

AIRMAIL

SEPTEMBER 2021



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IAMAW DIST 141

SEPTEMBER 2021

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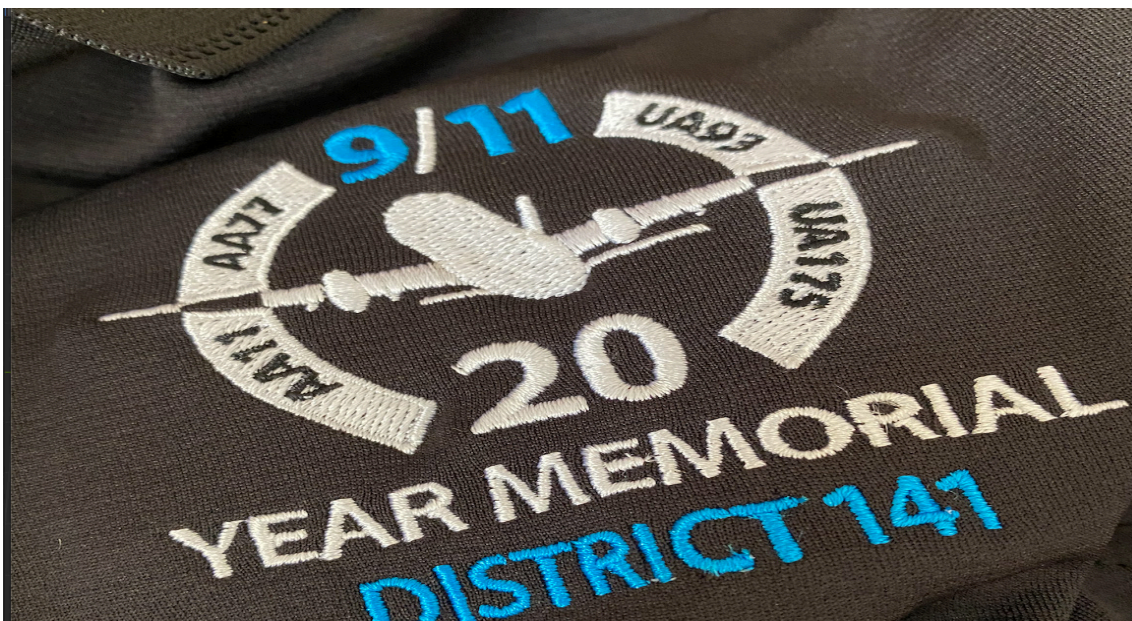
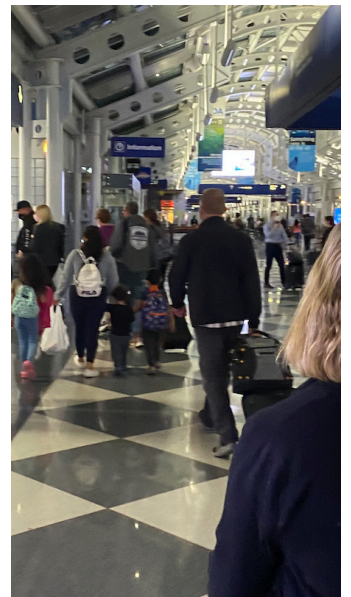
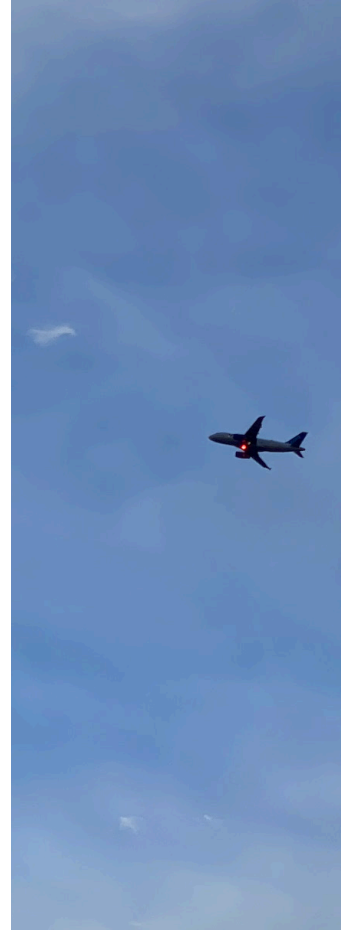
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IAMAW District 141 President and Directing General Chair: Mike Klemm

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UGE CHANGES COURSE

September 3, 2021

Less than a week after announcing they would not mandate employee vaccinations, United Ground Express (UGE) has changed its mind and demanded that all UGE workers would need to be vaccinated to maintain employment. UGE workers who have a medical condition or religious beliefs that prevent them from receiving a vaccine can be exempted if all necessary paperwork is submitted.

This is quite ironic since United Airlines repeatedly states they have no control over what UGE does. I guess Scott Kirby didn't think his marketing idea of branding United as the safest airline to fly because their employees are vaccinated all the way through.

This is not about safety. If Kirby cared about OUR safety, he would require all customers to upload their vaccination cards before purchasing a ticket. Does anyone think that would ever happen? Me either.

I want to be clear. I'm vaccinated. The entire District Lodge 141 Executive Board, and all our staff are vaccinated. There was no mandate. We individually and collectively believe it is the best decision for our families and the IAM members we interact with daily. We also believe that each person should be free to make their own medical decisions regarding what we put in our bodies. A corporation should not make this decision. I don't judge anyone who doesn't want to get vaccinated. I simply ask you to consult with your doctor before you make the decision not to get vaccinated. As you know, United Airlines management has threatened to terminate any United Airlines employees who do not get vaccinated.

The IAM will pursue any grievance where our members were wrongfully denied an exemption and then terminated. Let me be abundantly clear. Your IAM attorneys have advised us that the Company is within its legal rights to mandate the vaccine as a condition of employment so any grievance would be an uphill battle. Morally it's deplorable, but welcome to Kirby Airlines.

In Solidarity,

A handwritten signature in blue ink, appearing to read "Michael G. Klemm".

Michael G. Klemm
President & Directing General Chairman
IAM, District Lodge 141

VACCINE MANDATES: UNDERSTANDING YOUR RIGHTS

As you are aware, United Airlines' deadline of September 27, 2021, to be vaccinated against Covid-19 or face separation from the Carrier has arrived. We know that many of you have applied for religious or medical exemptions and have received notice if it has been accepted or rejected.

The following concerns the next steps available for those who had their exemption request denied as well as those who were approved for an accommodation which they find to be unacceptable.

As the District Lodge 141 leadership has stated before, and bears repeating, we encourage members to get vaccinated as long as doing so is safe for each individual, but we do not believe United should accomplish vaccinations through a mandate under threat of termination. Nonetheless, the IAM's attorneys have advised us that the Carrier is within its legal rights to mandate the vaccine as a condition of employment.

For those employees who have been approved for a religious or medical accommodation, we have recently learned more details about the "accommodation" United intends to put in place. We had hoped that once those employees who applied were approved, that we could move forward from this matter, but unfortunately it now appears that United's "approval for an accommodation" places many employees in an untenable situation.

As has likely become clear to many of you who have been approved for an accommodation, United is imposing involuntary unpaid leave effective October 2, 2021. According to United, its reason for removing non-vaccinated employees from the workplace is because it cannot in "good conscience" allow them to continue to report to work and may require significant time to put safety protocols in place

before they can be recalled. United has thus announced that:

Effective October 15, employees approved for a religious accommodation will be placed on unpaid personal leave, and employees approved for a medical accommodation will begin using their sick leave bank and then transition to EIS.

Employees on personal leave (i.e., with a religious accommodation) face the additional hardships that medical coverage does not continue during personal leave, and seniority will cease accruing after three months.

The details of the conditions United is imposing on each group can be found on United's HelpHub.

For those in customer-facing roles (Customer Service Representative), United has said that this involuntary leave will continue until the "the pandemic meaningfully recedes", which essentially leaves it indefinite at this point. For non-customer facing roles (including Fleet Service and Storekeepers) this involuntary leave will continue until safety protocols are put in

place and non-vaccinated employees are recalled; no date has been set for that return, although United promises an update by mid-October.

Being placed on what essentially amounts to indefinite unpaid leave is not really an accommodation at all and is likely not what anyone thought they were signing up for when they first applied for an accommodation. We have explored the legal options available to challenge this compelled unpaid leave and we want you to know the following.

If you wish to challenge the so-called accommodation which United has imposed (i.e., open-ended unpaid leave), you have the individual right to file a charge with the U.S. Equal Employment Opportunity Commission ("EEOC"). There are no fees or costs for filing an EEOC charge and hiring an attorney is not required. Filing an EEOC charge is a right available to each individual employee and the initial steps can be accomplished online. If you decide to file a Charge, here is what you will need to know and can expect:



The deadline for filing an EEOC charge is generally 300 days but is only 180 days in some states, so if you decide to file, we encourage you to do so as soon as possible. Filing will require you to register an account with the EEOC's website and provide an email address and other personal information. Do not use your United Airlines email address.

The Charge is filed once the needed sections of the form are complete and you have signed and dated it. Make sure you receive and save a confirmation notice that it is filed and are assigned a case number. The EEOC will notify United that you have filed a charge against it. The EEOC process is not anonymous. However, federal law forbids United from retaliating against you for filing a Charge.

After you have filed, an EEOC investigator will likely contact you for further information and may request to conduct an interview or request additional documents from you. You should cooperate with the EEOC investigator in a timely manner if you wish your case to be continued. You can request a withdrawal at any time.

Be advised, EEOC investigations often take many months and just because several weeks may pass without communication with the EEOC does not mean your case has been closed or denied.

The District Lodge will continue in its effort under the collective bargaining agreement and Railway Labor Act to obtain fair and safe working conditions for all of our members and will keep you updated on those efforts.

EEOC Contact & Information

The EEOC enforces workplace anti-discrimination laws, including the Americans with Disabilities Act (ADA) and the Rehabilitation Act (which include the requirement for reasonable accommodation and non-discrimination based on disability, and rules about employer medical examinations and inquiries), Title VII of the Civil Rights Act (which prohibits discrimination based on race, color, national origin, religion, and sex, including pregnancy), the Age Discrimination in Employment Act (which prohibits discrimination based on age, 40 or older), and the Genetic Information Nondiscrimination Act. Note: Other federal laws, as well as state or local laws, may provide employees with additional protections.

The best way to contact the EEOC is by phone.

To request information about the laws enforced by the EEOC, call (202) 921-2539.

For questions about filing a discrimination charge against your employer, call (800) 669-4000

All calls are confidential. Discussions with EEOC Small Business Liaisons and Officers of the Day will not be shared with EEOC staff who investigate, resolve and litigate charges of discrimination.

If you wish to challenge the so-called accommodation which United has imposed (i.e., open-ended unpaid leave), you have the individual right to file a charge with the U.S. Equal Employment Opportunity Commission ("EEOC").

Instructions on the Charge filing process can be found at the following link:
<https://www.eeoc.gov/how-file-charge-employment-discrimination>

Charges can be filed online using the EEOC's Public Portal:
<https://publicportal.eeoc.gov/Portal/Login.aspx>

EEOC.GOV





UNITED DELAYS ACTION AGAINST EMPLOYEES WITH MEDICAL OR RELIGIOUS EXEMPTIONS

Sep 27, 2021

Facing a lawsuit filed by six United Airlines employees, the carrier has announced that it will postpone the decision to place those with medical or religious exemptions on unpaid leave until October 15. Employees who were denied an exemption have been given individual vaccination timelines from the company, which have not changed. Those who never placed a request for reasonable accommodation must have proof of first vaccination by September 27.

The lawsuit is not challenging the vaccine mandate at the airline and is not seeking to delay or stop the requirements that all 67,000 employees at the airline must be vaccinated by today. Instead, the lawsuit asks a Texas court to force the company to revise its "Reasonable Accommodation" policy for those who qualify for medical or religious exemptions.

According to the complaint, the existing reasonable accommodation policy discriminates against specific disabilities or religious beliefs. If successful, the lawsuit will require United to allow unvaccinated employees with a medical or religious exemption to remain on the clock and submit to regular testing and masking rules instead of unpaid time off.

However, federal law also allows a company to deny a request for accommodation if doing so would impose an "undue hardship" for the employer. United argues that allowing unvaccinated employees to spread

the deadly COVID-19 virus at work represents an undue burden to the airline. Therefore unvaccinated employees must be separated from the rest of the workforce.

"Given our focus on safety and the steep increases in COVID infections, hospitalizations and deaths, all employees whose request is approved will be placed on temporary, unpaid personal leave on October 2 while specific safety measures for unvaccinated employees are instituted,"

United said in a September memo to employees. "Given the dire statistics... we can no longer allow unvaccinated people back into the workplace until we better understand how they might interact with our customers and their vaccinated co-workers."

According to the complaint, the airline violates Title 7 of the Civil Rights Act of 1964 and the Americans with Disabilities Act by denying pay to unvaccinated employees who are not permitted to enter the workplace.

The lawsuit states that "United's actions have left Plaintiffs with the impossible choice of either taking the COVID-19 vaccine, at the expense of their religious beliefs and their health, or losing their livelihoods." It goes on to argue that, "In doing so, United has violated Title VII and the ADA by failing to engage in the interactive process and provide reasonable accommodations, and also by retaliating against employees who engaged in protected activity."

One of the plaintiffs, Debra Jennefer Thal Jonas, who works as a Customer Service Representative at the United Club at DFW airport, has requested both religious and medical exemptions from the vaccine policy. Ms. Thal was granted a medical exemption but has joined the lawsuit because United did not provide her a way to file a second request on religious grounds.

Another plaintiff, Flight Attendant Genise Kincannon, was granted a religious exemption but is joining the



“The IAM will pursue any grievance where our members were wrongfully denied an exemption and then terminated,”

-IAMAW District 141 PDGC, Mike Klemm

suit because she feels that unpaid leave is unreasonable and a violation of her rights under Title 7 of the Civil Rights Act.

The union representing flight attendants at United, the Association of Flight Attendants (AFA), has said that it will not assist members that apply for vaccine exemptions, saying that the process should be a “private matter.”

At a time when mixed messaging can have devastating results, United has struggled to find a consistent narrative on the subject. In January, United CEO Scott Kirby said United could not realistically mandate vaccinations unless other airlines and companies do the same and require their employees to take them as well. By this summer, Kirby had changed course and implemented the most sweeping vaccination requirements of any of the Big Three carriers at the time. United Ground Express, a wholly-owned subsidiary of United Airlines, first told employees that there were no plans to require vaccinations, then changed course less than a month later. United first told employees that they would have to be “fully vaccinated” by September 27. The company is now telling employees that they only need the first shot by that date.

The position of the International Association of Machinists and Aerospace Workers union is that vaccine mandates are unnecessarily controversial and should not be used until a good faith effort to employ

incentives has been tried first. Throughout this process, United Airlines has failed to provide clear communications and a consistent policy towards vaccinations.

“The IAM will pursue any grievance where our members were wrongfully denied an exemption and then terminated,” IAMAW District President Mike Klemm said in a September 3 statement. “Let me be abundantly clear. Your IAM attorneys have advised us that the company is within its legal rights to mandate the vaccine as a condition of employment so any grievance would be an uphill battle. Morally it’s deplorable, but welcome to Kirby Airlines.”

IAMAW International President Robert Martinez has also demanded that any vaccine mandates be part of the bargaining process. “The IAM will work to enforce the legal obligation of employers to bargain with unions over effects that implementation will have on union-represented employees,” said Martinez. “Rest assured, the IAM will, as always, continue to vigorously protect our members’ rights.”

All major airlines in the United States have announced plans to implement vaccine requirements, including American Airlines, Delta, Southwest, Hawaiian, Frontier, JetBlue, and United. In September, OSHA began drafting policies that will require all US-based employers with more than 100 workers to require vaccinations protecting against COVID-19 or allow weekly testing.

DOJ: JETBLUE, AMERICAN AIRLINES DEAL IS A “DE-FACTO MERGER.”



This sweeping partnership is unprecedented among domestic airlines and amounts to a de facto merger between American and JetBlue.

The U.S. Department of Justice, together with Attorneys General in six states and the District of Columbia, is suing to stop the virtual merger of American Airlines and JetBlue. The two airlines are trying to consolidate their Boston and New York City operations with the “Northeast Partnership,” as the arrangement is called.

In a civil antitrust complaint, the DOJ argues that the partnership will act as a de-facto merger, eliminating important competition in the New York and Boston markets, and greatly diminish competition between the two carriers everywhere they interact. The deal would create a level of coordination that violates antitrust laws, according to the DOJ.

If allowed to proceed, the near-merger will further consolidate an already highly concentrated industry.

Federal law prevents a single company, entity, or partnership from eliminating competition within a given market, and creating a monopoly on goods and services. Monopolistic power allows companies to completely control the prices and


availability of their products, creating dangerous economic bottlenecks that can destabilize markets. According to the DOJ allegations, this is exactly what American Airlines has been attempting to do for years. American executives have created informal mergers since the airline cannot legally control more markets through a legal merger process. The International Association of Machinists and Aerospace Workers union has expressed concern that the informal merger between American Airlines and JetBlue could threaten the jobs of JetBlue Ground Operations Crewmembers. In examples where the two airlines have overlapping services, union workers at American would be impossible to remove from their jobs, thanks to unbreakable job protections that American ramp workers negotiated and ratified in 2020. However, non-union JetBlue Crewmembers would have no such job protections, and could potentially be fired and replaced with the unionized workers at American.

JetBlue does not formally lay off non-union employees, the company just fires them.

From the Department of Justice statement:

“Millions of consumers across America rely on air travel every day for work, to visit family, or to take vacations. Fair competition is essential to ensuring they can fly affordably and safely,” said Attorney General Merrick B. Garland. “In an industry where just four airlines control more than 80% of domestic air travel, American Airlines’ alliance with JetBlue is, in fact, an unprecedented maneuver to further consolidate the industry. It would result in higher fares, fewer choices, and lower quality service if allowed to continue. The complaint filed today demonstrates the Justice Department’s commitment to ensuring economic opportunity and fairness by protecting consumers and competition.”

“The Northeast Alliance would eliminate significant competition in this important industry,” said Acting Assistant Attorney General Richard A. Powers of the Justice Department’s Antitrust Division. “This sweeping partnership is unprecedented



“ We do want to be very clear. These are private issues between the employer, United Airlines, and the employee. It is for this reason that we must direct those seeking a reasonable accommodation to United management for these details.”

Association of Flight Attendants

Photo Credit: United Airlines



The DOJ alleges that the “Partnership” violates Section 1 of the Sherman Act as an unreasonable restraint of trade, and effectively constituted a merger between American and JetBlue

among domestic airlines and amounts to a de facto merger between American and JetBlue in Boston and New York City. The impact on consumers extends far beyond Massachusetts and New York, as evidenced by the participation and our ongoing cooperation with Attorneys General from across the country, including Arizona, California, Florida, Massachusetts, Pennsylvania, Virginia and the District of Columbia, in this lawsuit.”

The Northeast Alliance combines American’s and JetBlue’s operations at four major airports: Boston Logan, John F. Kennedy, LaGuardia, and Newark Liberty. The airlines have committed to coordinate “on all aspects” of network planning, including which routes to fly, when to fly them, who will fly them and what size planes to use for each flight. The two airlines will also share revenues earned at these airports, eliminating their incentives to compete. The Northeast Alliance will also allow the parties to pool their gates and takeoff and landing authorizations, known as “slots.” According to the complaint, this unprecedented combination would raise prices and reduce choices for air passengers traveling to and from Boston and New York City.

As alleged in the complaint, American is the largest airline in the world. Just four airlines — American, Delta, United, and Southwest — collectively control 80% of domestic air travel. According to the complaint, American has relentlessly pursued an industry consolidation strategy in the United States and worldwide.

Unable to combine with foreign airlines through formal mergers, American has pursued consolidation through a series of international joint ventures. The complaint alleges that JetBlue’s CEO stated, “it may look as if a dozen or more airlines [are] providing service. But when you go under the surface, it’s really just three big mega-alliances controlling 87% of the traffic... Consumers effectively have very little choice in markets where JVs have a stranglehold – and they also face higher fares.” The Justice Department alleges that American now seeks to import this strategy to domestic air travel. According to the complaint, JetBlue has positioned itself as an essential source of competition against American and the other large airlines, particularly in the northeast. According to the complaint, JetBlue’s reputation for lowering prices is so established that the industry refers to it as the “JetBlue Effect.” JetBlue’s internal estimates show that it has saved customers at least \$10 billion since its launch, offering lower fares and better service and forcing its competitors to do the same.

According to the complaint, the Northeast Alliance will cause hundreds of millions of dollars in harm to air passengers across the country through higher fares and reduced choice. The complaint alleges that JetBlue and American planned to compete more intensely before entering the Northeast Alliance, including Boston, New York City, and other areas. If allowed to proceed, the Northeast Alliance would eliminate this

important existing and future competition — creating, as American’s senior executives put it, “further domestic consolidation.” The Northeast Alliance will dampen American’s incentive to expand service elsewhere in its network and will significantly reduce JetBlue’s incentives to challenge its much more significant partner across the country.

American Airlines Group Inc. is a Delaware corporation with its headquarters in Fort Worth, Texas. In 2019, it flew over 215 million passengers to approximately 365 locations worldwide, earning about \$45 billion in revenues.

JetBlue Airways Corporation is a Delaware corporation with its headquarters in Long Island City, New York. In 2019, JetBlue flew over 42 million passengers to approximately 100 locations worldwide, earning about \$8 billion in revenue.



Negotiations Update

September 29, 2021

Dear Brothers and Sisters,

As you are aware, Spirit Airlines has advised you of their request for Meditation Services. We are disappointed that the airline has decided to take this position. The IAM and your negotiating team have been working hard on your behalf and were approaching the compensation portion of the negotiations. As the Company stated in their communication, there exist only a few remaining areas of disagreement, making the decision by the company all the more frustrating.

Rest assured that, even in meditation, the IAM will continue to seek industry-standard compensation for its members at Spirit Airlines. Any compensation offer falling below acceptable industry standards is an insult to our members and obviously unacceptable. Your continued support is needed now more than ever. We look forward to the response of the National Mediation Board, and we will respond accordingly. Your negotiating team will continue to keep you updated.

Fraternally, your IAM District 141 negotiating team:

Michael G. Klemm
Tony F. Gibson
Gregory De La Cruz
Almarie Jean
Linda Germain
Christopher Willis

White House Sends Message of Unity to IAMAW District 141

The letter, addressed to IAMAW District 141 Communications Coordinator Dave Lehive, is a welcome reminder that the American worker is once again an important part of public policy. It joins several other outreach efforts that the Biden Administration is making to Machinists and Aerospace workers and other labor organizations.



THE WHITE HOUSE
WASHINGTON

September 14, 2021

Dear Mr. Lehive,

Thank you for sending me your kind note of support and encouragement. I am humbled by the faith the American people have placed in Vice President Kamala Harris and me.

Our country faces many challenges, and the road we will travel together will be one of the most difficult in our history. It is time for all Americans to set aside their differences, try to understand one another, and strive to make the promise of a just, prosperous, and secure Nation a reality for everyone.

If we look ahead in our uniquely American way — restless, bold, and optimistic — and set our sights on the Nation we know we can be, we will meet this moment. I look forward to writing the next great chapter of the American story with you.

Sincerely,

A handwritten signature in black ink, appearing to read "Joe Biden". The signature is written in a cursive style with a large, sweeping initial "J".

GARCIA-KEIM APPOINTED EDUCATION REPRESENTATIVE AT WINPISINGER CENTER

Sep 9, 2021

IAM International President Robert Martinez Jr. has appointed Ines Garcia-Keim from District 141 as Education Representative at the William W. Winpisinger Education and Technology Center in Hollywood, MD, effective September 1, 2021.



Ines Garcia-Keim joined Local Lodge 914 in 2012 and served as a shop steward and chaired the Local Lodge's legislative committee. She was made a District 141 Organizer in 2016 and was appointed Communications Representative for the District in 2018. She represented Local Lodge 914 in the New Jersey State Council of Machinists, was elected the council's Legislative Director in 2016 and served as Council President from 2018 to 2021.

"I couldn't be more impressed with Ines' hard work and leadership experience coming up through the ranks of the union," said Martinez. "That experience plus her deep understanding of membership needs will make her an excellent Education Rep. I have no doubt that she will be successful in this role, and that she will make a positive impact on everyone that attends programs at the Winpisinger Center."

Prior to her appointment as Education Representative, Sister Garcia-Keim was a member of the Spanish Leadership Working Group, which develops and implements Spanish-language programs offered by the Center.

"I am so excited to welcome Sister Ines to the Center," said Director Chris Wagoner, "because I know she will be an asset to the staff and an outstanding educator for our member-participants. Her leadership experience at the Local, District, and State Council levels will inform her work and make her an effective and inspiring instructor. She has been successful teaching in our Spanish-language leadership programs and I can't wait to see her bring that passion to other programs here at the Winpisinger."

Garcia-Keim comes to the Center from New Jersey, where she joined Local Lodge 914 in 2012 and served as shop steward and chaired the Local Lodge's legislative committee. She was made a District 141 Organizer in 2016 and was appointed Communications Representative for the District in 2018. She represented Local Lodge 914 in the New Jersey State Council of Machinists, was elected the council's Legislative Director in 2016, and she served as Council President from 2018 to 2021.





IAM LEADS FIGHT FOR GENDER EQUITY

Sep 27, 2021

The Machinists Union is following through on its promise to support women in their efforts to rise through the ranks of the IAM to leadership positions across North America.

International President Robert Martinez Jr. announced the creation of the Leadership Excellence Assembly of Dedicated Sisters (LEADS) program earlier this year. The program's mission is to prepare more IAM sisters for the roles of Business Representatives, Directing Business Representatives, President/Directing General Chairs and other union leaders, so they can make informed decisions about seeking higher office.

More than 10 district leaders and 25 women members, representing every territory of the IAM, attended a meeting last week at the William W. Winpisinger Education and Technology Center to plan curriculum for upcoming classes. The meeting began with motivating and sometimes emotional stories from General Secretary-Treasurer Dora Cervantes about

obstacles she has had to overcome in her rise to the second highest position of the union.

"The value of gender diversity – particularly in the workplace – cannot be overstated," said Cervantes. "It starts with our union."

"Having more female leaders in positions of influence is not only critical to the overall advancement of our IAM sisters, but to our entire union as a whole," said Cervantes. "We can't talk change in the workplace without female voices at the table."

The LEADS program is being developed in the field, for the field and is a joint venture between the Women's and Human Rights Department and the Winpisinger Center in Hollywood, Md.

"I personally felt honored to see the

commitment and engagement from these members and leaders to develop a program that will grow our union by building a deeper bench of strong leaders that reflect our membership long into the future," said Carla M. Siegel, IAM Women's and Human Rights Department Director and General Counsel.

Participants identified obstacles, brainstormed solutions and dealt with the painful realities many IAM women members face in their quest to excel, as well as new obstacles that so often present themselves once a woman does achieve a higher position. They also discussed how to build a program that works with districts of all sizes and independent lodges.

Accessibility was another important topic of discussion, including affordability. "Together, you are going to be the driving force behind creating pathways for countless more women to take their rightful place in leadership roles in the IAM," said Martinez. "Let me be crystal clear; that means our IAM Sisters must be in leadership positions at every level of our union. Not just at the local lodge level, but at the district lodge and Grand Lodge levels as well."

"The LEADS Program is about ensuring that our organization is relevant in the future; workforce demographics have changed dramatically – women now make up 57% of the workforce," said Winpisinger Center Director Chris Wagoner. "The LEADS Program ensures that our leadership ranks reflect our future membership. LEADS positions the IAM for success in the future. LEADS opens doors and creates opportunities for sisters to lead."

The LEADS program is still in its planning stages, but organizers hope to roll it out in the next few months. For more information, please contact your DBR or PDGC.

HAWAIIAN AIRLINES



Negotiations Update

Your Joint District 141 and 142 negotiation committee met with the company on August 30 – September 1 in San Francisco. Although some progress was made and we were able to resolve some issues on both sides of the table, no agreement was reached during this session on a new contract. We were not able to come to terms on issues involving Health insurance, Contracting out covered work, Job Security, Wages and other Benefits. As of the end of the session on Wednesday, September 1, no future meeting dates have been scheduled between us at this time. We will await a response from the company and anticipate scheduling another session in the very near future. Both sides remain committed to trying to resolve these open issues and are working to put forth a new agreement acceptable for our members. We will provide necessary updates as they happen to keep all of you in touch with this process.

We thank you for your patience and remind all of you to please practice safety protocols during this Covid pandemic, to keep not only yourself safe but your family, friends, and co-workers as well.

In solidarity,

District 141

Arthur Croker
Shannon Robello
Stacey Williams
Meki Pei
Sione Olevao
Ku'ulei McGuire
Joy Himuro

Mike Klemm

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

District 142

Derek Morton
Robert Hetchman
David Calistro
David Figueira

Dave Supplee

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



An overwhelming majority, 79%, say that planned vaccine requirements will apply to all workers at their company.

MOST EMPLOYERS PLAN TO REQUIRE VACCINATIONS

Sep 7, 2021

A majority of US companies are planning to require employee vaccinations within the next four months, according to a survey of nearly 1000 employers. So far, about 22% of employers in the US have some form of vaccine requirement already, according to the study.

Willis Towers Watson, a risk mitigation and liability consultant company, conducted the survey from August 18 through 25. The company has more than 300 aviation specialists in 35 locations and advises airlines about reducing ground handling losses, improving safety practices and liability costs, and the impacts of COVID on the industry.

With full General Use Authorization for the Pfizer vaccine, an avalanche of private and public employers have created policies that require employee vaccinations. Within weeks of the FDA decision, dozens of large employers immediately began requiring vaccinations, with more than half of all employers in the nation (55%) expected to take action by the fourth quarter of this year.

The dangers of a perpetual, lingering pandemic constitute a severe financial risk for airlines and other industries. Runaway

COVID cases and hospitalizations are prompting a new round of travel restrictions for popular airline destinations, hampering the long-awaited recovery of airlines. These restrictions include new air travel limits at tourist hotspots like Hawaii, the Bahamas, Europe, Canada, and Mexico.

In August, Delta CEO Ed Bastian told unvaccinated employees they would need to pay \$2,400 in annual health insurance surcharges to help offset the monetary risk of employing them. According to Bastian, employee COVID-19 hospitalizations cost an airline an average of \$57,000 each. With the highly transmissible Delta Variant, a single employee can infect dozens of coworkers, all of whom can miss up to a month or more of work. Companies with high numbers of unvaccinated workers are vulnerable to sudden, mass outages and crippling health care and liability costs. The survey found that a majority (52%)

of employers are developing vaccination requirements they hope will be implemented soon, by the end of the year. These mandates could require vaccination proof to gain access to common areas such as breakrooms and cafeterias or comprehensive policies that require employees to stay current on their vaccinations as a condition of employment.

Many of the 961 US-based companies that participated in the study indicated they are developing more than one vaccine requirement. Of the companies, 45% plan to require employees to provide proof of vaccination before returning to in-person work, and 34% say they will not hire or keep unvaccinated employees. An overwhelming majority, 79%, say that planned vaccine requirements will apply to all workers at the company.

In all, the employers who responded to the survey employ 9.7 million workers.

The pandemic has caused several additional burdens on employers beyond health care, employee absenteeism, loss of customers and predictable operations. More than two-thirds of employers (68%) have been forced to increase spending on communications programs designed to convince employees of the benefits and safety of vaccines, as well as how they can get vaccinated. Most employers (86%) absorb the majority of costs associated with COVID testing and 80% invest in contact tracing programs. 82% of respondents predict that COVID-related expenses will continue to threaten employee wellness over the next six months.



MACHINISTS UNION DEMANDS EMPLOYERS BARGAIN OVER VACCINE MANDATE

Sep 16, 2021

The Biden administration recently ordered the U.S. Labor Department's Occupational Safety and Health Administration (OSHA) to develop a rule requiring employers with 100 or more employees to ensure their workforce is fully vaccinated or require unvaccinated workers to produce a weekly negative COVID-19 test result.

The IAM will closely examine the final rule and its full effect on different industries and employers once the rule is final.

"The IAM places the highest priority on the health and safety of our members at all times," said IAM International President Robert Martinez Jr. "We continue to demand that employers provide personal protective equipment, practice social distancing and follow all CDC guidelines to ensure the safety and health of our members during this pandemic."

OSHA will issue an Emergency Temporary Standard (ETS) to implement this requirement.

"As the administration moves to adopt an emergency temporary standard concerning vaccines and testing, the IAM will work to enforce the legal obligation of employers to bargain with unions over effects that implementation will have on union-represented employees," said Martinez. "Rest assured, the IAM will, as always, continue to vigorously protect our members' rights. This requirement will impact over 80 million workers in private sector businesses with 100+ employees."

20 YEARS LATER, THE IAMAW REMEMBERS 9/11

Recounted by IAMAW Legislative Director and former ramp lead at ORD, David Roderick.

During the September 11 attacks in 2001, 2,977 people were killed, 19 hijackers committed murder-suicide, and more than 6,000 others were injured. The immediate deaths included 265 on the four planes (including the terrorists), 2,606 in the World Trade Center and the surrounding area, and 125 at the Pentagon.

The first plane to hit its target was American Airlines Flight 11. It was flown into the North Tower of the World Trade Center at 8:46 am.

Seventeen minutes later, at 9:03 am, the World Trade Center's South Tower was hit by United Airlines Flight 175.

A third flight, American Airlines Flight 77, flying from Dulles International Airport, was hijacked over Ohio. At 9:37 am, it crashed into the west side of the Pentagon.

The fourth and final flight, United Airlines Flight 93, was flown in Washington, D.C. This flight was the only plane not to hit its intended target when, at 10:03 am, it crashed into an empty field.

I was transitioning to work in our Manpower office as a union steward. When we heard of the first hit of A.A. flight 11, everyone working that day was shocked and scared. And, many of us thought it was just an accident. Some of us had access to television and

could see the events as they unfolded. Then, within moments, we witnessed United flight 175 hit the World Trade South Tower. We couldn't believe our eyes. We knew that this couldn't be an accident.

Next, we heard the news about an A.A. flight 77 hitting the Pentagon and another U.A. flight 93 heading toward Washington DC but did not hit its target.

The airlines immediately shut down air traffic and ordered all planes to land as soon as possible.

While O'Hare United management was going into meetings, I went back to the ramp manpower office. I was asked to help answer the phone calls coming in, primarily from worried family members of employees working that day.

The airport became frantic with passengers waiting to travel. Even though no flights were leaving, if I remember correctly, overtime was being called, and authorities were ordering all flights to land at the nearest airports. As our planes landed, we had more aircraft than gates to park them, so many planes were double-parked for added space.

I also remember that, in the following days, employees were still expected to return to work even though no flights were going out.

But, we planeside workers could go outside on the ramp, and all we heard was silence. It was eerie; the silence

from airport noise was overwhelming to workers who are used to wearing ear protection protecting us from hearing damage.

The attack of 9/11 change not just how airlines deal with air travel, but it affected the entire world. Anything that involved air travel, entering other countries, etc., generated a new norm for the world.

The actions of 9/11 created the need for TSA and Homeland Security.

Even for employees, if you drove to work and parked in an employee parking lot, as always, we were driven by employee busses to our work drop-off areas.

But if you took public transportation to work, it became required for all employees would now need to go through security and have their belongings, including our lunches from home, be screened.

TSA was looking for anything that may be a risk. If we had a bottle of water or other beverages, it would be confiscated. Metal utensils with sharp points such as knives and forks were seized, and the TSA took up pocket knives, box cutters, even knitting needles. There was no clear understanding of what we can or cannot bring to work.

For those that drove, we always had to pass security guard gates to enter airport property. But now, security



began to require vehicles to have their cars and trunks inspected before entering the property.

Even Chicago's O'Hare badging for airline workers to enter the airport made it more challenging to get badged, mainly if you worked on international flights.

To this day, it can take weeks to renew a badge, including new hires. We have had employees who could not return to work if their airport badge expired and did not get it renewed before the renewable date.

Between 9/11, Covid19, and unions constantly fighting for workers' rights in Washington, DC, the past twenty years has and will never be the same before 9/11.

Today we continue to fight for the protection of transportation workers. FAA Reauthorization Bill, which the President signed into effect October 5, 2018. This bill includes many actions that protect workers, including banning knives on planes and attacks on flight attendants.

Dealing with violence in the nation's skies has not ended. Today, airline workers are coping with Air-Rage from angry passengers who think they have the right to violate Federal laws just because they paid for an airline ticket. They ignore instructions from Customer Service workers and flight attendants resulting in hours-long disruptions to flights.

Even though not in our job scope,

many airline workers continue to look over our shoulders as they walk through airport terminals, watch for suspicious activity, or even spot an unattended bag that needs to be reported to airport law enforcement.

While 9/11 was traumatic for the entire nation, airline workers were among those who were most impacted; our industry can never return to September 10.



DOT FINES UNITED AIRLINES \$1.9 M FOR HOLDING PASSENGERS ON TARMAC TOO LONG

Sep 28, 2021

From DOT.gov

The U.S. Department of Transportation (DOT) today fined United Airlines \$1.9 million for violating federal statutes and the Department's rule prohibiting long tarmac delays. The airline was also ordered to cease and desist from future similar violations. This is the largest fine issued by the Department for tarmac delay violations.

An extensive investigation by the Department's Office of Aviation Consumer Protection (OACP) found that between December 2015 and February 2021, United allowed twenty domestic flights and five international flights at various airports throughout the United States to remain on the tarmac for a lengthy period of time without providing passengers an opportunity to deplane, in violation of the Department's tarmac delay rule. The tarmac delays affected a total of 3,218 passengers.

Under the DOT tarmac delay rule, airlines operating aircraft with 30 or more passenger seats are prohibited from allowing their domestic flights to remain on the tarmac for more than three hours at U.S. airports and their international flights to remain on the tarmac for more than four hours at U.S. airports without giving passengers an opportunity to leave the plane. The rule prohibiting long tarmac delays for domestic flights took effect 2010 and was expanded to include international flights in 2011. An exception exists for departure delays if the airline begins to return the aircraft to a suitable disembarkation point in order to deplane passengers by those times. An exception to the time limit is also

allowed for safety, security, or air traffic control-related reasons. The rule also requires airlines to provide adequate food and water, ensure that lavatories are working and, if necessary, provide medical attention to passengers during long tarmac delays.

About Tarmac Delays

What is a "Tarmac Delay"?

A tarmac delay occurs when an airplane on the ground is either awaiting takeoff or has just landed and passengers do not have the opportunity to get off the plane.

The Department's tarmac delay rule applies only to tarmac delays that occur at U.S. airports and apply to larger carriers.

Although passengers who experience an extended tarmac delay at a foreign airport while flying to the U.S. may be protected from extended tarmac delays by the laws of another nation, they are not protected from extended tarmac delays by U.S. law.

How long can an airline keep me on a DEPARTING flight before the airline is required to start moving the airplane to a location where passengers can safely get off?

For flights departing from a U.S. airport, airlines are required to begin to move the airplane to a location where passengers can safely get off before 3 hours for domestic flights and 4 hours for international flights.

How long can an airline keep me on an ARRIVING flight without providing me with an opportunity to get off of the airplane?

For flights landing at U.S. airports, airlines are required to provide passengers with an opportunity to safely get off of the airplane before 3 hours for domestic flights and 4 hours for international flights.

Are there any exceptions to these requirements?

Yes. Exceptions to the time limits are allowed only for safety, security, or air traffic control-related reasons. You should not exit the airplane unless told by the airline that you can do so safely.

More information about passenger rights and tarmac delays can be found at [Transportation.gov](https://www.transportation.gov).

JEN JOLLY AND RODNEY WALKER NAMED NEW DISTRICT 141 VICE PRESIDENTS.

September 29, 2021

IAMAW District 141 President and Directing General Chair Mike Klemm has announced that Jen Jolly of Local Lodge 1287 (Salt Lake) and Rodney Walker of Local Lodge 1726 (Boston) have been tapped to serve as District Vice Presidents At-Large. The appointments came after a unanimous vote at the IAMAW 141 September Executive Board Meeting and will be effective October 1, 2021.



Jen Jolly centers her Union Service as an act of unity and a moral call to action. Since becoming a Union Steward in 2014, she has dedicated herself to protecting working people who fall victim to unjust threats to their livelihoods. When asked about what motivates her to stay involved, Jolly recounted the story of one such termination. "United terminated one of our sisters after she had no-called, no-showed from work 25 days," she said. "Human Resources never reached out to ensure that she was alright or in a safe place. All United saw was an agent that wasn't reporting to duty," she continued.

Together with her coworkers, Jolly discovered that the agent had suffered from a significant abuse-related personal trauma and was homeless as a result. Jolly and other union members were able to get the agent to safety. Although it took two years of dedicated effort, they eventually found a way to get her back to work at United Airlines. "We look at the person for who they are – not just a number as the company does," Jolly said. "This valued employee is still working hard at United and now has a safe place she can call home – and a much larger family of her Union Brothers and Sisters."

In addition to serving as a Union Steward, in 2016, Jen Jolly became a Trustee and Committee Member at her home local of 1287 in Salt Lake City, Utah. She was initiated into the International Association of Machinists and Aerospace Workers in 2014 after Continental Airlines merged with United Airlines. Jolly is a Remote Reservations Agent.



Rodney Walker has had a long and distinguished history of union service. Walker was hired at US Airways in 1992. After joining the IAMAW, he quickly established himself as a critical member of Local Lodge 1726 in Boston. Over his many years of union service, Walker has served as a Front-Line Union Steward, Chief Shop Steward, Committee Chairman, and Conductor Sentinel for Local 1726. Prior to the merger with American, Walker served on the Negotiation Committee at US Airways. That experience served him well, when, post-merger, he was part of the Fleet Service Negotiating Committee. In that capacity, Walker helped draft one of the most important contracts in the American Labor Movement – the historic 2020 agreement between the IAMAW and American Airlines.

Walker credits his union activism to an inspiring quote delivered by then-Senator John F Kennedy on August 9, 1960. "Those who would destroy or further limit the rights of organized labor—those who would cripple collective bargaining or prevent organization of the unorganized—do a disservice to the cause of democracy."

Rodney Walker was initiated into the IAMAW in 1999 and works at Bradley Intercontinental Airport in Hartford, Connecticut.

IAMAW District 141 President Mike Klemm praised the new appointments. "I have the utmost confidence and trust in Sister Jen Jolly and Brother Rodney Walker. These are two of the most dedicated and reliable unionists that you will ever find," he said. "They are both known for rock-solid support and service for our membership, and I am certain that they will continue to provide the same high-level service as Vice Presidents At-Large."

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IAMAW DISTRICT 141

Let's End This Pandemic

Learn how to get vaccinated. Help others get vaccinated. Let's kill this virus for good.

Aim your camera or QR Scanner at this code to get vaccination information in your state. Or, visit IAM141.org/KillCovid

