flagship Agreement provides the best wages and work rules in the history of the company.

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Shared to the SFO - Sunrise
(& Sunsets!!) Private Group
by Beth Miller



**Shared to Facebook by
John Carrol (SFO)**

**I don't know who needs to see
this but microwaving Fish 🐟 in
the break room makes it smell**

👍 good 🤔 😊

**Shared to the IAH Ramp Virtual Board
by Trey Just (Local 811)**



On The Cover

Artistic rendering of the Grand Emblem of the IAMAW. This artwork was Created by Eric Price (Local 811 - Houston) in advance of the 2021 District 141 Committee Conference. The design uses the Grand Emblem, inlaid with a golden feather representing aviation and aerospace workers, and an ornate design on the square in honor of rail workers.



A Quick Word...

First, I want to recognize the incredible work that our members have done throughout this pandemic. I know that with the new Delta Variant, we're not out of the woods yet, but we've come a long way. And that's all thanks to the work done by our membership. As a Ramp Lead, I know what we've gone through hasn't been easy.

At United, in March of 2020 we agreed to enter into expedited negotiations that both sides had hoped would quickly create the best working conditions and pay in the industry. Unfortunately, with this pandemic, we had to postpone that work. Right now, it looks like we're going to get a chance to restart those talks in the next few months, hopefully by this fall.

Once those preliminary talks are complete, we will canvass our members and find out what items in the contracts with United need to be fixed, what's working and we don't want to change, and what needs to be added. Our goal is to create a truly historic labor agreement that we can all be proud of.

Over at Hawaiian, we're making good progress, but things are moving a little slower than we wanted. I remain optimistic that we will come to an agreement sooner rather than later. We are setting up new dates to meet with the company, and once those dates are confirmed, we'll be sure to let you know.

In solidarity,

MIKE KLEMM

President and Directing General Chair,
IAMAW District 141

FLAGSHIP AGREEMENT



On June 16, IAMAW members at Flagship Facility Services voted to ratify a three-year agreement that will deliver the highest pay and benefits package for this workgroup in the company's history.

Flagship workers maintain the San Francisco International Airport facility that houses United Airlines Mechanics, Stores, and Maintenance and Emergency Procedures Instructors. The group includes janitors, forklift operators, and maintenance workers.

Every voter elected to approve the contract.

The agreement provides substantial wage increases, higher pension contributions, and improvements to overtime, sick leave, and vacations. Importantly, Flagship workers were able to keep everything won in their previous contract, despite the damaging effects of the pandemic on airports and the aviation industry.

"Please join me in congratulating everyone involved in negotiating the new Flagship contract," said Mike Klemm, District 141 President of the International Association of Machinists and Aerospace Workers. "Troy and his team hammered out an agreement that won 100% of the membership votes cast this week, and for good reason. This agreement helps set a new standard for the important work of janitorial staff and maintenance workers that supports many industries."

By the end of the three-year contract, the top wage for janitors will be just over \$20 an hour. Leads and forklift operators will make \$24 per hour. These increases range from 12% to 26% over current pay rates.

"This contract helps ensure that San Francisco's union members will benefit



IAMAW District 141 Assistant General Chairman, Troy Rivera.

from the recovery in commercial aviation," said lead negotiator Troy Rivera. "These essential workers at the SFO Maintenance Facility deserve their fair share, and I'm proud of the agreement that our negotiating team was able to get for them," he said.

The three-person team of Machinists and Aerospace Union negotiators includes Kurt Rothenbuescher, a United Airlines employee and board member of Local 1781, and Sandra Gonzales, a Local Lodge Committee member, and a janitor at Flagship. Machinists and Aerospace Union District 141 Assistant General Chair Troy Rivera led the negotiations. The agreement will cover about 40 union members at the company.

"This Agreement will significantly raise wages for our members. And importantly, it protects what we already had. There were no pandemic-related concessions or givebacks."

MORE PAY AND COMPENSATION

Bigger Pension Contributions

Fewer than one in four Americans in the private sector have a pension waiting for them when they retire. 100% of IAMAW members at Flagship do.

This agreement will raise hourly pension contributions by 43% starting this summer. By 2023, pension contributions will increase by 71%.

Flagship will continue to make contributions to the IAM National Pension Fund.

More Money from Wages

Janitors and Utility Classifications will see a 4% increase in hourly wages right away, rising to just over 12% by 2024. Leads and Forklift Classifications will get a 10% pay increase immediately, rising to 26% in 2024.

Thanks to the San Francisco Minimum wage, the real-world take-home pay for janitors is currently \$18.25, several dollars over the \$16 an hour contractual rate.

For Full-time Janitors and Utility Classifications, these pay increases will total more than \$1,600 annually over the \$18.25 / hour rate. This will grow to more than \$4,700 a year by 2024.

For Full-time Forklift and Lead Classifications, the new Agreement will provide more than \$4K annually, rising to \$10,400 over current rates by 2024.

UNITED AIRLINES' CHICAGO HUB IS RENEWING TRAVEL RESTRICTIONS

Exploding Delta Variant case numbers in several regions of the US has caused the City of Chicago to impose a new round of travel restrictions.

Starting last Friday, people traveling into the city from Missouri and Arkansas will have to provide a negative COVID-19 test or quarantine for ten days after arriving in Chicago.

The restrictions are important to airline workers because Chicago's O'Hare airport is a central hub for several airlines and the headquarters for United Airlines. The restrictions began over the weekend.

City officials said the restrictions will be imposed when a state has more than 15 daily infections per 100,000 people. Other states with climbing infection rates could also be added, including Nevada, Utah, Louisiana, and Florida. As of Friday, the city's public health department began sending warning letters to violators, but no fines have been imposed so far. The department stated travellers who continue to ignore the restrictions will face significant penalties.

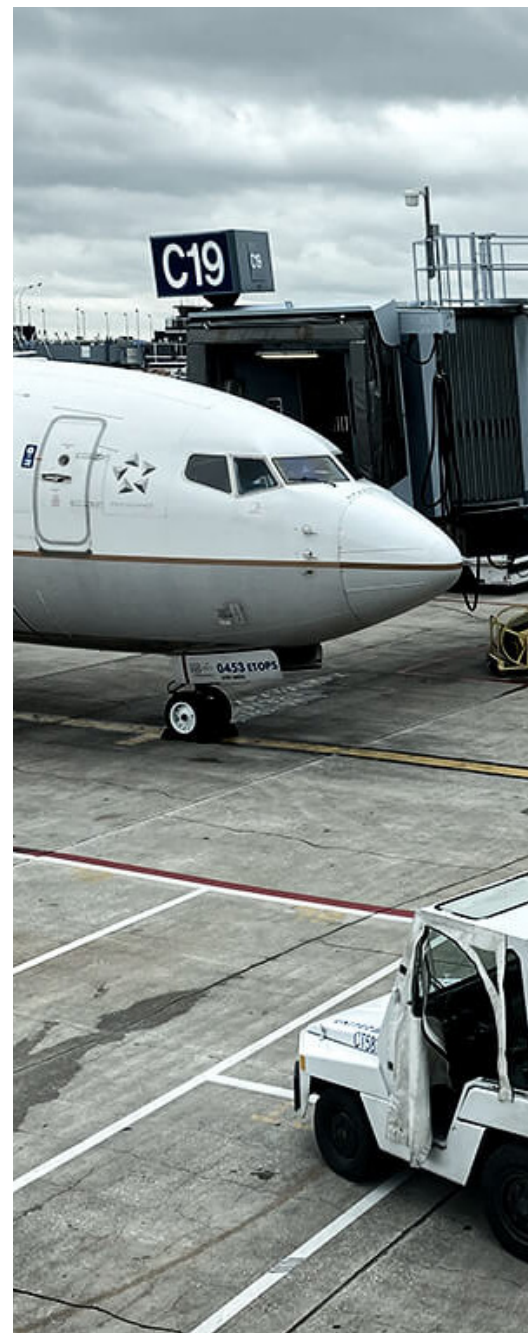
On Monday, airline stocks worldwide fell as fears that the Delta variant could trigger renewed travel restrictions.

The airline industry was among the hardest-hit sectors of the economy in 2020 as the COVID-19 pandemic ravaged global markets. The Delta variant is proving that the sector remains uniquely vulnerable.

Demand for air travel has exploded since spring, completely reversing the near shut-down of 2020. Staffing shortages and signing bonuses have largely replaced layoffs and retirement packages for most airline workers. However, it is dawning on a growing number of investors that the pandemic isn't over – and could be about to take a very dark turn thanks to vaccine hostility and rising case counts.

Shares of United stock fell 5.5% on Monday, and American dropped by 4.1%. Boeing shares fell by nearly 5%. Together, these three aviation-sector companies employ the largest share of Machinists and Aerospace Union members.

Meanwhile, concerns related to the Delta variant are delaying plans to release restrictions on international travel, a significant source of revenue for airlines. The Centers for Disease Control recommends that travellers avoid flights to the UK. Plans to remove similar restrictions for the European Union and India have stalled, worrying airlines





Despite worries related to the Delta variant, United is moving ahead with plans to purchase hundreds of new planes, add more than 150 new flights, and most importantly to union members, hire about 25,000 new workers.

further. incentive programs to attract more new hires to the airline right now," he continued. Klemm was optimistic that more incentive programs would help to alleviate staffing shortages well before the new flights would begin.

In June, United announced plans to hire an additional 25,000 new employees over the next ten years. Additionally, the airline has committed to purchase nearly 500 new Boeing aircraft, built primarily by IAMAW Members in the Western Territory. After losing \$7 million last year, CEO Scot Kirby announced separately that he expects the company to show a pre-tax earnings profit in July 2021.

"Celebrating the holidays with family and loved ones in 2020 was a challenge, and we know our customers are already eager to plan winter vacations and gatherings in person this year to make up for time that they lost," said Ankit Gupta, vice president of network planning at United. "As pandemic restrictions ease, people are becoming more confident in planning travel further in advance, so we want to make sure to offer our customers as much choice as possible."

The influx of returning customers, aircraft purchases, and new flights is good news for union members, who are preparing to update the historic agreement between United and the Machinists and Aerospace Union members employed at the airline.



PRIMER: INSIDE ORGANIZING



Got Union questions?

Call or text a Union Representative at (954) 298-9138.

JetBlue Ground Operations workers can authorize a union vote at IAM141.org/JusticeatJetBlue.

Unions do virtually all their work through committees. Typically, committees are formed by the President of the Local Lodge, following rules that are clearly laid out in the Lodge's By-Laws. Some committees are mandatory, such as the committee that polices company efforts to violate agreements with the union, called a Grievance Committee.

Other committees are formed to ensure that a particular goal is met. For example, most Machinists and Aerospace

Lodges will maintain Retirees, Community Service, and public outreach committees, among others. The President has the authority to form a committee to tackle any task that might arise.

Committees operate as a team of union members who can agree among themselves on every aspect of the committee. Members will determine when they will meet, how and whether to accept new members and if they will need to raise money to meet their goals.



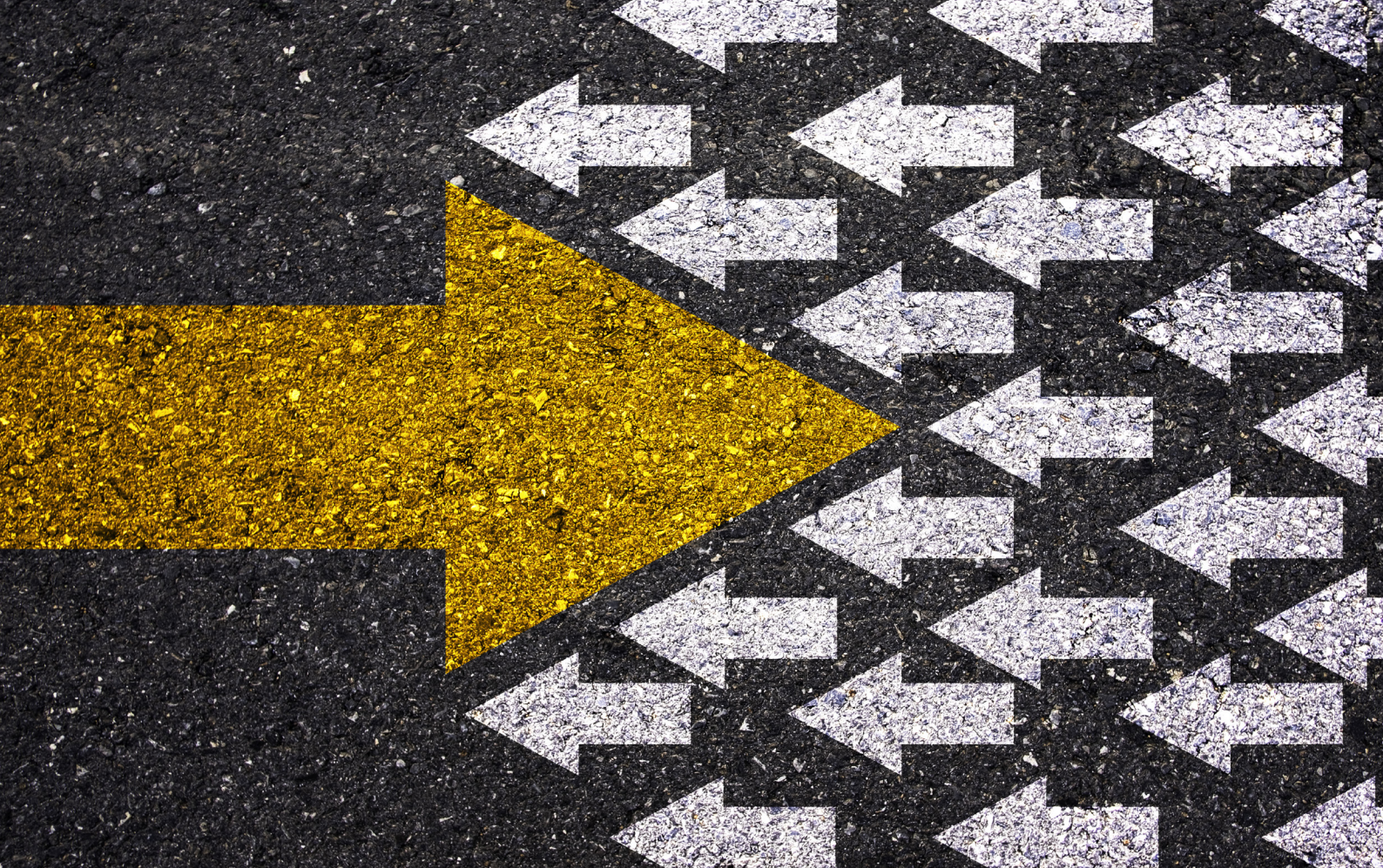
“This committee is unique because it actually has to pre-date the formation of the union itself.”

WHAT ARE INSIDE COMMITTEES?

This brings us to the Inside Organizing Committee. This committee is unique because it actually has to pre-date the formation of the union itself. It's a case of which comes first; the chicken or the egg? Organizing Committees have to form without the structures of By-Laws, without experienced union officers among its members. Inside Organising Committees, called "Inside Committees," must start before a Local Lodge even exists for that workplace.

Another unique aspect of Inside Committees is that they may not be made up of union members (yet!). Inside Committees are created from the employees within the organizing workplace itself. These people then work with Union Organizers who are part of a nearby Local Lodge.

The first people who approach a union organizer are likely to participate in an Inside Committee in some capacity. Sometimes this activity is informal and just consists of offering advice to the organizers. Other Insiders will take a much more active role. These activists will become the backbone of the union at that workplace. Every Local Lodge has high-ranking officers who once served together on an Inside Committee. This is especially true at newer Local Lodges that can still recall what life was like before they were union. Veterans of organizing campaigns will be widely known at their workplaces as a trusted source of union information. Many Inside Committee members will hold elected union positions and permanent committee assignments once a Local



“The first task of an Inside Committee should be to develop a close working relationship with Union Organizers. But, Organizers cannot do the actual work of organizing your workplace.”

Lodge is formed or joined. Union Organizers who work for other employers will want to know more about the workplace; Inside Committees are experts on such topics.

Joining or starting an Inside Committee requires contacting an Organizer. Very often, Inside Committees conduct their operations in secret, especially at the beginning of campaigns. Therefore, an interested party might not know how to contact them directly. The Union Organizers can help get everyone connected without potentially exposing them to company retaliation. Company intimidation is unlawful but remains a concern at some workplaces that do not have experience with a union.

WORKING WITH UNION ORGANIZERS – PHASE ONE

The first task of an Inside Committee should be to develop a close working relationship with Union Organizers. Organizers can provide you with the tools you need; handouts, union authorization cards, and training. But, they cannot do the actual work of organizing your workplace. No outsider can possibly know the intricate relationships and personal networks at your job as well as you do.

As critical as Union Organizers will be, they will depend on you and your Inside Committee to be effective. They are not “in charge.” The Union Organizers are your reinforcements and sponsors and will follow your directives. Their role is

to provide you with the tools that you require to run a successful organizing campaign. Remember, your Inside Committee is not a part of a Local Lodge yet. Therefore, you probably won't have easy access to printers, meeting locations, and office supplies. Your Union Organizers can connect you to a sponsor Local Lodge and ensure that your campaign has access to its assets.

Throughout the organizing effort, the Inside Committee will be running the show.

THE MISSION OF THE INSIDE COMMITTEE – PHASE TWO

As a member of an Inside Committee, you will discuss workplace issues and concerns with other trusted committee members. You will begin laying the groundwork for the formation of the committee itself. You will decide on meeting times and locations, develop formal points of contact with Union Organizers, and appoint a chairperson. If you have a healthy workplace culture, you may even decide that you want to create a liaison between your committee and management.

Once you create clear lines of communication with Union Organizers and get plugged into a sponsor Local Lodge, the real work of your committee can begin. Organizing a workplace isn't easy. As

every activist knows, the first thing to do when you need to accomplish something difficult is to get help. The second phase of your campaign, therefore, should center around outreach. Your members should find other pro-union workers and develop plans to advance the cause. Ideally, your committee will expand to include representatives from every shift and work area at your station.

Outreach can include:

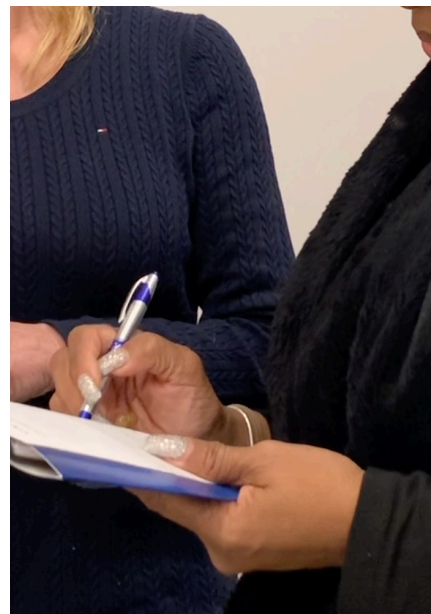
- Social media groups and chat rooms.
- Casual conversations with coworkers.
- Posting meeting information on bulletin boards.

As union power grows, you may decide to conduct formal studies of your work area, such as tracking terminations, incidents, and injuries and making this information available. You can also run regular text and email blasts and conduct polls and surveys.

This work will provide your committee with an unparalleled view of the workforce. You will know what the priorities of your workplace are, what problems may exist, and determine how unification can advance your interests.

PHASE THREE AND BEYOND: GETTING TO AN ELECTION

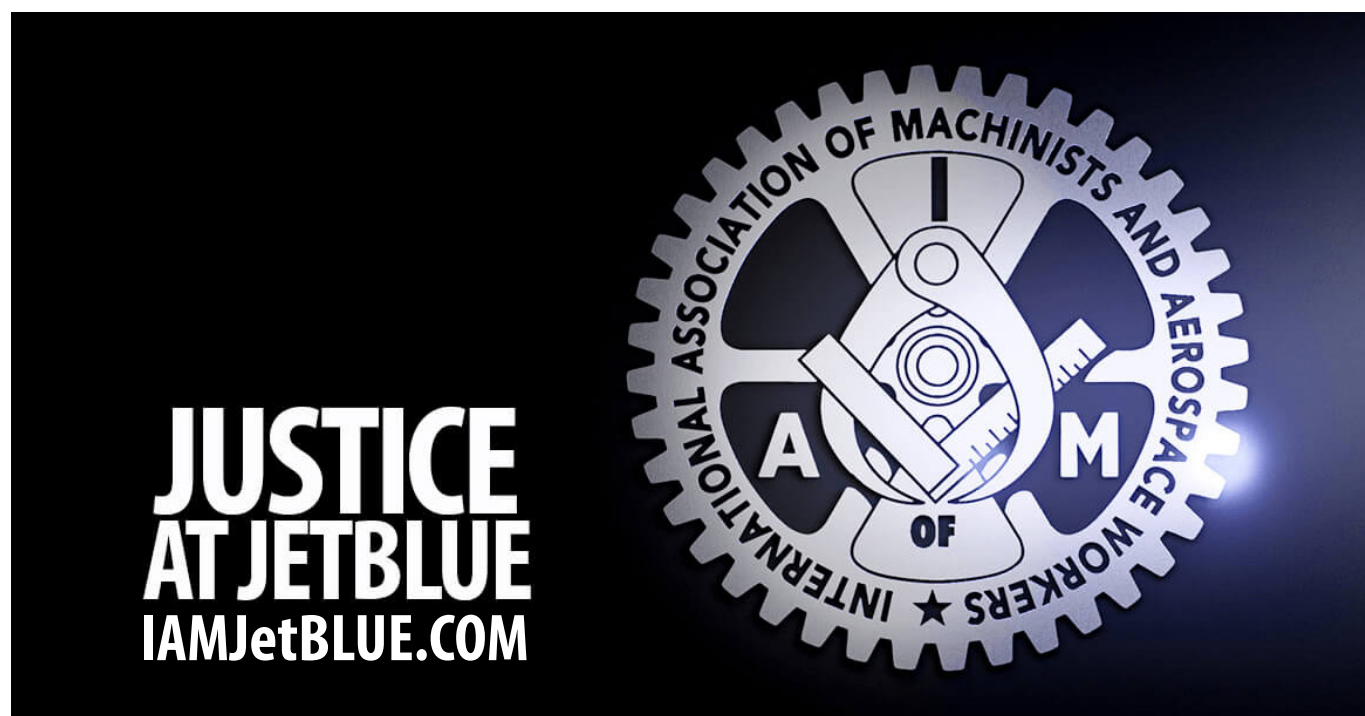
To get to a union vote, a majority of



As an Inside Committee Member, you will meet with other pro-union workers and discuss the unique issues facing your workplace.

your coworkers must authorize it. This is done by petition. Workers sign specific cards called "Authorization Cards." Once most of your coworkers have signed and return authorization cards, a formal vote will be held to determine if you have successfully organized your workgroup into a union.

Your committee can get these cards from your Union Organizer. Once they are filled out, you can return them to



ASYMMETRICAL COMMUNICATION

All successful union votes depend on one ability that is absolutely critical: The ability for the people at a workplace to communicate with each other. It's an axiom of union organizing that if flyers won elections, unions would invest in printers instead of organizers. There is so much more to union communications than the classic union flyer. The most effective organizers are those who have mastered several communications platforms and can use them all simultaneously. In fact, union communications have been modernizing recently, and are reflecting a new and vibrant movement.

Here are just a few examples of how union activists can get the word out and strike a blow for working people - away from the prying eyes of snooping supervisors and Company Men:

APPS!

There are a plethora of person-to-person communications platforms available. Some of the most useful include:

-WhatsApp

This messaging app is private and makes it easy to trade images, pdfs, and more. By using something besides Facebook-based messaging, there's a decent chance your supervisors won't have any idea how to use it. Download to your smart device wherever you get your apps.

-Messenger

Everyone already has this (probably), making it incredibly easy to get started with. This is also a downside - see above.

-Text Blasts

Have a message that you want texted out to hundreds of coworkers? It's easier than it sounds; just ask a union organizer to use their text blast services to get your message out.

-Text Chains

Don't forget to text important updates and other matters of interest to your own contacts on a regular basis. A text message can travel around the airport before a supervisor can get his shoes on.

The very act of soliciting people to sign up for any of these communications tools is a good way to build up street cred and get your unit organized.

Flyers

Flyers are a great way to raise awareness and get people involved. If you need as many people as possible to know how to connect with your committee, flyers are a great way to get started while you build up your word-of-mouth networks.

-Late-Night and Off-Hours Flyer Bombs

Avoid questions from supervisors and quietly drop a handful of flyers in the breakrooms.

-Bathroom Stalls

Give your target audience a chance to read your flyers in private by taping them up in a bathroom stall. Remember: Supervisors don't normally use front line rest rooms, so these flyers might stick around for days before they're removed.

-Nothing Flashy

An eye-catching flyer is easy to spot, for your coworkers and supervisors alike. A short, no-frills handwritten note left in a public area (near time clocks for example) can continue quietly spreading the word for hours or even days.

THE GOAL IS TO BUILD POWER

your IAMAW Organizer, who will deliver them to the Federal Government on your behalf. Organizers will take care of all the legal work using experts who work in other union areas.

Campaigns like the ongoing effort at JetBlue can also share online links that allow cards to be obtained away from work.

Final Thoughts

Organizing a workplace is a lot like organizing any other community, whether it be an apartment complex, student group or neighborhood businesses. Once you have experience in organizing, your skills can easily be used to improve the world and communities around you.

Another thing to keep in mind is that organizers like you have to care deeply about things like workplace safety, respect, and workers' rights. The fact that you care is why you will be an asset for your coworkers. However, many, if not most, of the people you work with may not be as interested in organizing. They may just be clocking in and out, and do not want to get involved very much. Others may be actively opposed to unions and employee groups in general.

If you sense that the person you're talking to is likely to be anti-union, just leave them alone. Your job as an inside organizer is to create a strong platform for the workers that actually want to improve conditions on the job. This takes a lot of effort and care, and these people will not be helpful in achieving these goals.

If you would like more information about forming an Inside Committee, whether it's to bring Machinists and Aerospace Union membership to your workplace, or even if you just want to build worker power on the job, a union representative is waiting to talk to you right now. Call or text a Union Representative at (954) 298-9138



Negotiations Update

Aloha Sisters and Brothers of Hawaiian Airlines,

Last month, we informed you that we were planning a high-level executive meeting between the IAMAW and Hawaiian Airlines the week of July 19, 2021, to discuss the outstanding issues that required more work. These issues included economics, benefits, job security and scope. Although the meeting took place it didn't bring us to the tentative agreement we had hoped for at the beginning of the week. Only a tentative agreement that recognizes and honors the work you do, and the value that you deliver to this company will suffice under this limited issue, expedited negotiation process.

Although not the outcome we were looking for, we did make enough progress to schedule another session with the goal of reaching an agreement. Once we have confirmed those dates, we will be sure to communicate that to our Hawaiian Airlines members.

In closing, thank you for your support and solidarity. Together, we can secure a great contract on your behalf and avoid the need to enter into Section Six negotiations.

In solidarity,

Mike Klemm

President and Directing General Chair,
District 141, International Association of Machinists and Aerospace Workers

Dave Supplee

President and Directing General Chair,
District 142, International Association of Machinists and Aerospace Workers



UNITED ADDS NEARLY 150 NEW FLIGHTS TO WINTER SCHEDULE

United Airlines, the largest employer of Machinists and Aerospace Union Members in District 141, is adding nearly 150 flights to its winter schedule.

As demand for travel continues to build, United Airlines is expecting the resurgence to continue for winter holiday travel and is planning ahead by increasing service to cities in the U.S., Mexico, the Caribbean, and Central America.

The airline will add nearly 150 flights to warm-weather destinations across the U.S and is increasing service to Latin beach and leisure markets by 30% compared to 2019. The airline will fly 137 more flights than it did in 2019 to places like Florida, California, Arizona, Georgia, and Nevada starting this November through next March.

Mike Klemm, the District President for the International Association of Machinists and Aerospace Workers, praised the decision for its potential to increase job opportunities for union members, but cautioned that the airline needs to urgently address current staffing shortages.

"We're very happy to hear news about this new growth at United," he said. "This means more jobs for our members, and that's a good thing. At the same time, a lot of our members are worried that adding new flights might make staffing shortages worse," he said. He pointed out that the new flights would begin operating in the winter, after the airline has had time to attract more new hires. Klemm also underscored the work that was going on to improve staffing, saying that union leadership had a solid commitment from United to hire additional workers faster.

"We're working with United to develop incentive programs to attract more new hires to the airline right now," he continued. Klemm was optimistic that more incentive programs would help to alleviate staffing shortages well before the new flights would begin.

In June, United announced plans to hire an additional 25,000 new employees over the next ten years. Additionally, the airline has committed to purchase nearly 500 new Boeing aircraft, built primarily by IAMAW Members in the

Western Territory. After losing \$7 million last year, CEO Scot Kirby announced separately that he expects the company to show a pre-tax earnings profit in July 2021.

"Celebrating the holidays with family and loved ones in 2020 was a challenge, and we know our customers are already eager to plan winter vacations and gatherings in person this year to make up for time that they lost," said Ankit Gupta, vice president of network planning at United. "As pandemic restrictions ease, people are becoming more confident in planning travel further in advance, so we want to make sure to offer our customers as much choice as possible."

The influx of returning customers, aircraft purchases, and new flights is good news for union members, who are preparing to update the historic agreement between United and the Machinists and Aerospace Union members employed at the airline.

Photo Credit: United Airlines



“We’re working with United to develop incentive programs to attract more new hires to the airline right now.”

**-Mike Klemm
IAMAW 141 PDGC**

PASS THE PRO ACT

Most American workers want to join a union but can't. The PRO Act will help fix that.

Nearly 60 percent of American workers would join a union if they had the opportunity to do so.

American workers almost universally support pensions that provide a secure income after retirement. Yet, the percentage of Americans with an actual, defined benefit pension is as low as 17%.

Meanwhile, according to the Bureau of Labor Statistics, fully 79% of union members do. Union wages and overall compensation for workers in the trades are on par with white-collar jobs that require a bachelor's degree. Finally, union workers can only be fired for "Just Cause," meaning that if they show up to

work and do their jobs well – they can count on staying employed. Non-union workers, on the other hand, can be fired at any time for any reason. A majority of workers do not want to be fired capriciously.

So, if the pensions, pay, and job protections that unions (and only unions) can bring are so popular, why is union membership less than 11% of the workforce? Vast majorities of Americans want a pension. Vast majorities want union wages. Vast majorities want their jobs protected by a legally binding contract that they helped negotiate, could vote for, and directly enforce. And vast majorities of American workers have none of these things. What gives?

The answer is obvious. Huge majorities of workers may want to join a union, but they can't. The PRO Act will allow those who wish to join a union workplace the opportunity to do so.

The PRO Act will accomplish this, in part, by allowing workers to vote for a union and have their employer recognize that union through a much simpler process. Currently, employees who want to join a union must vote at least twice, and some must vote to join a union over and over again. To make matters worse, the same voters may need to vote by phone one time, by petition another. The rules are different each time, and there are no consequences for employers who illegally interfere with this already fragile process.

Although the PRO Act applies to the National Labor Relations Act, the changes made will help workers in many industries organize. All workers – even in the airline industry, are supporting this very important legislation. (Airline workers fall under the Railway Labor Act which is outside the scope of the NLRA.)

The PRO Act will also protect workers

PROTECTING THE RIGHT TO ORGANIZE ACT

#PROAct

The PRO Act will make it easier for working people to bargain together and win good contracts because it will:

- Empower workers to exercise our freedom to organize and bargain.
- Repeal “right to work” laws.
- Ensure that workers can reach a first contract quickly after a union is recognized.
- End employers’ practice of punishing striking workers by hiring permanent replacements. Speaking up for labor rights is within every worker’s rights—and workers shouldn’t lose our jobs for it.
- Hold corporations accountable by strengthening the National Labor Relations Board and allowing it to penalize employers who retaliate against working people in support of the union or collective bargaining.

who ask to join a union by bringing accountability to employers who break the law. Current laws do not provide meaningful penalties to employers that violate the rights of their workers and ignore the law.

The PRO Act will end “Right to Work” laws, which seek to bankrupt unions by forcing them to provide services, work, and marketable skills to non-paying consumers for free. The PRO Act will also prevent union members from being forced to pay for political activities they do not support.

Put simply, existing labor laws are outdated and easily gamed. The PRO Act will modernize American labor law and allow union membership to those who want it, a large majority of workers.

Union organizing once created the wealthiest and largest middle class that had ever existed. This middle class was

union made, right here in the USA. That was no accident. Unions are people that care about the work they do and do it better than anyone else. Unfortunately, since then, anti-worker laws have been written with help from companies whose only goal was to exploit their workforces.

These laws did their job and did it well.

These corrupt laws have strangled the once-mighty American workforce into a complacent, disposable, and perpetually intimidated group of separated individuals.

The PRO Act is the most critical labor legislation since the Great Depression. It is a vital part of how our nation will (or will not) rebuild following the Pandemic and nearly a century of neglect.



Photo Credit: United Airlines

UNION JOBS ARE AVAILABLE

According to recent studies, a majority of the 157 million active American workers would like to have a union job. According to a survey by the Pew Research Center, majorities view employee-run associations and unions favorably and see the decline of unions as a worrying trend.

It's not surprising. Union workers are pretty much the only employees that still have access to an actual pension. Union wages are prized by all employees everywhere, and union members can only be fired for a good reason, not for "any reason or no reason" like everyone else.

But, scoring a union job with union wages, union work rules, and a union pension isn't easy. Anti-worker laws are rampant and can be very effective in preventing union organizing. Simplifying this process is one reason millions of working people in the US support the 'Protecting the Right to Organize Act' (PRO Act).

Therefore, the quickest and surest way to hold a union job is to get hired at a union workplace.

And unionized companies aren't hiring. And union workers don't quit; they retire. So, not a lot of job openings are out there.

Despite the Payroll Support assistance that Congress gave to airlines to preserve their workforces through the pandemic, airlines have somehow shed so many workers that they can-

not operate at 2019 levels. Hundreds of flight cancellations have plagued the industry over the spring and summer, as the virus began to recede and travelers returned to the air. Chronic shortages at major stations, notably Denver, have resulted in significant employee and passenger consternation.

In response, United Airlines CEO Scott Kirby has announced plans to hire some 25,000 new agents over the next few years. The move will increase the number of union jobs at some of the airlines' biggest stations, easing critical staffing shortfalls and allowing new growth, including adding about 150 new flights to the winter schedule.

The new union positions will happen all around the country. The biggest winner is expected to be at United's Newark, New Jersey hub, which will add a stunning 5,000 new jobs. Close behind is San Francisco, which will add 4,000. Denver, Chicago, Washington Dulles, and Los Angeles will all see 3,000 new union positions.

The new union workers will start work under several contracts, depending on their work areas and positions. However, virtually all of them will qualify for eventual top-out wages that soar to over \$30/hour. Thanks to a historic agreement between the International Association of Machinists and Aerospace Workers union and United, their jobs will be almost impossible to outsource. They will qualify for flight benefits that allow reduced-cost air travel for them and their families.



Much of the recent union growth in the airline industry is attributable to contracts that grow with the companies that employ union members. Since 2008, this has been a major policy goal of IAMAW District 141 PDGC, Mike Klemm.

(Pictured on right with Paul Platt, President of Local 1765)

Importantly, they can become beneficiaries of a true union pension – meaning that they will be getting paychecks for the rest of their lives if they end up retiring from the airline.

While American Airlines has yet to announce specific plans to add a similar level of new hiring, the company has begun recalling workers who had taken voluntary leave and has already started an aggressive program to attract in-flight crews. This new hiring includes calls to hire and return to work thousands of flight attendants and pilots, all of whom will be union workers.

The new hiring will add more than \$100 million in new union wages for United and American Airlines workers by 2026.



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