

# AIRMAIL

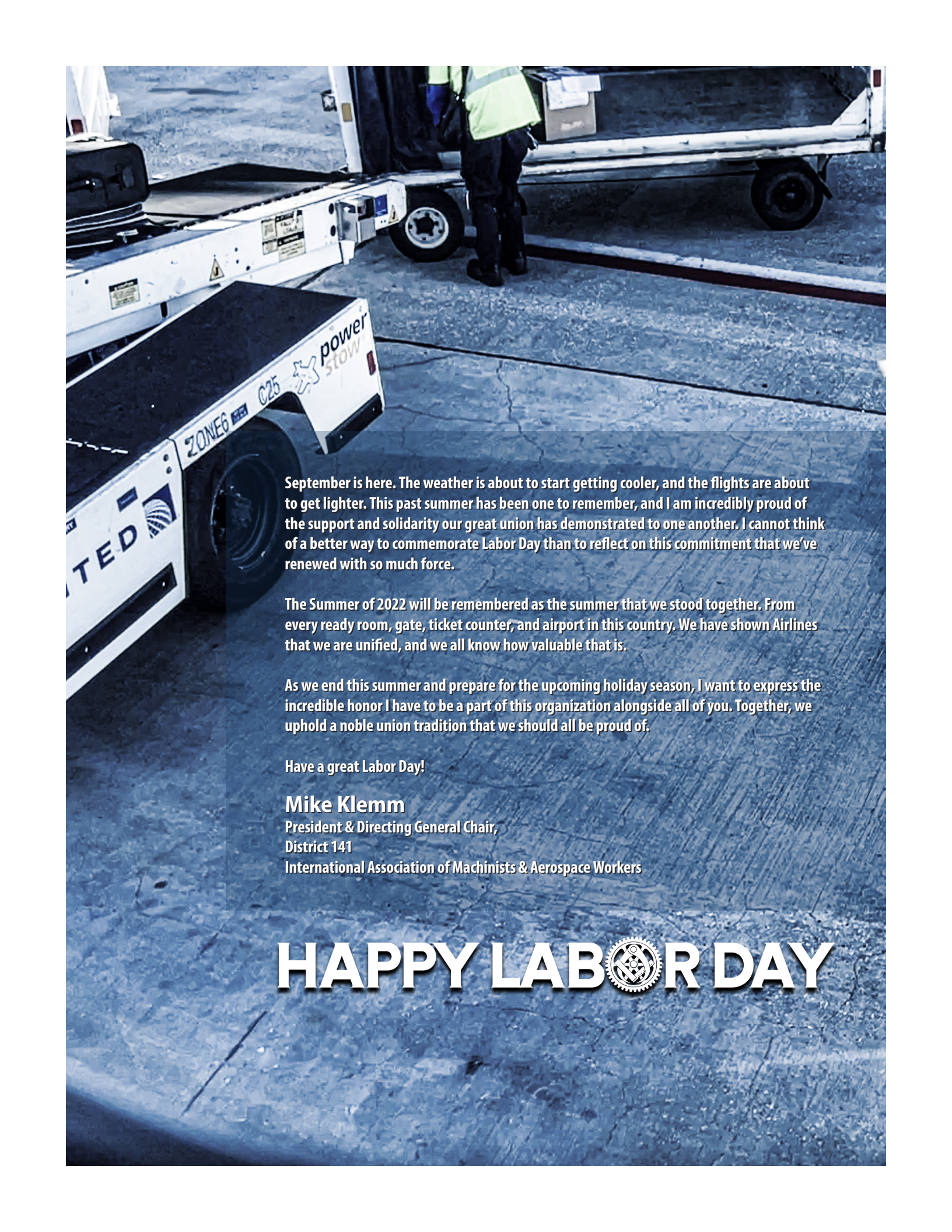
JOURNAL

SUMMER 2022 (VOL. 2)

# CONTRACT NOW

THE SUMMER WE STOOD TOGETHER





September is here. The weather is about to start getting cooler, and the flights are about to get lighter. This past summer has been one to remember, and I am incredibly proud of the support and solidarity our great union has demonstrated to one another. I cannot think of a better way to commemorate Labor Day than to reflect on this commitment that we've renewed with so much force.

The Summer of 2022 will be remembered as the summer that we stood together. From every ready room, gate, ticket counter, and airport in this country. We have shown Airlines that we are unified, and we all know how valuable that is.

As we end this summer and prepare for the upcoming holiday season, I want to express the incredible honor I have to be a part of this organization alongside all of you. Together, we uphold a noble union tradition that we should all be proud of.

Have a great Labor Day!

**Mike Klemm**

President & Directing General Chair,  
District 141

International Association of Machinists & Aerospace Workers

**HAPPY LABOR DAY**



# FROM THE EDITOR...

This is Volume 2 of the "Summer" Airmail journal, which will be published first, before Volume 1, because nothing makes sense anymore.

But, I'm very excited to get this Journal out, which partly explains the release schedule. This Journal will commemorate the historic "CONTRACT NOW" solidarity drive, which has taken place at every airport in the country. It was first adopted for United Airlines agents, who recently got to watch their company walk away from the negotiating table for whatever reason. But, it has also been picked up at Southwest, where Union Members are locked into a multi-year odyssey with their craven and probably dolly-mopping company managers who are just refusing to negotiate a fair contract.

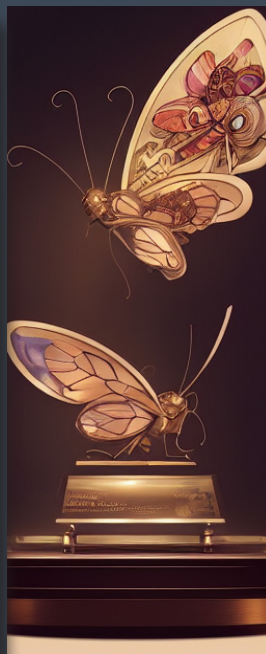
With all this in mind, we felt that this would be a perfect opportunity to showcase the CONTRACT NOW campaign - just in time for Labor Day, which happens tomorrow, starting at Midnight.

For the record, I wasn't able to get all the CONTRACT NOW pictures into this Journal. I tried. I failed. There are a few that I can't access for reasons, and there are a few that are just too blurry or poorly lit, or there was something else that prevented them from working in print form. Plus, I have to finish this thing eventually.

I hope you like my artwork depicting Aerodrome Workers. But, I would rather show off actual pictures of our union on the clock, at work, taken from the frontlines. If you have or can get some photos like that, I would love to publish them. Just try not to annoy management when you take the pictures. They can be touchy and there's usually no need to provoke them. Send pics to us at [Info@IAM141.org](mailto:Info@IAM141.org).

Much Obligated,

-Eric Price, Media Director, IAMAW 141







9 August 2022

## **Greed Leads the Way**

As you are aware, we did not reach an expedited agreement on a new contract with United management by our self-imposed deadline of August 1, 2022. In the July 18, 2022 negotiations update, I stated that "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."

During the week of July 25, 2022, your Negotiations Committee met and discussed the path forward. After that, our Assistant General Chairpersons fanned out across the system to conduct station visits and update the membership on negotiations. That same week, United management gave us a modified proposal. That proposal was as insulting as their initial "comprehensive framework. Which, as I stated previously, would provide less job security than we have today and wage rates that were wholly unacceptable based on IAM members' surveys and priorities.

Today, the IAM 141 Negotiations Committee forwarded to United management a set of very fair proposals that, if agreed to, would recognize the value of IAM members to United Airlines' success. Remember, the Company just recorded record revenue in the second quarter and a return to robust profitability. Once we receive their response, we will report back to you.

Given the Company's dismissive attitude and outright refusal to accept the new realities in the airline industry regarding wages, job security, scope of work, and other critical issues, I am pessimistic that an agreement can be reached anytime soon.

Because of the dedication, sacrifice, and professionalism of the women and men of United Airlines, our airline produced record revenue for the second quarter and a massive profit of over \$300 million. Yet, United management simply says no when it comes to providing us reasonable job security that currently exists at other carriers and wage rates befitting the new airline industry realities. I want to thank our front-line members for their solidarity actions around the nation. Your continued support is absolutely necessary for the success of this effort.

It appears at Scott Kirby's United, Greed Leads the Way.

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



## CONTRACT N:W!



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## The summer we stood together

In July, contract talks with United Airlines stalled over the issue of job security. The result was an inspiring nationwide solidarity movement.

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**W**hen union contract talks began between Machinists Members and United Airlines in February, hopes were high that the two sides could strike a deal within months. Surveyed Union Members, largely satisfied with working conditions and pay, named job security their primary concern, topping a relatively short list. Looking at a post-pandemic hiring frenzy, company executives seemed willing to agree to stricter job protections, opening the door to





expedited negotiations. The possibility of a sped-up negotiation process brought with it the potential of a spate of Brand-New Union Contracts before Halloween. Both sides had so much optimism, in fact, that the Union and Company set a self-imposed date of August 1 to produce a Tentative Agreement for Union Members to review.

That didn't happen.

Armed with thousands of survey results from front-line United workers, Union negotiators put forward a straightforward list of reasonable contractual upgrades. Union Members had been clear: They liked their jobs and wanted to keep them. In terms of pay, a simple, common-sense, and fair strategy to stay ahead of inflation was requested. These reasonable items did not seem to draw company pushback. Optimism that the two sides could reach a quick deal was high, as were hopes the agreement would be something both sides could look at with pride.

But, from almost the very first meetings between Union and Company Negotiators, there were troubling signs the early optimism was misplaced. Company negotiators would drag discussions out unnecessarily. Long days would conclude with little or no progress. In regular updates to front-line members, Union negotiators began to warn that the pace of talks was making an August 1 conclusion less and less likely. Simple contractual upgrades, which had never raised controversy before, were interminably re-litigated by Company Negotiators. While the talks drug on, it was becoming increasingly clear that United negotiators had no intention of honoring promises to deliver an industry-leading proposal in an expedited fashion.

To make matters worse, Company Negotiators often adopted a condescending tone toward the airline's front-line workers,

the women, and men who do the work at United, prompting harsh rebukes from the Machinist's side.

In mid-July, Company Negotiators, filling a line of high-end luxury cars, streamed out of the parking lot of IAM District 141 Headquarters in Chicago. They have not returned.

In a statement to Union Members, District President Mike Klemm declared that the Airline of Oscar Muñoz was gone, and at the New United, under Scott Kirby, "Greed Leads the Way." The letter to the Machinists was a call to arms, directing the Union's District leadership to "fan out across the system" and make the front-line membership aware of the Company's

behavior.

Klemm said the "proposal was as insulting as their initial "comprehensive framework. As I stated previously, this would provide less job security than we have today and wage rates that were wholly unacceptable based on IAM members' surveys and priorities," he said.

As for the hopes of an expedited negotiation, Klemm was direct. "Given the Company's dismissive attitude and outright refusal to accept the new realities in the airline industry regarding wages, job security, scope of work, and other critical issues, I am pessimistic that an agreement can be reached anytime soon."

The Union heard the call to action.



*Machinists Union District President, Mike Klemm shows off a Commemorative CONTRACT NOW t-shirt gifted from Local Lodge 2198 in Houston, Texas.*





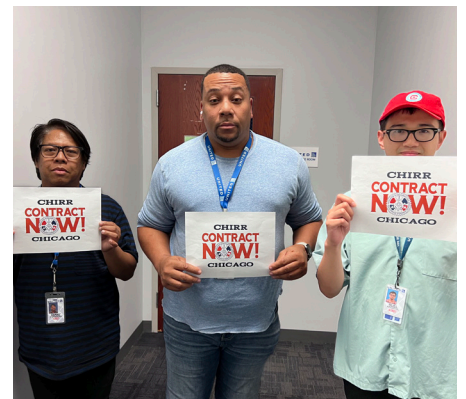
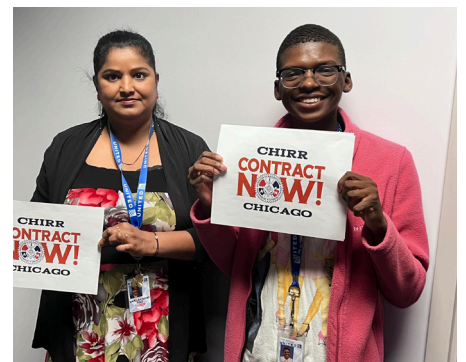
Machinists Members began to mobilize in toolrooms, ready-rooms, gates, and warehouses at every major airport in the United States. On social media, in Local Lodges, and out in the community, the Union has come together in a big way to stand in Solidarity with one another. Flyers emblazoned with “CONTRACT NOW” in heavy, flagrant red letters have become an inescapable sight everywhere any airline employee works in North America. The rallying cry has also been adopted at Southwest, whose workers are also dealing with a company hellbent on intentionally making the negotiating process as arduous as possible.

The CONTRACT NOW posters, flyers, T-Shirts, and handouts have become symbolic of a year that has seen Union activism reach its highest level in generations. Defined by a new generation of baristas, warehouse pickers, delivery drivers, fast-food workers, and airline workers, today’s union members are younger, better educated, more stubborn, and more solidly unified than they’ve been in nearly a century. After a generation of watching pensions, job protections, and reasonable work/life balance become things of the past, new generations of workers are starting to make a stand. Today’s unions are eager to join together and re-win some of the advances made by working people in the first half of the last century - wins many had thought were lost

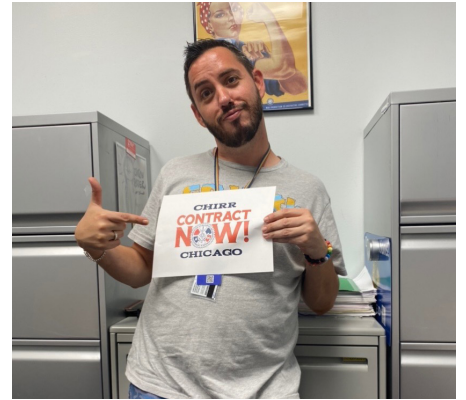
forever.

To create the cultural changes needed to fully restore the dignity of work, however, unions must first re-learn the concept of Solidarity. To the legendary unions of the past, Solidarity was a sacred obligation that each union member could be eternally trusted to hold for every other union member. Regardless of personal, cultural, religious, or racial differences, Solidarity was demanded and eagerly given among unions. The Unions understood that if billion-dollar corporations could separate them as individuals, they could rule them as a whole. The new generation of Union seems to have learned this lesson, thanks partly to the contempt shown to them by companies like Starbucks, Amazon, and United Airlines. Contempt has proven that to be successful, Unions must stand together, or they will fall apart.

The summer of 2022 will be remembered as the summer union members stood together. And, in the long run, that may prove to have been more valuable to union members than anything company negotiators could have produced.











## “CONTRACT NOW” Wave of Union Solidarity Actions Around the Country as Contract Talks Stall

25 July 2022

Brandishing signs reading “CONTRACT NOW,” thousands of Machinists Union members at United Airlines are storming break rooms, social media, and rallies to demand that United Airlines does not gain the ability to outsource their work to low-wage vendors in the next contract.

Workers along the West Coast gathered this week in San Francisco for a series of solidarity actions, including a member appreciation event that drew hundreds of union members. The gathering

concluded a week that included rallies at San Francisco International Airport (SFO) that featured speeches by union leaders, including many directly involved in contract talks with the airline.

While just one such event, the gathering at Locals 1781 & 1782 in San Francisco was emblematic of similar actions around the nation as union members closed ranks hard in defence of union sisters and brothers targeted





"United thinks there are no big issues here," he said. "And, that's just not the case. We do have issues. Our job security is an issue – in fact, it was the number one concern that our members have asked for leading up to these negotiations."

"They are basically offering job security that is worse than what we have now," said Assistant General Chairman Joe Bartz, a member of the panel of union members currently negotiating with the company. "And, that is absolutely ridiculous after what we've gone through over the last few years, with the pandemic."

Bartz also took issue with the often disrespectful tone adopted by company negotiators, who, behind closed doors, seem to devalue the critical role front-line workers play at the airline. "In negotiations, members of the negotiating team told us that United Airlines Store Keepers (at United) were nothing more than Walmart stock clerks, and why should we pay them any more?" The comment drew loud boos from union members and prompted several to take to social media to point out that Walmart stock clerks are underpaid and regularly exploited. "If United wants to start acting like Walmart or Dollar General, we might be (expletive removed)," a poster on Facebook said in a comment that has since been deleted.

The rally at SFO Airport was only one of several such demonstrations. On Saturday, San Francisco-based union members launched a "Member Appreciation Day" event that drew several hundred airline workers. According to event organizers, the day was intended to strengthen the bonds between union members and their community. Organizers stressed that relationship-building exercises like membership appreciation events and community outreach could only help union members during contract negotiations.

***"They want us to trust them when they say they won't outsource our work, and that's just not good enough. We want it in black and white, in writing, in a legally-binding contract."***

-IAMAW District President, Mike Klemm

"This took a lot of work," said event organizer Noelle Sakamoto. "There was a whole team of us that brought this together," she said. The group involved Local Lodge Presidents from two Local Lodges, Tony Parker from 1781 and Wendy Goodell from Local 1782, both helped lead the work. The twice-a-month meetings began in January of 2022 and included help from Assistant General Chairs Olu Ajatomobi and Troy Rivera, both of whom represent airline workers along the West Coast. Chris Lusk, a District Vice-President and Local

1781 Committeeman also offered help and advice.

Area businesses invited to the event lined the parking lot of Locals 1781 and 1782 with a colorful assortment of booths, face painting, music, souvenirs, and food and drink options... all of which combined with the cool San Franciscan summer weather to create a festive atmosphere for attendees. But, behind the warm hugs and smiling joviality was a persistent undercurrent of steely determination, focused on the behavior of United Airlines at the negotiating table.

In a July 18 letter to the membership, Machinists District President Mike Klemm, who is leading the negotiations, pointedly told members that talks had stalled over job security.

"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," Klemm said in the statement. Of the solidarity events springing up at airports around the nation, Klemm said, "We need to take every opportunity to remind each other that we are all in this together and that we have each other's backs."

"They want us to trust them when they say that they will not outsource our work, and that's just not good





enough. We want it in black and white, in writing, in a legally-binding contract.”

The head of the Machinists Union Airline Transportation Division, Richard Johnsen, underscored the sentiments to West Coast union members over the weekend. “I want to thank everyone who put in so much hard work to create this solidarity event,” said Johnsen. “We need to do this. We need to be together and rock-solid if we’re going to take on this company and win,” he said. Johnsen called on United to, “return to the bargaining table and give Machinist Union Members a fair contract that protects our jobs and shows the respect that we deserve,” to loud cheers and chants of “Contract Now!”

One factor making United’s efforts so frustrating to employees is the fact that the airline has, as of July, returned to profitability. According to the Union’s District President, a large factor in bringing the carrier back into the black is the hard work of front-line union members.

“United Airlines has announced record revenue and a return to profitability,” Klemm said in a joint statement signed by union negotiators.

“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.”

United’s announcement that it has returned to profitability owes its existence to the pandemic relief funding, which was awarded following

a massive show of support from union members.

Another factor helping to inflate profits, according to industry analysts, is the fact that United is increasingly willing to raise ticket prices. This tactic mirrors the company ethic of bleeding its workers dry and seems to apply to passengers, too. Airfares at United have spiked a staggering 20% since 2019. At the same time, United has slashed seat capacity and used pandemic aid funding to encourage mass employee







retirements, leading to crowded planes and chronic staffing shortages.

United earned more than \$430 million in the Second Quarter but is struggling to keep pace with profits at competitor airlines, such as American.

At another solidarity event, this time in Chicago Illinois, Klemm spoke about the importance of having union members meeting face to face, outside of the work environment, to build stronger bonds and friendships. Such relationships will allow union members to present a rock-solid front as United seeks to impose an unfair and corrupt contract.

"We are working on United," he said to the Chicago union members. "But, we still have to turn out and support events like the one in San Francisco and this one in Chicago," he said. "We have to get to know each other as people, and as more than coworkers."

United company negotiators have triggered a wave of solidarity actions around the nation - that are truly unprecedented in scale. Union members have gained a renewed energy and a louder voice - and stood together when it counts.







*Minnesota Senator Amy Klobuchar at the Machinists Union Kiosk.*

Educators, and Medical Workers, among others. And, right in the center of them all, in the very heart of the Fair itself, is Mary Sansom. Mary is the President of “Airline Local” 1833 in Minneapolis, representing Union Members at Southwest Airlines and United, both of which are home to increasingly tense labor negotiations. “Don’t forget Southwest!” Mary quickly reminded me when I called her this afternoon about her Local’s support of the Get-Together and her brief meeting with US Senator and former Presidential Candidate Amy Klobuchar. The Local is also home to area workers

at American Airlines, which settled their contract just as COVID-19 was starting.

I found out that Klobuchar had stopped by the Machinists Union kiosk at the Get-Together when Brian Vega texted me a photo of Mary standing next to Klobuchar, holding a “CONTRACT NOW”

# Summer of Solidarity at the Great Minnesota Get-Together

**The Minnesota State Fair is the perfect place to show union pride and solidarity. Mary Sansom is going to make sure that the Machinists Union are front and center.**

Eric Price  
2 September, 2022

**G**oing back as far as anyone can remember, Airline Local 1833 has held a prominent role at the Minnesota State Fair, which the locals call the “Great Get-Together.” The Get-Together, which began as a way for area farmers to close out the Mid Western summer growing season, attracts more attendees yearly

than any other state fair in the US.

Notable among the children sporting farmer-themed face paint, musical acts, and concession stands are an impressive cadre of labor unions. Led by the Minnesota AFL-CIO, working Mid-Westerners represented at the Fair include Iron and Sheet Metal Workers,

flyer, which have become ubiquitous at United Airlines. Brian is the Social and Video Media Coordinator for Machinists Union District 141.

“When it comes to our union, Klobuchar just breezes through like that,” Mary said of the encounter. “She stands with us on most issues,” she said. “And,





*The Little Cart that Could. Despite its modest, unassuming overall appearance.*

there are a few areas where she needs a little more encouragement from us," she said laughingly. Told of the on-going tensions surrounding contract negotiations, the Senator responded simply, "So I've heard." "Klobuchar and the Machinists Union haven't always seen eye-to-eye on every issue," Mary said of the Senator. "But, if she's here to support our Contract Negotiations at United and Southwest, she's on the right track."

In addition to Klobuchar, Minnesota Representatives Angie Craig, Dean Phillips, and members of Machinists Union District 77 also stopped by to show solidarity for airline workers engaged in contract negotiations.

"Southwest has been working under an amendable contract since 2018," Mary explained. "And now if we add all our members at United, there's a lot of airline workers getting fed up."

**M**ary, who leads the yearly effort to bring the Machinists Union to the Fair, said that politics are far from the main reason for attending. "I've been here for 48 years," she said. "And, this has been going on for at least that long," continued, explaining that the long-standing tradition of Machinists Union support for the State Fair and surrounding region is an integral part of the culture of Local 1833. "The Nurses Union out here could be facing a strike," she said. We want to stand in solidarity with them right now. We also want to show support for Starbucks workers who are organizing, and Trader Joe's and Amazon," she continued. "These are



new unions," she said, "and they could use a hand. We need to stand with our union brothers and sisters when it matters."

No Amazon facility in Minneapolis has been successfully organized thus far. However, one of the Staten Island Sorting Facility's lead organizers, the Nation's first to form a union successfully, will be a featured guest at the upcoming Machinists District Convention in Orlando, Florida. Tristan Lion Dutchin, who helped lead the effort to unionize Amazon, has been a frequent attendee at organizing events at JetBlue's JFK hub, alongside Machinists Union organizers.

According to Mary, networking is a vital part of unionism, both with other unions and within the communities they call home. "We're out here to make State Fair visitors aware of the work that Unions do and why we're still relevant," she said. "A



*The Machinists Union Kiosk at the Minnesota State Fair, suitably sloganed and outfitted, is the perfect vehicle for Machinists who want to get in the way.*

lot of your neighbors might be union, and you'd never know it," she said, explaining why community involvement is critical to unions.

"Plus," she said, "this is great for our members!" Mary detailed the vital role retirees play in setting up the Machinists Union Kiosk and the crash course that new Union Stewards get when they're thrown into the mix. "It's a lot to have thrown at them, but they meet everyone and just learn so fast," Mary explained of volunteers experiencing their first time at the Fair. Mary has had time to be well-versed on the topic of unionism in her decades within the airline industry. A former employee at Northwest, she famously quit the airline because she refused to work for a non-union carrier. Over the years, she has served as a trusted mentor for generations of new union members in Minneapolis.

Which is why Mary has decided to defiantly place the Machinists Union directly in the heart of the largest State Fair in the Nation. "We have prime real estate on the State Fairgrounds," Mary said. "We're in the middle of everything," she said of the location of the Local 1833 Fair Kiosk. The DNC has an office right there, so anyone trying to get elected or re-elected needs to come right past us" she said, "and the AFL-CIO is just next door, and there's a beer hall right across the road," she said with a laugh. "Everyone wants to be here, but we won't surrender our spot."



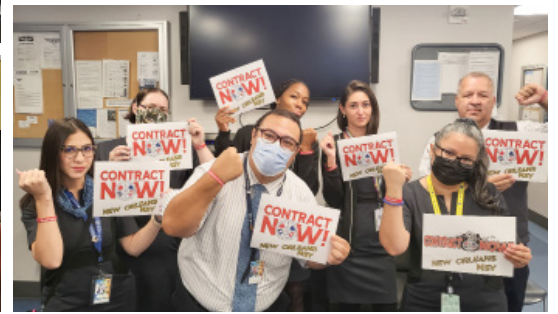
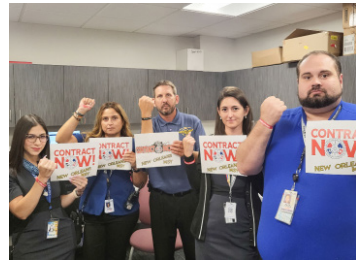
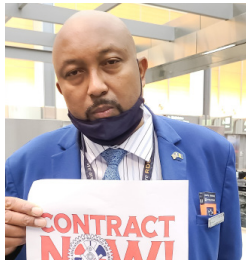
*An easy walk from political headquarters, it is not uncommon for elected representatives to stop by the Machinists Union kiosk at the Minnesota State Fair. Above, United States Representative Angie Craig (in red), and below, US Representative Dean Phillips took a moment to show support for Machinist Union Members engaged in ongoing contract talks with United and Southwest.*















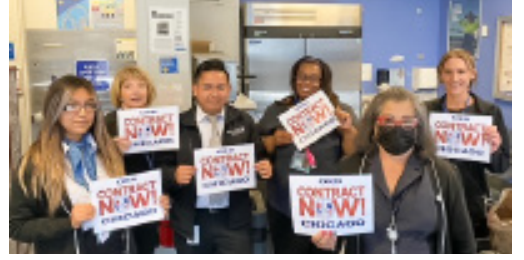
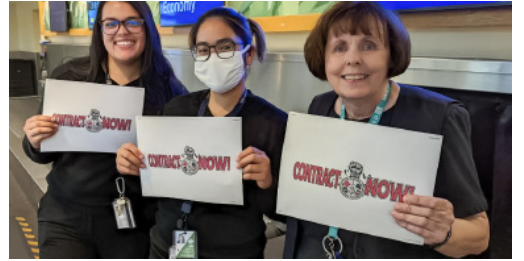
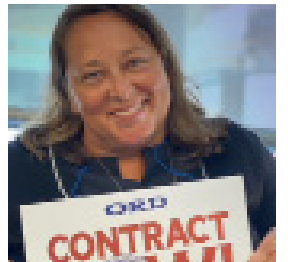
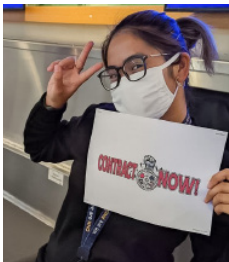




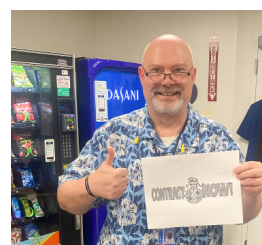
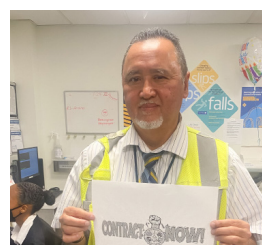
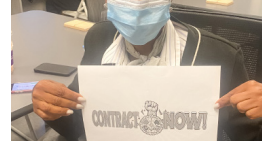
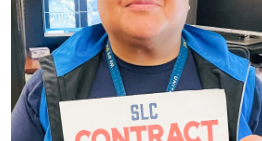
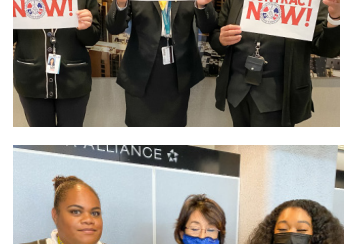
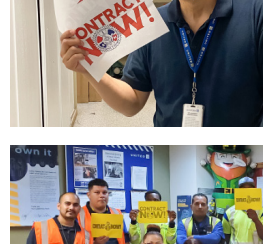
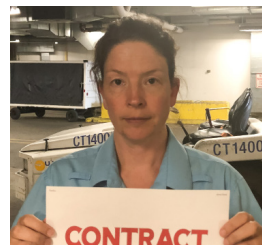
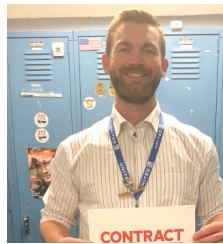
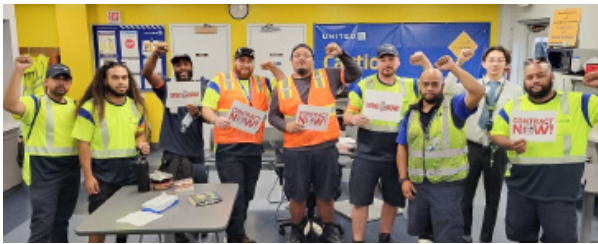




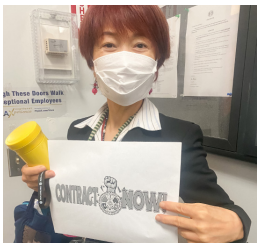












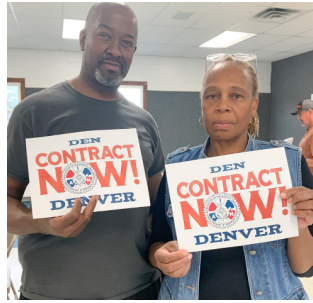




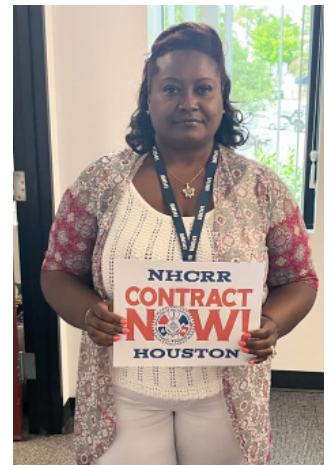
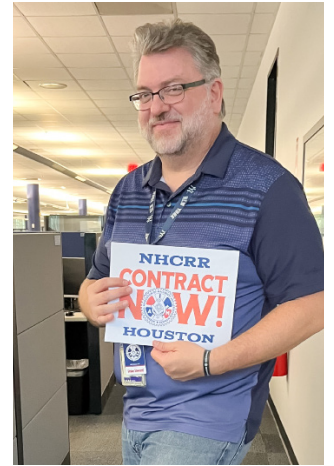
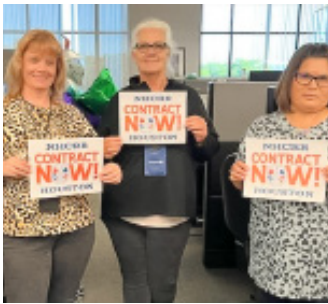




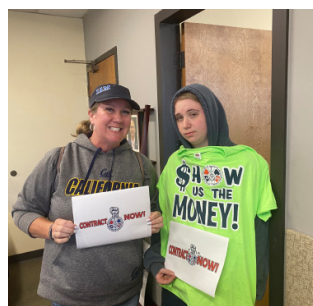
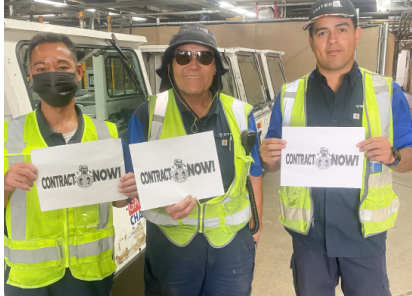
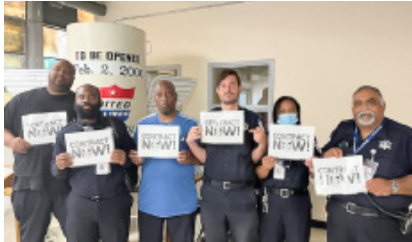








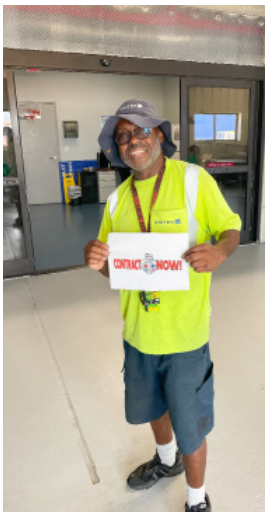
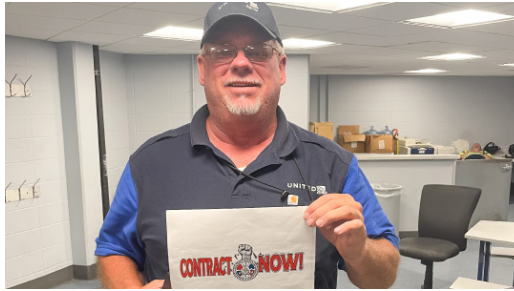




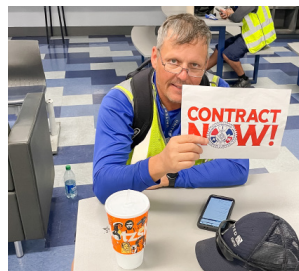
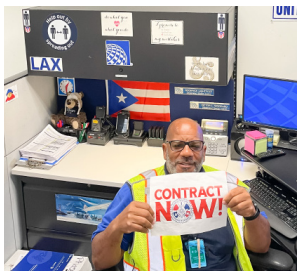




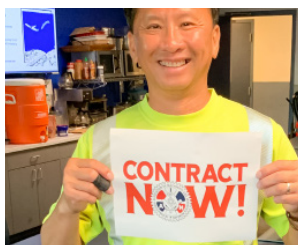
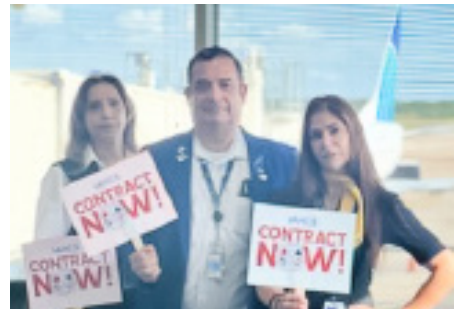








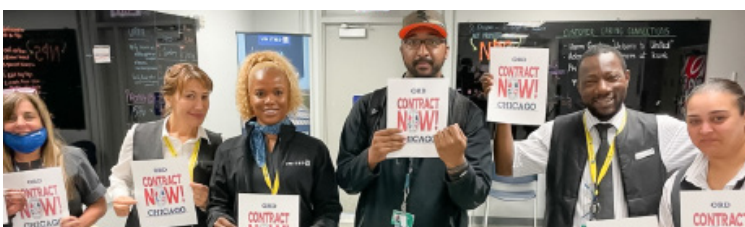
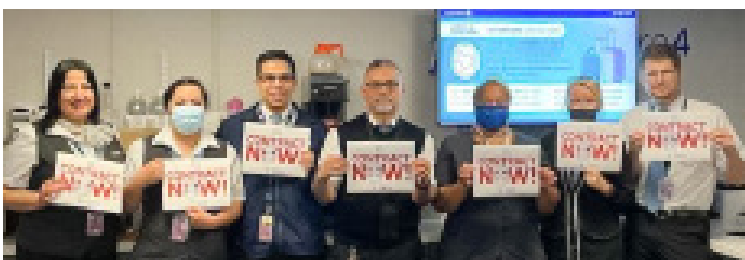
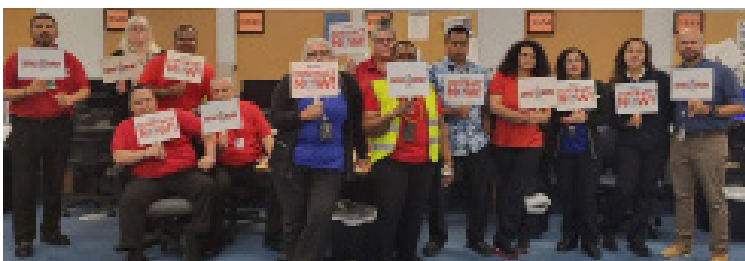
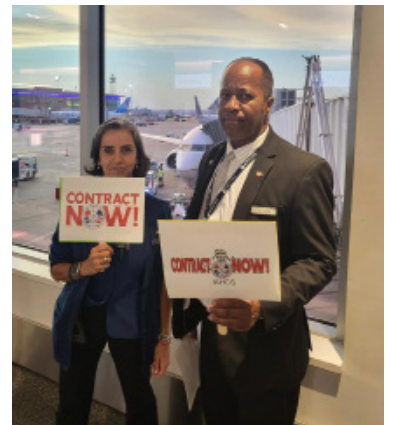
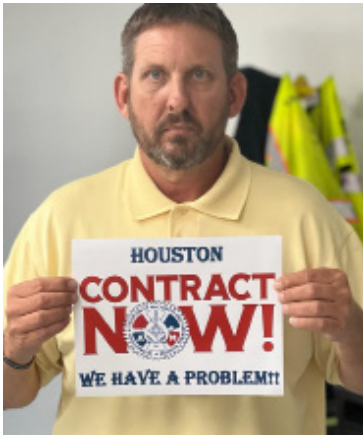
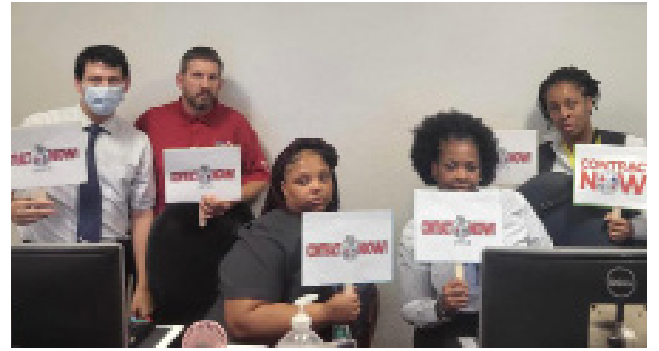
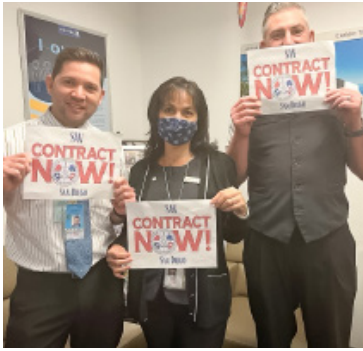




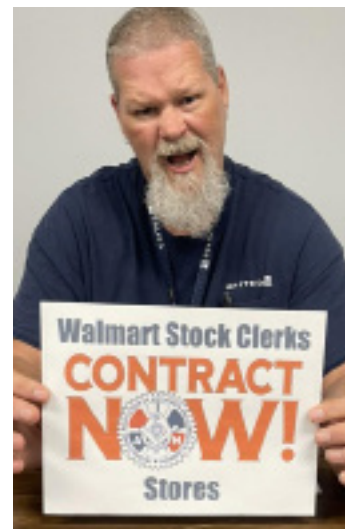
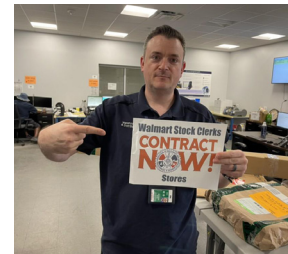
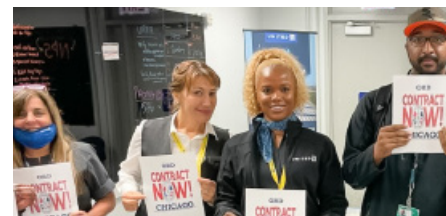
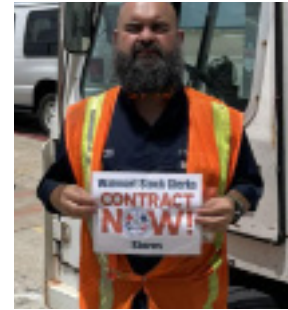




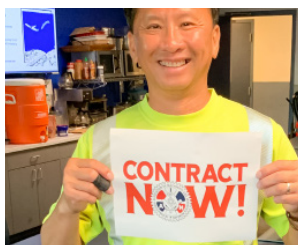
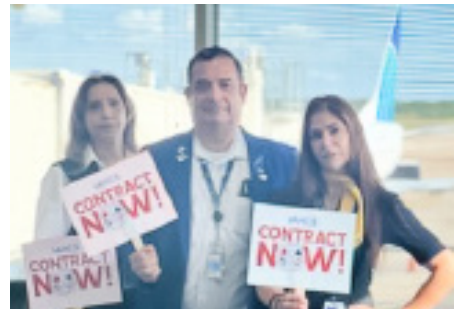




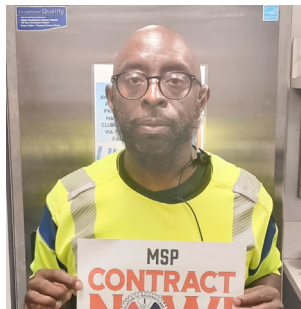
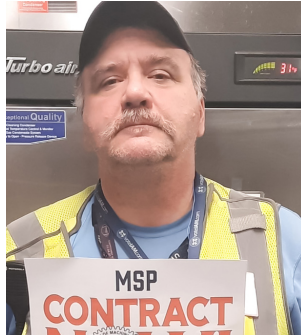








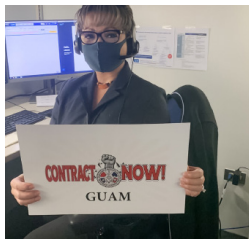
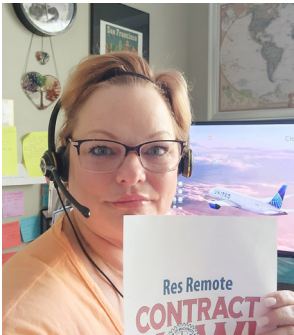
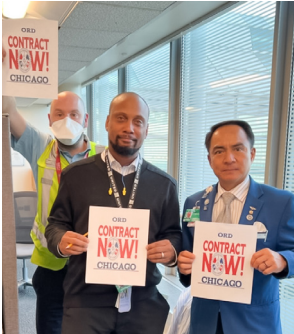




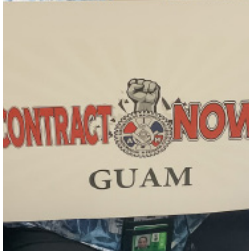
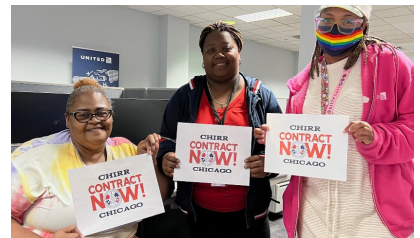
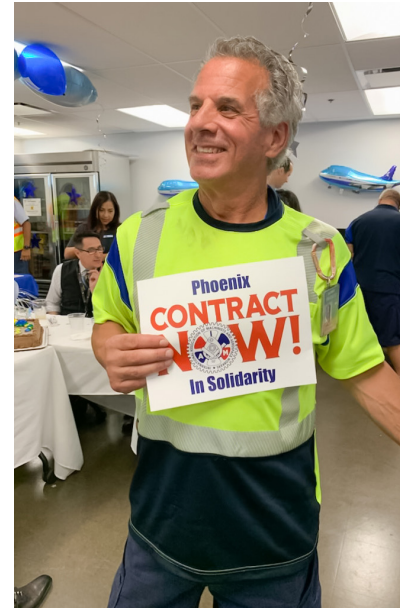
















Minnesota AFL-CIO President Bernie Burham (on left), Minnesota Governor Tim Walz, and Local 1833 President Mary Sansom show their **#SOLIDARITY** with the Machinists Union at the MSP Picnic.



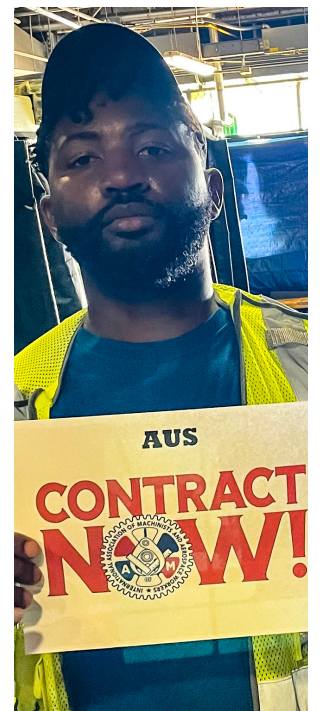




At the 69th District 141 Convention, held on September 20, 2022 in Orlando, Florida.



Former District General Chair Marvin Sandrin (left) and retired IAM Transportation GVP Robert Roach, Jr. show their #SOLIDARITY with our members who are STILL waiting for THEIR FAIR #ContractNow!







13 September 2022

## **IAM 141, United Meet in DC to Discuss Path Forward**

Last week, the principal negotiators from the IAM and United Airlines met in Washington DC to discuss the path forward after negotiations stalled in late July over the critical issues of job security and compensation.

The IAM once again conveyed to the Company that their current positions on wages and job security, the top two priorities IAM members identified, are still unacceptable. Both sides did engage in discussions centered on job security and wages, which were somewhat productive.

The full IAM 141 Negotiating Committee will review and analyze the Company's latest proposals this month. When that assessment is done, we will report back to the membership.

Future negotiation dates will be communicated to the membership when they are scheduled.

In Solidarity,

### **Your Negotiating Committee**

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

### **Michael G. Klemm**

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







# CONTRACT N.I.

