

AIRMAIL

J O U R N A L

Summer 2022 (Vol. 1)

JetBlue / Spirit Merger and the threat to job security Scholarship Winners Announced
EAP Expands with Two New Regional Coordinators **United Hides from Negotiators**





18 July 2022

IAM 141, United Contract Talks Break Down

IAM District 141 and United Airlines management met briefly last week in Chicago, IL, to review United management's "comprehensive" job security proposal. According to the Company, its proposal was designed to "quickly close negotiations." Unfortunately, United management decided to propose a job security package that is NOT competitive with United's industry peers and DOES NOT provide the job security and scope of work protections IAM members deserve.

United management's job security and scope of work proposals would provide fewer protections than we have today, leaving tens of thousands of IAM-represented workers with no job protection at all and increase company outsourcing opportunities. Management's wage and economic proposals also fall far short of what IAM-represented United employees deserve. United's competitors, big and small, have surpassed United in the key areas of job security and wages/economics. In fact, United management's wage proposal would provide a significant real wage cut, considering the current economic climate. Simply put, IAM-represented employees at United deserve much better.

At the same time, due to pushback from United pilots who have halted voting on their recently announced tentative agreement, United management has decided to run back to the negotiating table with them because American Airlines announced larger wage increases for their pilots. However, when we propose contractual terms that already exist in other industry agreements, all we hear is, "that's bad business, and we have no interest in doing that."

The concept of expedited negotiations is for both parties to focus on their priorities and to make justified, reasonable proposals that are in line with the industry to EXPEDITE an agreement. We have lived up to this. United management has not.

United Airlines will soon announce record revenue and a return to profitability. The very reason this is possible is because of United Airlines employees. Not management. It's the workers who make this airline fly. It was us who made TENS OF THOUSANDS of calls to elected officials to ensure our airline received the needed aid to survive through the worst downturn in airline industry. It wasn't because of CEO Kirby and the other airline industry executives. How did CEO Kirby reward our loyalty? He devised a scheme to violate our contracts and force all IAM-represented workers to part-time status. And, now this.

Unless United management changes course, reworks its current proposals, and offers IAM members at United a fair contract that recognizes our value to our airline, it is highly unlikely that we can reach an agreement in the expedited process. As a result, we have informed the Company that we will not meet face to face and will use the week of July 25th to meet internally.

We will inform the membership of the next steps when they are finalized.

In Solidarity,

Michael G. Klemm
President and Directing General Chair,
District 141, International Association of
Machinists and Aerospace Workers

Your Negotiating Committee

Olu Ajetomobi
Joe Bartz
Victor Hernandez
Barb Martin
Andrea' Myers
Terry Stansbury
Faysal Silwany
Erik Stenberg
Sue Weisner

The Journal of District 141 of the International Association of Machinist & Aerospace Workers

AIRMAIL




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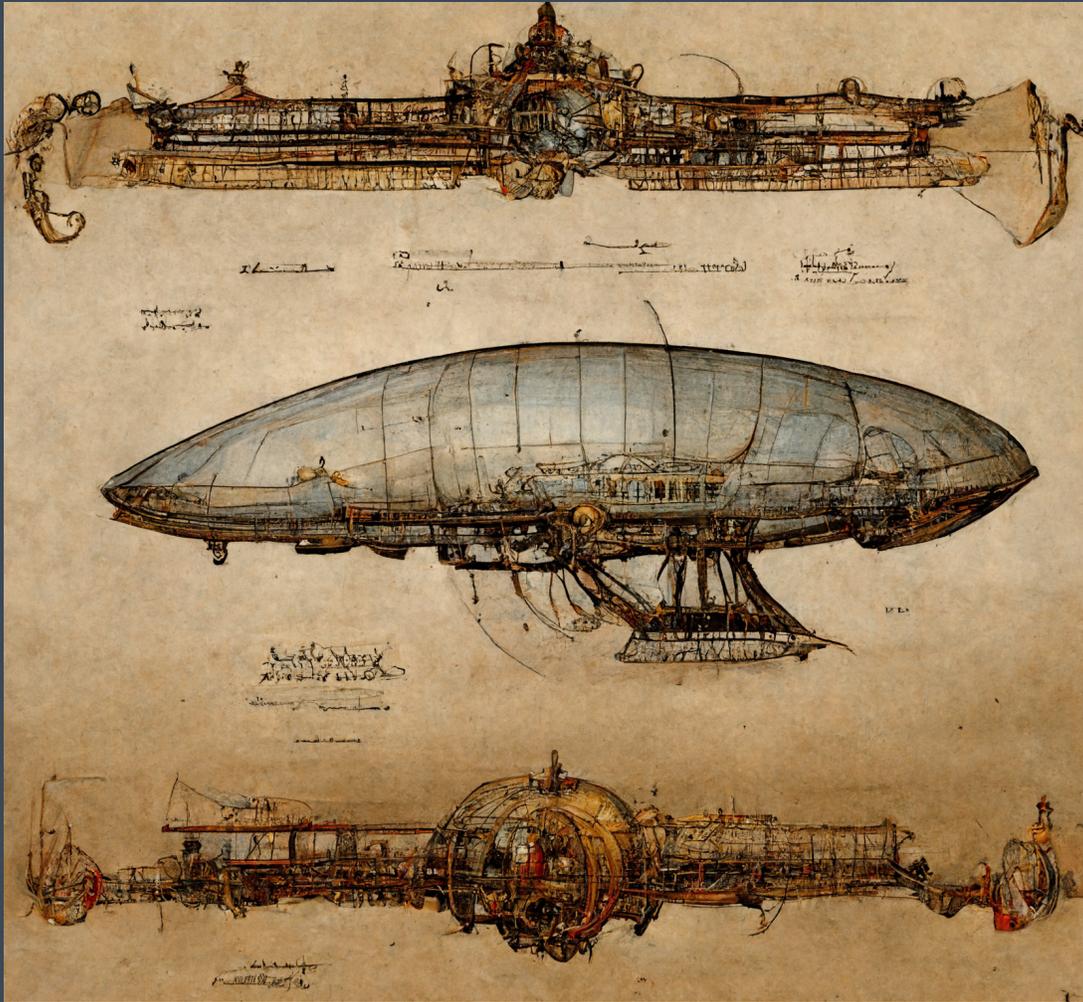

08 Golf Outing Raises Money, Spirits



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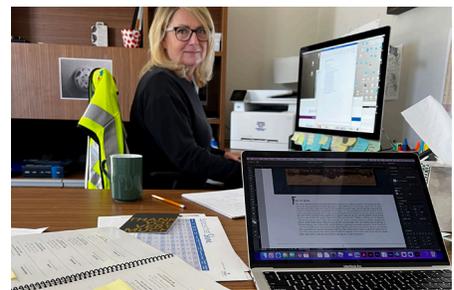


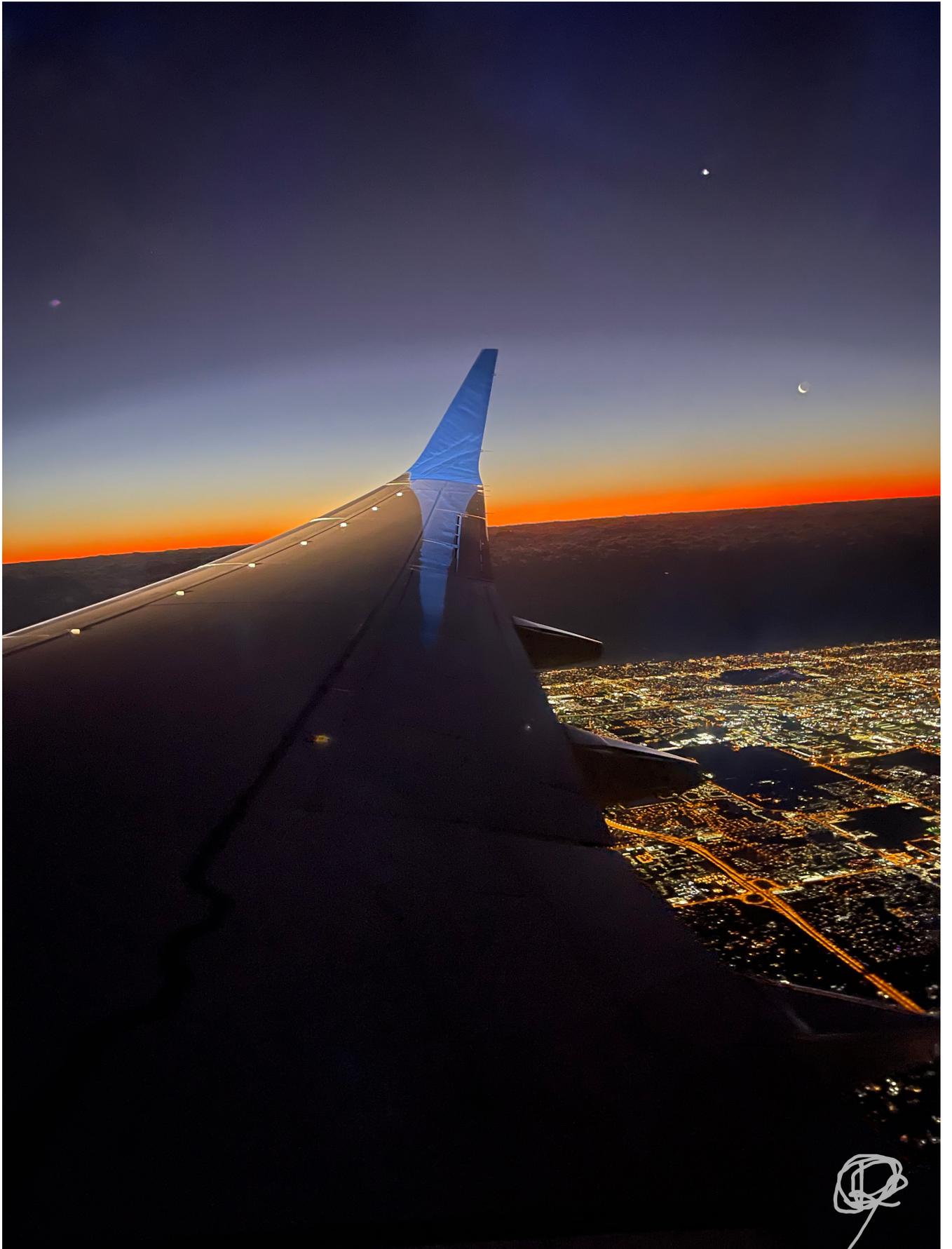
FROM THE EDITOR - THE CONVENTION IS ALL THERE IS RIGHT NOW

The much-delayed Volume One Journal for this summer is just about to go out - I'm making the final edits now. Also getting some finishing touches is the 2022 District Convention, which (for us) starts next week. We have to get there early to set everything up and make sure everything is working and is where it should be. If that sounds like a lot of work, it is. It's essentially one of those reality tv shows where contestants must perform a task in a given amount of time, and once that gets done, someone gets sent home or kicked off an island. For us carnies who set up and staff the booths, desks, kiosks, printers, and so forth, this week is "Game Time." As I write this, Ann Clifford is fretting over the Agenda, "Should Cori go on after lunch?" she's asking nobody in particular. Leonard Ursitti just double-checked the officer contact information, "Now Eric can put that into the book," Ann says. I tell her I will. Safety Director Bill Salo is lifting shipping crates onto a dolly, and Brian Vega is getting visual media prepared. Once I finish this, I will start building the Convention Guide Book, which will be about 50 pages, and available digitally. Speaking of which, the artwork above is something that I wanted to use for the Convention, but it's a little weird and I'm not sure where it "works." So, it's here. This very second, Ann seems content with the Agenda, so it's time to for me to close out this journal and start the Guide Book. Right after I help Salo look for a tape measurer. What an incredibly busy week! Thankfully, we've all got to this point without breaking any bones in our hands due to a stumble in a very PAINFULLY HARD hotel stairwell.

Hope to see y'all at the Convention,

Eric Price, the One-Handed.





Sunrise Up in the Sky - January 2022 Ft. Lauderdale to EWR. Image br Rossiris Ortiz.



© @lentes_de_jd

Sun setting at IAH hangar with an airbus parked by the jet blast fence. Image by Jimmy Delgado.

Chicago Ramp Personnel Helping out in Denver During Blizzard of 2021. Image by John Fluehr.





Rainy Day, Ramp's Closed. Image by Jimmy Delgado

65 Years is a Long Time to Be Doing This

But Ken Thiede isn't just anyone.

Retirees Club

10 June 2022

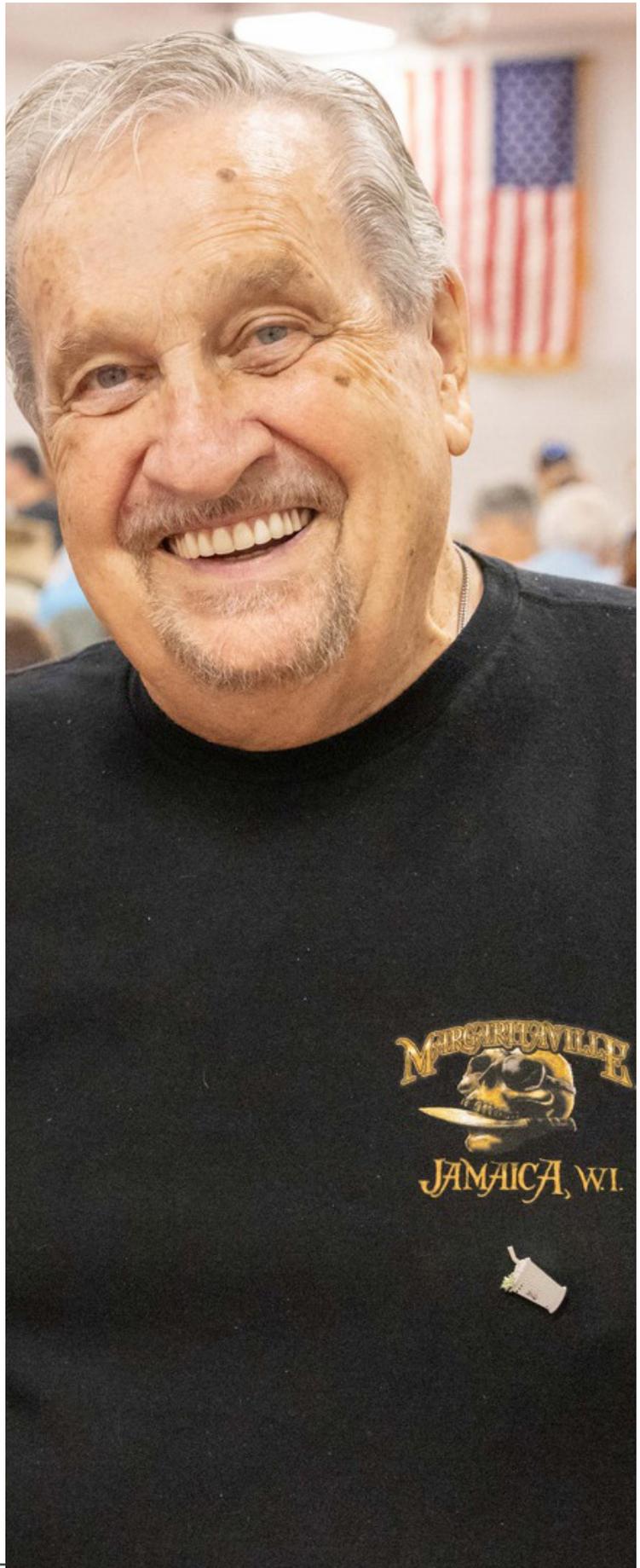
Longtime Labor leader Ken Thiede was honored this week for 65 years of service to the Machinists Union. The ceremony commemorating his remarkable union career was held at the June Retirees Club meeting at Chicago's Local 1487.

The event attracted about one hundred friends, labor activists, and well-wishers. Ken was presented with a 65-year service pin and certificate by Local President Tony Licciardi.

"Brother Ken Thiede is celebrating his 65th anniversary in the IAM, said Licciardi to the gathering. "It is an absolute honor and privilege to stand up here today and recognize his lifetime of service."

Ken's 65 years as a unionist have given him a front-row seat to many of the most meaningful events in the modern history of the Machinists Union.

Ken Thiede was initiated into the IAM on March 29th, 1957, when air travel was still



All the Presidents: Thiede was part of an informal summit of Machinists Union Presidents at District 141 Headquarters in Chicago. Pictured, from left, Current President and Directing General Chair Mike Klemm, His predecessor, Rich Delaney, Former AGC Don Wilson, and Ken Thiede.



A proud Chicagoan, Thiede can often be found at his home Lodge 1487. Here he is pictured with Local President Tony Licciardi and Recording Secretary Greg Klujewski



a novelty for most American travelers. He began his career at Capital Airlines and quickly established himself as a strong unionist. He found himself involved in no fewer than three strike actions – a rare feat for those in the airline industry where strikes are uncommon.

The first strike he participated in was the massive Machinist-led strike against five separate airlines in the busy summer season of 1966 to win decent wages. The Machinists, including Ken, were able to secure a 6% raise but were forced to ground Eastern, Northwest, United, TWA, and Ken's employer, Northern Airlines. The strike lasted 43 days and drew the involvement of Lyndon Johnson's administration in the effort to reach an agreement. The strike grounded about 60% of all air travel in the United States.

In 1975, Ken participated in a 17-day winter strike that resulted in higher wages and better benefits in the airline industry. The 1978 strike action was the longest, stretching on for 58

days, nearly two full months. Ken's union service saw him fill an astounding array of roles on behalf of Machinists Union Members. He served as Recording Secretary of his Chicago-based Local 1487, and later took a position on the local's Grievance Committee. In that role, he brilliantly defended the rights of airline workers and enforced the hard-won contracts that Machinists had negotiated within the airline industry. In 1976, he was made Assistant General Chair, a title he held proudly until 1992. He became President of Machinists District 141 in 1992, before becoming President of it's sister District, District 141M in 1998. Ken began his well-deserved retirement in 2000, but he has never stopped his strong union advocacy.

"Ken, I can't thank you enough for all the support and guidance you've provided throughout the years," Local President Tony Licciardi said during the ceremony. "Even in retirement, your involvement with our organization can't be matched by anyone in our union," he continued.

The Local 1487 Retirees Club is among the most active such groups in the Machinists Union. The Club meets at the Local Lodge building on the first Thursday of each month, at 11:00 am and is open to all Local 1487 retirees and their families. Anyone in the Chicago area who is interested in participating can contact Club President, David Roderick at kulrod1@gmail.com.





Congratulations to the 2022 Stutz Memorial Scholarship Winners!

Service to the Community

1 August 2022

Each year, union members and their families from around the country come together to compete for thousands of dollars worth of scholarship money in the Adolph Stutz Memorial Scholarship Essay Contest. This year, seven talented contest applicants are going to receive checks totalling an incredible \$8,000!

District 141 Assistant General Chairman, Victor Hernandez presented the top prize to Kristian Mercer, proud dad of Jaxson Mercer, for his son's winning essay. Kristian is a Ramp Service Employee at United and a member of Local 2210.





JAXSON MERCER

Hutto, Tx.

The top award of \$2,000 goes to **Jaxson Mercer** of Hutto, Texas. Jaxson is the son of Kristian Mercer, a Ramp Service employee at United Airlines and a member of Local Lodge 2210. He is an incoming freshman at Texas A&M.

Union members and their families can compete for \$8,000 in scholarship money through the 2022 Adolph Stutz Memorial Scholarship contest.

The Essay Competition launched on March 1, and drew to a close at midnight on July 1. After carefully reviewing the submissions, an independent panel of judges was able to determine that these seven entries were able to edge out the competition. They announced the winners on August 1.

Funded by Machinists and Aerospace Union (District 141), the contest awards six \$1,000 checks and two \$2,000 prizes to eligible students each year.

The topic of the 700 to 1,000-word essays was, "Why are Labor Unions Important in the 2020s?"

"Our union's mission has always been to lift working people so they can build better lives for themselves and their loved ones," said District President Mike Klemm. "We are proud to offer the Adolph Stutz Memorial Scholarship as one way our District helps members and their families achieve their dreams."

To the winners: Congratulations!

To receive your award, you must send to me, either by email to dan@bleicomm.com or by regular mail to the address on the bottom of this letter, confirmation of your enrollment at an accredited college or university for the Fall 2022 term and that you are taking a minimum of six credits.

A copy of a signed, valid registration or class schedule confirmation will be satisfactory. Once this confirmation has been received, the AGC in your area will notify you when you can receive your check at a Local Lodge meeting.

To those who did not win: The Scholarship Commends your interest in the 2022 competition. We encourage you to try again next year!

Sincerely,

*Daniel J. Brin
Chair, District Lodge 141 Stutz
Memorial Scholarship Committee*



AWITAR SHAKRO

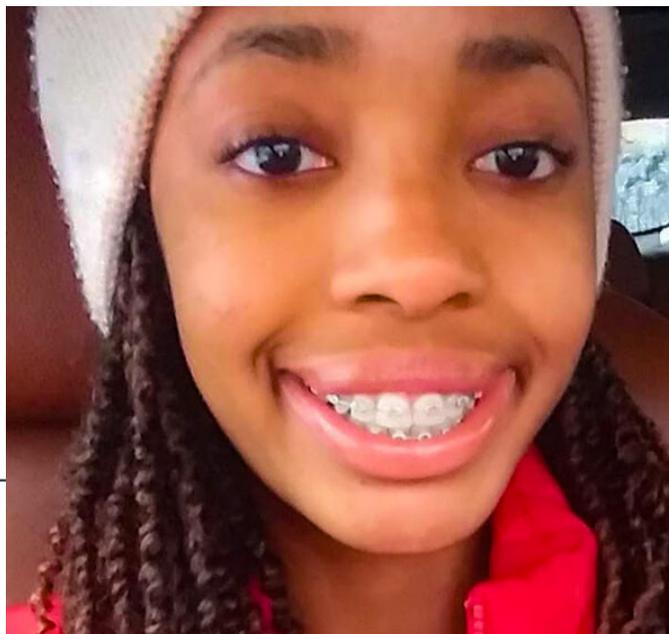
Morton Grove, Ill.

Awitar is the son of Nadim Shakro, a Customer Service employee at United Airlines and a member of Local Lodge 1487. He is an incoming freshman at Oakton Community College.

AYANNA MONDEROY

Spring, Texas.

Ayanna is the daughter of Sarah Monderoy Garcia, a Ramp Service Employee at United, and a member of Local Lodge 811. She is a student at Stephen F. Austin State University.



FRANCESCA TRAJANA

Arlington Heights, Ill.

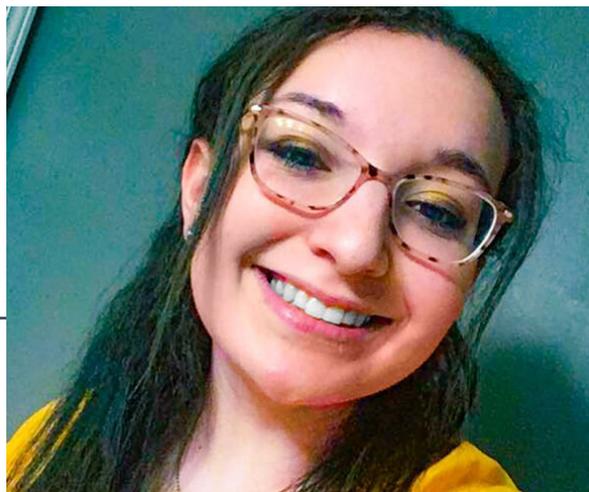
Francesca's father, Joseph G. Trajana, is a Lead Ramp Service employee at United Airlines and a member of Local Lodge 1487. Francesca is a student at Loyola University in Chicago.



HAILEY PECK

Kansas City, Mo.

Her father, Todd Peck, is a Fleet Service Clerk at American and a member of Local Lodge 561. Hailey is a student at the University of Missouri at Columbia.





LAUREN WEHR

East Strasbourg, Penn.

Laura is the daughter of Allan Wehr, a Specialist at United Airlines and a member of Local Lodge 914. She is an incoming freshman at Northampton Community College.



TED ENOLVA

Elk Grove Village, Ill.

Ted is the son of Emmanuel Enolva, a Lead Ramp Service employee at United Airlines and a member of Local Lodge 1487. He is a student at the University of Illinois at Urbana-Champaign.





Why Are Labor Unions Important in the 2020s?

My father has been in a union for almost 17 years. There has been more than one time that his job status was at risk, but the union protected his job.



By Jaxson Mercer

The first time was in 2015 when United Airlines opted to contract out the ramp service in our home town of Kansas City. At that time, he had been working a union job for 10 years.

Because of the contract the union negotiated with United Airlines for ramp service employees, he was able to transfer to a different station to keep his job. Ten years is a long time to work for one company. Even though it was hard to start over in a new town (I was about to start the 6th grade), it was so much better than starting from

scratch with a new employer. My father wasn't able to get a college education. But he is a hard worker who consistently shows up to work and works hard. He had built up 10 years of seniority and the pay that came with that made it unwise to walk away from the job.

My parents value the union's efforts to help the workforce. My dad has taught me to not take the union's goals, work, and benefits for granted. He knows the contract that has been negotiated for him inside and out. He reads it (he has it bookmarked on his



My father, once again, was able to keep his job, pay the mortgage, and buy food for our family. The union did that for us.

phone), he understands it, and he advocates for himself and his coworkers based on that contract. He's like a mini union, because a union is a voice. He uses the collective voice of the labor union to give authority to his one voice.

Five years after we moved to the Austin area, a crazy thing called a 'pandemic' happened. Covid hit and society literally came to a standstill. What happens when airplanes sit? People lose their jobs. But again, the union went to work lobbying, negotiating, and advocating for a workforce.

My father, once again, was able to keep his job, pay the mortgage, and buy food for our family. The union did that for us. One voice can do little. A group of voices can make a ripple. But a whole union makes a difference!

Labor unions are important in the 2020s because any day another disaster can happen. A dictator that controls oil can invade a neighboring nation and affect oil prices, which can cripple the airline industry and severely impact economies around the world. A deadly virus can pop up, with all its variants and strains. As a senior, I'm studying Economics, and what looks like a predictable subject on paper doesn't feel stable or predictable in real life. Unions are a force against that instability. I've experienced it. My family has experienced it. And the workforce across America has experienced it.

In just the one example of the Corona Virus pandemic, the importance of healthcare and sick time became transparent. According to research published by the Economic Policy Institute, 94% of workers covered by a union contract have access to employee-sponsored health benefits, compared to 68% of nonunion workers (Gibson). That's

millions and millions of people who don't have economic stability in a time of crisis. And the direct effect of economic instability is mental health problems, which leads to abuse and violence in the family unit (United Nations Policy Brief).

There may be more societal changes on the horizon for the 2020s. With the emphasis on racial and economic equality moving to the forefront of social awareness, some believe that unions will play the biggest part in bringing about true change. Author David Madland and others have emphasized that unions of the future must become labor negotiators for entire sectors, instead of for individual companies or site by site. Bargaining this way may have the biggest impact in reducing inequality and ensuring successful family units across America. What's sure is that it's needed. A society without unions has proven to be a society that is susceptible to violence and war. Nations who are recovering from war and dictatorship immediately begin to strengthen the labor unions (Siddiqi). The bottom line is that people's voices matter.

My father has continued to gain seniority and increased pay. Our quality of life has gone up. The hope for a college education has become established for myself and my siblings.

One thing hasn't changed: I know it will still require hard work, consistently showing up, and being grateful for the work of the union for my family, and for my society.





Meet Sheldon! Sheldon is a "Puppy in Training" for a bright future in the field of Guide Dogging. Sheldon is just one of the service canines that Guide Dogs of America raises and trains each year. Dogs like Sheldon transform the lives of children with autism, veterans facing PTSD challenges, and the visually impaired. The Golf Outing featuring Sheldon is held each year at Chicago's IAM Local 1487, which raises as much as \$10,000 for this important cause.



**Guide Dogs
of America**

Community Service
18 August 2022



Chicago Guide Dog Golf Outing Raises Funds and Spirits

"He's a massive baby," Zack Gittlen said apologetically of the 11-month-old Golden Retriever named Sheldon, who was enthusiastically greeting guests at the annual Golf Outing Charity hosted by Chicago's Local 1487.

Sheldon, wearing a bright yellow "Puppy in Training" vest is one of the 120 service dogs that Guide Dogs of America raises each year. Each animal will help to improve the lives of people who are visually impaired or children dealing with autism, as well as veterans facing challenges related to PTSD. In addition, Guide Dogs of America

provides highly-trained service dogs to facilities such as children's hospitals, schools, and courtrooms.

"It takes about two years to raise and train a dog," Zack said. "We train them to focus on their owners, and to ignore all the things that might distract a pet, like sights, sounds, smells... there's just a million things that would keep a pet dog occupied. A guide dog has to be able to overcome those things and provide instant assistance and companionship," he said.

Ever since receiving my first dog from Guide Dogs of America, my life has been filled with things that I CAN do, rather than what I can't do.

— *GDA/TLC Graduate*

But, it truly takes a village to produce the highly skilled canines to become trusted best friends and eager helpers. "It costs about \$60,000 to breed, train, and deliver each guide dog," Zack said. "And we provide all these services to people in need at no cost to them," he added. "That's why we are so appreciative of the hard work and support that the Machinists Union provides to us."

Machinists Union Local 1487 in Chicago has been at

the forefront of the effort to support Guide Dogs of America for years. According to the union's district Community Service Director, Cristina Odoardi, the local has raised "well over \$50,000 so far this year," on behalf of the charity. But, says Cristina, the efforts serve as more than just fundraisers. "We are also strengthening our networks within the community. We're building bridges and making friends, which is important," she said. "Plus, we get a chance to meet each other outside of work, and provide opportunities for union members to become more involved," she said as she detailed examples of community work leading to new shop stewards and heightened volunteerism.

The Golf Outing itself takes about six months to plan and execute, according to Chicago's Recording Secretary, Greg Klujewski. "We work on a series of events each year, to raise money and build awareness for Guide Dogs, and also to build

community with each other," he said. "I am deeply humbled and appreciative of the overwhelming support that our union and community have extended to us to make this get-together a success," he said. "Today, 144 people signed up from all over the country. "And, every level of our union is represented, from our local lodge to District 141, Air Transport, and the Grand Lodge are here. We have our District President Mike Klemm out here supporting us, and General Vice President Richard Johnsen, and we are grateful for their participation and encouragement."

"I want to commend Local Lodge 1487's President, Tony Licciardi and Greg Klujewski for all their work making this happen," said District President Mike Klemm. "We're out here bonding and creating a more unified front as we continue to push United Airlines to negotiate a fair contract for our members," he said. "Events like this create stronger bonds within our union and communities, and at the same time we're out here supporting a great cause."

At a boisterous after-event appreciation dinner, General Vice President Richard Johnsen cheered on the local. Saying "events like this are the crown jewel of our organization," he praised the solidarity it promoted as well as its effectiveness as a fundraiser. District 141 President Mike Klemm also spoke, thanking the attendees and speaking for a few moments about the ongoing efforts the negotiate a contract at United.





Zack Gittlen also thanked the Local for its efforts. In a heartfelt statement to the membership, he said that the annual golf outing was among his favorite events to attend. "You guys got to see old friends and golf," he said. "I get to see the lives you're changing. I get to see the child with autism that can live a more normal life, thanks to the work you're doing. I get to see the veteran who needed the love and companionship of his new service dog. I get to see people with a disability who can live independently for the first time. So, from the bottom of my heart, thank you."

***Images, from left:** Zack Gittlen speaks to Members of Local 1487, Cristina Odoardi, Machinists Union District 141 Community Services Director, Mike Klemm, President & Directing General Chair (District 141) with Assistant to the PDGC Ann Clifford (on right, in Pink) and District Educator, Deena Pena.*



**Guide Dogs
of America**

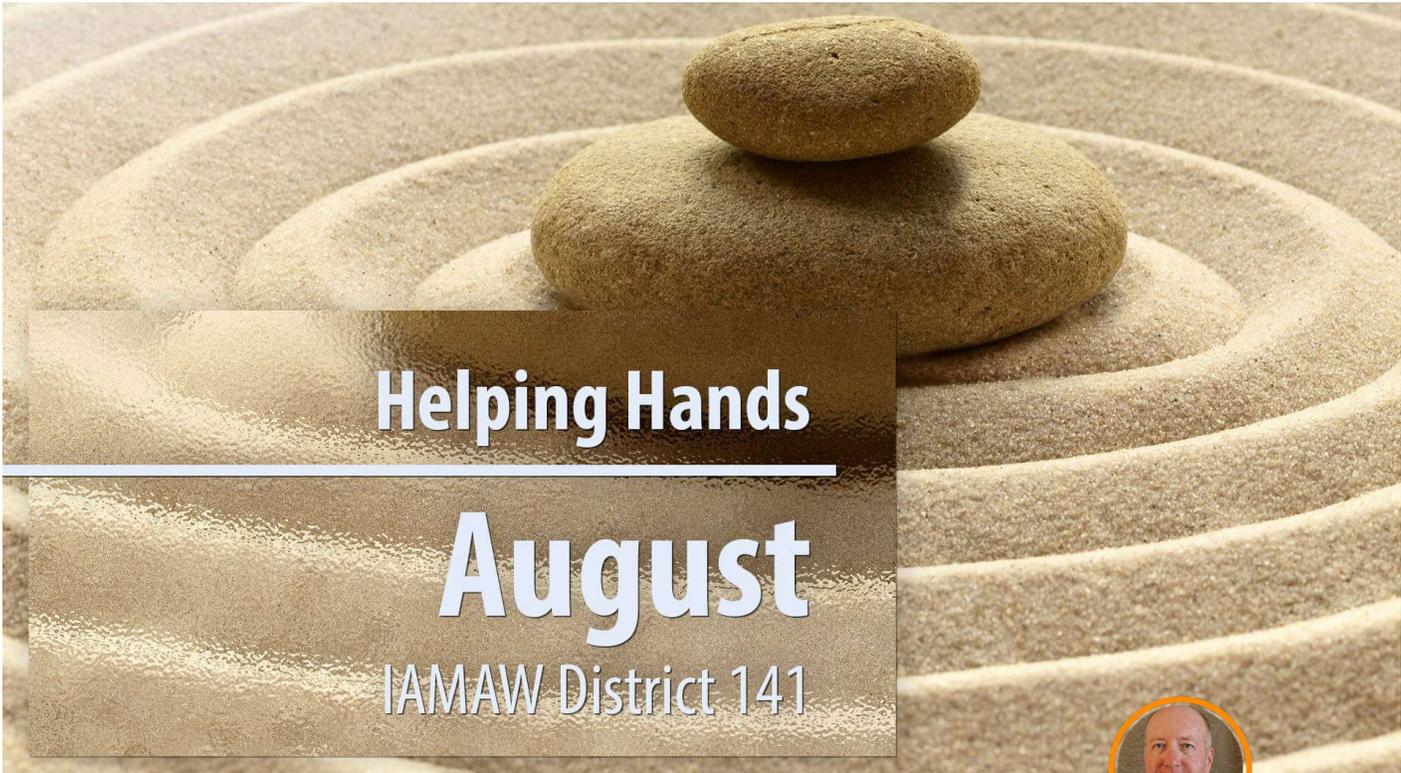
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Helping Hands

August

IAMAW District 141



Bryan Hutchinson, M.S.

EAP Director

Bhutchinson@IAM141.org

Cell: (303) 229-5117

AUGUST HELPING HANDS: WELLNESS

IAM EAP Peer Volunteers:

I hope everyone is surviving the crippling heat of the past few weeks! The weather does drive a lot of behavior! Hot weather usually leads to more conflict between people – including while at work. Thank you for being there to help your co-workers when they need your help!

This month we address wellness – there are many types of wellness. Physical, emotional (which we address directly on page 2), social, financial, environmental and spiritual wellness are all important areas of focus. Wellness is defined and emotional wellness is addressed this month.

Please remember to take good care of yourselves – to be able to take good care of others. Thank you for all you are doing!

Bryan,

Bryan Hutchinson, M.S.
EAP Director

How Can We Help You?

The District 141 Employee Assistance

Program can quickly and confidentially connect you to counseling, crisis intervention, and other wellbeing services.

The Machinists and Aerospace Union partners with hundreds of deeply caring and trained professionals who can help guide you through a wide range of challenges.

EAP services are free, confidential and compassionate.



HELPING HANDS



What is Wellness?

(Excerpts from Globalwellnessinstitute.org)

Wellness Is Multidimensional

Wellness is about more than just physical health. Most models of wellness include at least six dimensions (and sometimes up to 9 or 12):



Physical: Nourishing a healthy body through exercise, nutrition, sleep.

Mental: Engaging the world through learning, problem-solving, creativity, etc.

Emotional: Being aware of, accepting and expressing our feelings, and understanding the feelings of others.

Spiritual: Searching for meaning and higher purpose in human existence.

Social: Connecting and engaging with others and our communities in meaningful ways.

Environmental: Fostering positive interrelationships between planetary health and human actions, choices, and wellbeing.

Defining Wellness

*The Global Wellness Institute defines wellness as **the active pursuit of activities, choices and lifestyles that lead to a state of holistic health.***

There are two important aspects to this definition. First, wellness is not a passive or static state but rather an “active pursuit” that is associated with intentions, choices, and actions as we work toward an optimal state of health and wellbeing. Second, wellness is linked to holistic health—that is, it extends beyond physical health and incorporates many different dimensions that should work in harmony.

Wellness is an individual pursuit—we have self-responsibility for our own choices, behaviors, and lifestyles—but it is also significantly influenced by the physical, social, and cultural environments in which we live.

Wellness is often confused with terms such as health, wellbeing, and happiness. While there are common elements among them, wellness is distinguished by not referring to a static state of being (i.e., being happy, in good health, or a state of wellbeing). Rather, wellness is associated with an active process of *being aware and making choices that lead toward an outcome of optimal holistic health and wellbeing.*



Emotional wellness



(Excerpts from Intro Wellness, Innovative Health Jenna Jamison, M.D. www.introwellness.com)

Emotional wellness has to do with your thoughts, feelings, and behaviors. It allows you to clearly recognize and accept your feelings, both positive and negative. This includes adapting to stress, life changes, and difficult times.

Ways to improve your emotional wellness include:

- Being optimistic and focusing on the positive aspects of life
- Learning to accept your emotions, whether good, bad, or ugly
- Building and maintaining strong relationships
- Staying in the moment
- Practicing mindfulness
- Smiling as much as possible
- Maintaining a good work/life balance
- Getting enough sleep at night
- Seeking professional support when necessary
- Managing stress through positive coping methods



The heart and soul of the District 141 Employee Assistance Program is the local lodge EAP peer coordinator. These dedicated men and women volunteer their personal time to assist other union members and their families who are experiencing personal difficulties. EAP peer coordinators do not make clinical diagnoses or clinical evaluations, however, they are trained to make a basic assessment of your situation and refer you to an appropriate resource for a more detailed evaluation. EAP peer coordinators will follow up to ensure you have been able to access services that addressed the difficulty you were experiencing.

Why is wellness important?

Wellness is important because it impacts so many areas of life. Honestly, everyone wants to live their life to the fullest potential. Unfortunately, this is not easy. Life often comes with challenges and things we can't control. Fortunately for you, optimizing your overall well-being is something you can easily do. Upon doing so, you'll notice significant benefits, both personally and professionally.

The importance of personal wellness

Personal wellness is important because it has to do with the choices you make to thrive in your personal life. In fact, balancing all that life has to offer is easier when you have a personal wellness plan. Doing so helps you best succeed in life as well as challenges you to grow into the best version of yourself!

IAM EAP Airline Chairmen

United Airlines

Tony Rodriguez, 303-525-3334

E-mail: iameaptony@gmail.com

American Airlines

Chris Davis: 704-572-4859,

E-mail: chrisx1959@yahoo.com

Machinists Union Joins Delegation to Pope Francis on Behalf of Working People

GOIAM.org
17 August 2022

IAM Air Transport General Vice President Richard Johnsen recently joined other transportation unions at a meeting in Vatican City hosted by the International Transport Workers Federation (ITF) and the Vatican's Chancellor of the Pontifical Academy of Sciences (PAS). The meeting brought transport unions and other trade unions from across the world to discuss joining forces in the fight for global justice.

Pope Francis this month invited labor unions and other organizations representing working people to the Vatican for a Global Workers' Summit. Machinists Union General Vice President Richard Johnsen spoke on behalf of transportation workers in North America alongside Sara Nelson, Association of Flight Attendants (AFA) President, and Teamsters General President Sean O'Brien. The Summit covered a range of critical issues facing working people worldwide, including human rights in the workplace and the importance of unions and collective action in the struggle to protect the dignity of work. The event was effectuated by the Pontifical Academy of Sciences and was held at the

Vatican. It was attended by labor unions from around the world.

Johnsen, who spoke on behalf of transportation, aerospace, automotive, aviation, and rail workers, addressed how technology continues to change the world. He stressed the importance of unions having a seat at the table as new tech, automation, and artificial intelligence impact job security and the workplace environment.

"I have spent the last year traveling the country to listen to our air transport members and address their concerns as our industry continues to emerge from the COVID-19 pandemic," Johnsen said in his remarks to the Pope. "Pope Francis's words have inspired millions of workers, especially in the airline industry, who have faced recent challenges with understaffing and unruly passengers. I look forward to jointly working with our global partners to ensure we can address ongoing global crises using social justice."

Since 2019, working people have faced repeated challenges, including the COVID-19



Machinists Union General Vice President, Richard Johnsen meets with Pope Francis.

pandemic, global inflation, a war in Europe, and alarming food shortages. The Summit helped foster greater solidarity among unions, and an opportunity to confront the issues facing workers through greater collaboration and discourse.

Pope Francis delivered a message that all workers should have the free right to join a union as a basic human right.



From Left to Right: Richard Johnsen, General Vice President, Air Transport, IAMAW, Sara Nelson, International President, Association of Flight Attendants (AFA), & Sean O'Brien, General President, International Brotherhood of Teamsters (IBT)



STATEMENT FROM JETBLUE GROUND OPS

JetBlue GO Crewmembers from LGA and BOS have reported that JetBlue management is currently planning to outsource GO Crewmembers' work in the LGA bagroom and the BOS International gates.

The natural question is: What's next?

Without a legally binding union contract, JetBlue management can outsource GO Crewmembers' work whenever and wherever it wants. This is work that provides GO Crewmembers with overtime opportunities or work areas to bid that are preferred by JetBlue GO Crewmembers. And, nothing prevents JetBlue management from outsourcing entire stations, or significant portions of work areas, if they so choose.

This is especially troubling as JetBlue management is pushing very hard for a merger with Spirit Airlines. The reality is that if/when a merger occurs, JetBlue GO Crewmembers have no idea who will run the combined carrier and what their commitment to GO Crewmembers will be.

Airline executives have a long history of saying one thing to get a merger approved and then doing the exact opposite after the merger is finalized.

The only way WE can protect ourselves and our careers is to form a union and negotiate a legally binding contract that protects and respects the work we do.

In Solidarity,

JetBlue Crewmembers Inside Organizing Committee



IAM CREWMEMBERS

Written by GO Crewmembers, for GO Crewmembers. Email organizers at INFO@IAM141.org.



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Machinists Union Air Transport Chief Demands JetBlue Restore Workers' Hours and Pay

WASHINGTON D.C., August 22, 2022—International Association of Machinists and Aerospace Workers (IAM) Air Transport General Vice President Richard Johnsen today demanded that JetBlue Airways management immediately reverse its decision to cut JetBlue Ground Operations workers' hours and pay. Earlier this month, JetBlue management announced cuts to Ground Operations workers' hours in certain locations on the airline's system. In many cases, these cuts will result in a 20 percent reduction in pay.

"The lack of respect JetBlue management has for its Ground Operations workers is utterly unacceptable. They just spent \$3.8 billion to merge with Spirit Airlines and now they cut the hours and pay of the very workers who they claim will benefit from JetBlue's merger with Spirit," said IAM Air Transport General Vice President Richard Johnsen. "The IAM will not stand by as JetBlue management takes advantage of the hard-working women and men who have made JetBlue a success. They deserve better."

JetBlue Ground Operations workers are currently pushing to file for a union election with the Machinists Union, the largest airline union in North America. The goal is to win union representation with the IAM and negotiate a contract that will advance and protect their interests during the merger process with Spirit Airlines.

"I want every JetBlue Ground Operations worker to know that the IAM stands with you in your effort to unionize with the IAM and gain a voice in the future of your airline," continued Johnsen. "JetBlue management needs to stop speaking out of both sides of its mouth. Publicly, CEO Hayes paints the rosiest of pictures when he lauds the benefits of its \$3.8 billion merger with Spirit. But, behind the scenes Ground Ops employees are working in very tough conditions, and now many of them have to contend with hour and pay cuts of up to 20 percent. Make no mistake, our friends in Congress will be fully informed regarding what's going on at JetBlue."

Recently, JetBlue Airways and Spirit Airlines announced a \$3.8 billion merger agreement. The merger is expected to receive intense scrutiny by the federal government, as airlines have struggled with operational reliability and rising air fares.

The IAM is the largest airline union in North America.

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Machinists Organizing!



Tristan “Lion” Dutchin (center, light brown shirt) was instrumental in the historic campaign to bring union rights to the Amazon Staten Island Facility, the first such victory in the history of the trillion-dollar company.. He is lending his insights and support to JetBlue Ground Operations Crew members currently organizing with the Machinists Union! Tristan is shown here with GVP Richard Johnsen (center, blue shirt) District 141 President Mike Klemm (center, dark shirt), and a team of Machinist Union Organizers.

Photos: Brian Vega, IAMAW 141 Communications Coordinator

JetBlue Union Organizing Heats Up in Wake of Historic Union Victories

Organizing

8 July

A recent spate of high-profile union victories is inspiring union organizers at JetBlue, according to Ground Operations Crewmembers, at an appreciation rally this week at JFK airport in New York.

The event was hosted by the Machinists Union, which Ground Crews at JetBlue are seeking to join. The Machinists include ground and gate agents, flight crews, and other air transport workers at every airline and large airport in the country.

Headlining the rally was Tristan “Lion” Dutchin, one of the lead organizers at Amazon’s Staten

Island facility that became the first property at the trillion-dollar corporation to unionize.

“I wanted to come out and show support for what Ground Ops are trying to do,” said Dutchin. “It’s not easy. Really, organizing with a union is impossible until suddenly it’s not,” he said. “There’s a lot of company like JetBlue or Apple or

Amazon can do to mess you up,” he continued.

As one of the lead organizers at Amazon, Dutchin saw firsthand how far companies are willing to go to stop a union drive. “They hired people to go work and pose as real employees,” he said. “When really their only job was to spy on us and badmouth unions,” he explained.



Tristan "Lion" Dutchin was a lead organizer in the historic effort to create the first labor union at Amazon. Pictured here with (from left) Edison Fraser, Machinists Union Air Transport Territory Chief of Staff, JetBlue Organizers Nicole Fears (in white) and Ruby Hernandez.

"That fooled a lot of us for a while until we caught on to what they were doing."

A central union-busting talking point at Amazon was to portray unions as "outsiders" and "third parties," an argument that Dutchin laughed off. "I'm a third party now just because I joined a union?" He asked mockingly. "Ain't no third parties. Sometimes they act like they don't even know what a union is," he said of Amazon's anti-union efforts.

The union that Dutchin helped found, the Amazon Labor Union (ALU), is aggressively building itself up, growing, and educating its membership about union activism. An essential part of that effort includes outreach to other labor groups and participating in high-profile union drives like the ongoing campaign at JetBlue.

Richard Johnsen, General Vice President of the Machinists' newly formed Air Transport Territory, expressed optimism that the Machinists and the ALU could forge a strong alliance. "We are more than just unions," said Johnsen. "We're also part of a movement. People are tired of sitting on the sidelines. They want to act, they want to make



Key Players Recognized Union Organizers teaming up to bring union rights to JetBlue Ground Ops: from left, James Carlson, Assistant Airline Coordinator, Mike Klemm, President of IAMAW District 141, and General Vice President, Richard Johnsen.





changes. That's why this campaign at JetBlue is so exciting; it's a vital part of a larger movement to prove that working people deserve just as much respect as managers and executives."

Johnsen also pledged to work closely with the ALU, including hammering out a potential agreement to open the renowned Winpisinger Education Center to ALU members. "The Winpisinger Center is the largest labor school in North America," he said. "It has an expert teaching staff that holds classes on things that matter to unions. Things like contract negotiations, leadership training, arbitration, organizing and more. It'll be a great asset to JetBlue Crewmembers once they come on board, and I hope that ALU members will look into the opportunity to find out more about the Winpisinger Center."

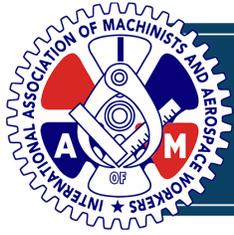
Machinists held the rally to showcase union organizing at the airline and recognize Ground crews currently working towards joining the Machinists Union. According to event organizers, the demonstration drew about a hundred JetBlue Crewmembers, many of whom participated in a raffle, were served an assortment of food items, and signed union authorization cards. Union authorization cards are critical to earning union rights at the workplace. More than half of employees must sign a card petitioning the federal government to recognize a union vote. Once a vote is scheduled, employees will then get a chance to formally join a union.

While JetBlue has thus far managed to avoid a union vote among Ground Crewmembers, Machinists Union organizers say that the campaign is getting very close to reaching its target of "50% +1" for card signing.

"We are very close," said Machinists Union District President Mike Klemm. "The mood has changed. The rate of card signing is way up. People are asking questions, and we'll be here to give our Ground Operations Crewmembers all the resources they need," Klemm said.

"Importantly," he continued, "we have the best union organizers in the nation working on this from our end. They're working side by side with Crewmembers at JetBlue, who are organizing on the inside. Altogether, I am incredibly proud of this team. I know we're going to get this done," he said.





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The JetBlue-Spirit Merger and the Risk to Job Security



Asset divestures can smooth the way to antitrust approval. "We have a path to close this deal," CEO Robin Hayes

The JetBlue and Spirit merger presents a significant risk to the job security to those workers who do not have contractual employment protections. Why?

The JetBlue-Spirit merger will have to receive approval from the federal government to be finalized. With airfares soaring and countless operational problems, it is expected that the Biden Administration will be **VERY** apprehensive to approve any airline merger. This is especially true for the JetBlue-Spirit merger, as the Biden Administration has already sued JetBlue and American, alleging the airlines' Northeast Alliance is a de facto merger that hurts competition in the New York and Boston markets.

So what will JetBlue have to do to gain regulatory approval for its merger with Spirit?

Two words: **Divest operations** to address the issue of competition. So, for example, where JetBlue and Spirit both have significant operations—think FLL, MCO and other locations—to gain approval for the merger JetBlue will have to give up a portion of its flight schedule to other airline/s. That means JetBlue is bound to divest in many locations, which means a reduction of the current combined flights of Spirit and JetBlue. And that affects jobs.

And, if the merger is ultimately approved, a big if, it will not happen until the first half of 2024. A lot can happen in 15-18 months. There can be an economic slowdown, happening now as the GDP has decreased in the last two quarters, or a significant change in the leadership philosophy of the combined carrier.

JetBlue management's objective, as stated in its latest second quarter earnings report, is to get the merger with Spirit approved and to implement a severe cost containment strategy with its newly announced "Enterprise Planning Team."

What does that mean for outsourcing and general job security? Future wage and benefit improvements? Work rule enhancements?

The only way that JetBlue GO Crewmembers will be able to have a say in their future is by having a seat at the table. Not by being on the menu.



Ground Ops Crew members deserve to be at the table whenever decisions that impact the JetBlue workplace are made. When we work together, we win together. Contact an IAM Organizer today to find out how you can bring real unity to JetBlue. **Call or Text: (954) 298-9138.**

Have you signed a card yet?

Once a majority of Crewmembers at Ground Ops have authorized a union election, IAMAW Organizers will deliver the signed cards to the Federal Government, triggering a vote at JetBlue. Get a card from any union organizer, or have one sent to you from IAMJetBlue.com.





District 141 EAP Expands American Airlines Services With Two New Appointments

Employee Assistance Program

11 August 2022

District 141 of the Machinists Union is expanding its Employee Assistance Program with two new regional appointments. Effective August 1, Kendall Tuckett and Maria Davis have accepted positions as Regional EAP Coordinators for Union Members at American Airlines.

“These are two of the most talented and experienced advocates in our system,” said American-side EAP Chairman Chris Davis. “They both have long standing reputations as patient listeners and have provided a strong voice for those around them who might need someone in their corner,” he said. “Nobody is perfect all the time,” he continued, “and sometimes things aren’t ok. Kendall and Maria have proven to me that they can be there when it counts.”

“The EAP isn’t just there to help people deal with drug and alcohol issues,” he explained, pointing out that the EAP is set up to help connect union members to a wide range of professional services. The experience Kendall Tuckett and Maria Davis have developed over the years in dealing with the full range of challenges members may face helped guide his decision to recommend them for regional coordinators for the East and West Coast Employee Assistance Program. “We’re here to try and change lives,” he said.

Maria Davis is no stranger to advocacy work. Before being named East Coast Regional EAP Coordinator, she served as EAP Representative at American Airlines for her home Local, Liberty Lodge 1776 in Philadelphia. There, she honed her skills as a kind and patient advocate, helping her fellow union members as they dealt with mental health issues, substance dependency, and other personal crises that affected their ability to earn a living for their families.



Her commitment to service has driven her from the start, leading her to become a Union Steward in her first year as a ramp worker at US Airways (later American Airlines), a position she took up in 2005.

By 2007, she had begun working as an educator, able to patiently guide coworkers through FAA-mandated online trainings. That same year, she expanded her work to include safety activism. By 2017, she had been elected to the position of Recording Secretary and served on the Grievance Committee of Liberty Lodge.

“There is no greater feeling than knowing that you can be relied on and make a difference in someone else’s life,” Davis said. “Not everyone knows

what or which direction to turn, and that’s ok. All of us can need a little help, and I’m honored to be trusted with this responsibility.”



Kendall Tuckett has used her skills as a “people person” to offer friendly, supportive assistance to those who come to her for help, dating back to the late nineties when she worked at Southwest Airlines. In 2005, she carried these skills to America West Airlines (later American Airlines) when she was hired as a fleet service worker.

Naturally fearless, Tuckett did not hesitate to step up when she determined there was a need for more EAP assets at her Local Lodge. Well known as an energetic and professional Local, Sky Harbor Lodge 2559 in Phoenix, Arizona, immediately found a way for her to get involved; by becoming an EAP Representative herself. “When I first heard about the EAP program, we did not

have an active Volunteer,” Tuckett said. “I decided to get involved and help the members.”

She began helping connect members of Sky Harbor Lodge with referrals, explaining how to obtain treatment options, and quickly built a reputation as a compassionate listener and a reliable advocate. “A lot of people just needed someone to hear them,” she said. “I enjoy being helpful,” she said, “and cheering people on as they return to work and recovery.”

Davis and Tuckett were recommended for the Regional positions by American-side EAP Chairman Chris Davis. The Programs District Director, Bryan Hutchinson, forwarded the recommendation to District 141 President Mike Klemm, who made the appointments official as of August 1.

“These new Regional Coordinators have been a powerful voice for those in need for years,” Klemm said. “I’m honored to have the opportunity to appoint them to these positions, where I know they will add incredible value to Bryan’s team of EAP Representatives.”



IAMAW District 141
Employee Assistance Program
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A better tomorrow starts today



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