

AIRMAIL

JOURNAL

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24 October 2022

IAM 141, United Continue Contract Talks Amid Massive Profit Announcement

IAM District 141 negotiators and United management met last week in Chicago. We resumed contract talks, which broke off in late July due to United management's refusal to provide the job security and compensation necessary to move the process forward.

Negotiations focused again on job security. Both sides discussed ways to achieve the industry-best job security United IAM members prioritized. Both sides' positions are still far apart.

It's essential to understand the job security and scope proposals we're making are not revolutionary. Other airlines already have similar language in their collective bargaining agreements. Our proposals are reasonable. United's refusal to include basic job security provisions disrespects every IAM member at United.

Both sides also discussed the idea of a short-term contract. We repeat; any agreement, whether a short-term contract or not, must include the significant improvements in job security and overall compensation that IAM members deserve.

Also during the week, United reported almost a \$1 billion net profit for the third quarter on nearly \$13 billion in revenue, which is 13 percent higher than the same quarter of 2019, before the pandemic. CEO Kirby cheered and called this past season "by most metrics, the best operational quarter in our history."

The 25,000 IAM-represented ground workers are the largest part of United's operation. The mega-profits United is bragging about would not have been possible without our membership.

It's time for CEO Kirby and the rest of United management to put their money where their mouths are and do the right thing.

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

IAm141

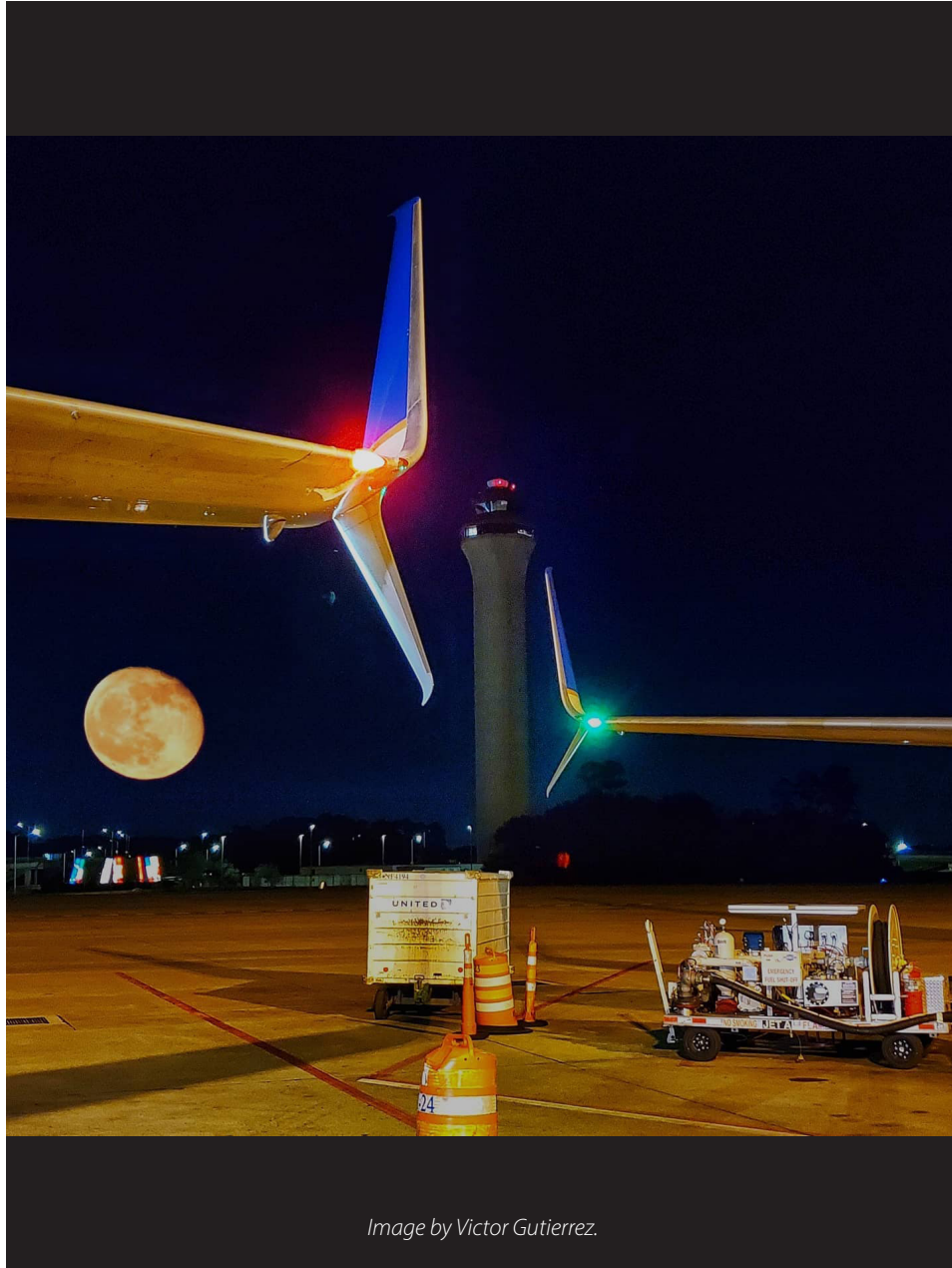


Image by Victor Gutierrez.

DEC13
IAMA 141 SAFETY CONFERENCE

LISTEN



BETTER

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

AIRMAIL



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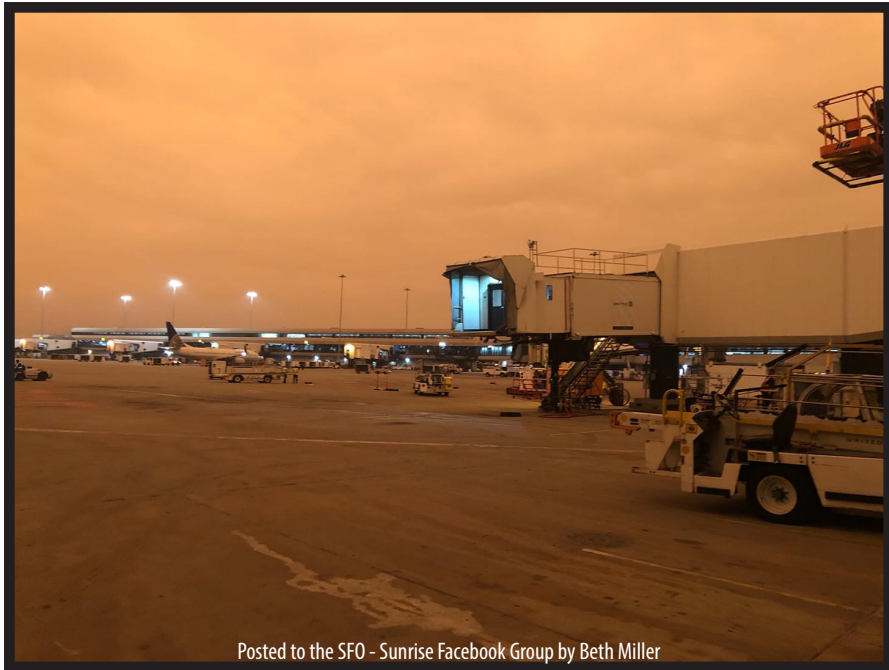
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FROM THE EDITOR

So I was thinking about how we communicate as a union and how not-modern those communications so often are. Mostly, this fact in and of itself doesn't bother me. A native Texan, I have a genetic, shameless adoration for archaic, sonorous verbiage falling between highfalutin and Steampunk. If I could go around talking Victorian all the time, I would do so without hesitation or remorse.

I mention this so that you will be aware that my use of understandable, comprehensible communication is an act of mercy as much as a sacrifice. However, it is also necessary; people need to know what you're trying to say.

We, Unionists, have a lot of work to do in that regard, not just me. For whatever reason, we regularly commit quite a few outrages against modern communication standards. For one, flyers strafed with endless bullet points. (I beg you, just make one or two points per communication.)

Some of our union terminologies are cultural, and we are right to love them. For one, the use of "Sisters, and Brothers" is a proud part of our Union Heritage. Incidentally, have you noticed that this phrase has changed from "Brothers and Sisters" over the past few years? We are not troglodytes, after all. The word "Solidarity," is almost criminally under-utilized.

But for all these beloved phrases, our overall communications are stuck in the first half of the last century. Much of it was created by men who were often intentionally obtuse. For safety, early Labor Unions often operated as clandestine secret societies and developed insider terms that could only be understood by other initiates. This wasn't done with mass communications in mind; this habit was made to prevent the Company Men from discovering who the unionists were and shooting them dead - something that used to happen.

Don't get me wrong. The reason why Union-Speak has these unique communication traditions is straight-up badass. But, now that supervisors don't firebomb us anymore, it's starting

to turn into self-reverential technobabble. We need to wean.

Over-using the language of secret societies is obviously excellent. But it's also slowing us down as we try to tell the story of working people to the world. The longer we stick to terms alien to most people, the longer most people will have no idea what we're saying.

One of the biggest offenders in Union-Speak is easily our overuse of acrimonious acronyms. That's when you use letters instead of words. It's gone too far, and it has to stop. (PLZ KIO).

To be fair, the overuse of acronyms was all the rage in the Roosevelt (FDR) era, when labor unions flourished. Everything could be boiled down into a tight little acronym. Roosevelt even had his own - FDR. There was the ABC, the RIF, the WPA, the VFA, and the AAA. And somehow, most people back then could keep up with them all, more or less. Labor adopted this trend, giving us classics like the AFT, the NEA, the IBT, SEIU, AFCSME, and the AFL-CIO. Enraptured by the practice, unions also gave acronyms to basic union activities and products, giving rise to the TA, CB, CBU, R&F, and DFR. Jumping on the bandwagon, the Federal Government pitched in with alphabetized hits like the NMB, FMLA, NLRB, EEO, FLSA, FMLA, and BLS.

Our beloved union, the Machinists & Aerospace Union, has (at least) two acronyms in everyday use. On offer are the IAM and the IAMAW. And we have AGCs, PDGCs's GVPs, and IPs running the show. The largest district of our union in the airline industry (District 141) has a few more to toss in, from IAM141, IAMAW 141, IAM DL 141, IAMAW DL 141, and just DL141 (for short). And dozens of LLS.

Some organizations have become known by their acronyms, making these letters equivalent to their formal names. The FBI, for example, is widely known by its acronym. So are NASA, ABC, CBS, and NBC. Nobody even remembers what the letters IBM stands for anymore. The name of our entire country is interchangeably used with its acronym, USA. But those rules don't apply to us; we have to speak in terms that all of our membership, however peripherally involved in union activism they might be, can quickly comprehend.

And, as someone who pines for a world where we're allowed to solemnly intone great and grandiose phrases like "The International Association of Machinists and Aerospace Workers" in everyday parlance, I can attest; there's nothing better than a few extra syllables.



SCOTUS STRIKES AGAIN

SUPREME COURT POISED FOR NEW ATTACK ON UNIONS

On Monday, the U.S. Supreme Court agreed to decide a case that could determine if unions should be forced to cover some financial losses their companies experience due to union actions, such as strikes. The case will decide if employers can bypass Federal Labor regulators and sue unions directly in court. Currently, labor disputes are settled by specialized Federal regulators, to avoid tying up the court system and to prevent litigation designed solely for the purpose of harassing or bankrupting unions. The court will decide whether or not to remove those safeguards.



The Court granted Glacier Northwest, Inc., a concrete mixing and delivery company, a request to review an earlier decision by the Washington State Supreme Court, which ruled against the company in favor of the workers. That ruling found that the strike fell under rules set up by the National Labor Relations Act (NLRA) and that companies cannot sue over such conduct. Rather,

such matters must be litigated before the National Labor Relations Board. In agreeing to take up the case, the U.S. Supreme Court could potentially reverse the earlier decision.

Such a ruling could allow companies to sue unions outside of the Labor Board, possibly requiring them to repay employers if they claim union business was unduly burdensome. For example, if a legal, peaceful union job action slowed production, caused canceled deliveries, or spoiled inventory left at worksites by workers walking off the property.

Airlines and other transportation-sector unions are covered under the Railway Labor Act and regulated by a different Federal Agency; the National Mediation Board. Under these rules, airlines must win express clearances from the Federal Government before they can strike. However, the case has the potential to impact air and rail workers granted authorization to conduct work actions. The upcoming Supreme Court decision could impact all unions, not just those falling under the NLRA.

The case, *Glacier Northwest Inc. v. International Brotherhood of Teamsters, Local Union 174*, involves a strike action by concrete-mixer truck drivers working for Glacier Northwest in Wash-

BY **ERIC PRICE**

ington State. The truck drivers asked for better health care options for recent retirees and cost-of-living increases in pay. When Company management re-



SCOTUS POISED FOR NEW ATTACK ON UNIONS

fused, the drivers voted to go on strike.

The strike began after the management ordered many drivers to load their mixers with concrete, which must be delivered to customers the same day. If it is not used in time, the concrete will harden and have to be dumped. Hardening concrete can also damage mixing trucks, although no such damage occurred. The strike began after many drivers filled their mixing trucks or left on deliveries, which meant someone else needed to deliver concrete and rinse the trucks. Since managers had failed to staff adequately, some deliveries had to be called off, and some of the concrete had to be thrown out. Glacier sued the union in state court, claiming the drivers had “vandalized” company property and sabotaged the operation by not completing their deliveries and rinsing their trucks before going on strike. The complaint alleged that the union engaged in trespassing, interfering with company contracts, and civil conspiracy.

The union argued that the legal strike was protected under the NLRA, and the company could have chosen to find temporary drivers. Moreover, the drivers said

that the matter had to be resolved by the National Labor Relations Board, not in state court, since it was a labor dispute.

Additionally, the union pointed out that the trucks were returned to the worksite and left running – precisely to prevent the concrete from hardening. Glacier made the deliberate choice to dump the concrete after refusing to staff the operation in anticipation of a possible strike. This was

UNIONS WILL FACE THE GENUINE DANGER OF EXPENSIVE COMPANY-FUNDED LITIGATION BECOMING ROUTINE, EVEN IF THE CASES ARE EVENTUALLY THROWN OUT.

not a decision made by the truck drivers, and they had no power to force the company to take any set of actions after the strike was called.

In December, the Washington State Supreme Court agreed with the truck drivers and found the lost concrete was incidental to the strike action and that the NLRB is better suited to determine if the drivers acted outside the law.

In response to the company’s claims, the Washington Supreme Court noted the fact that protected a union job action can, “bring ‘inconvenience and economic loss’ does not render it unprotected.”

Glacier then petitioned the U.S. Supreme Court, asking Justices to overturn the state ruling in favor of the union. In that filing, the company argues that the NLRA should no longer be allowed to pre-empt state tort courts in cases when unions are accused of “intentionally destroying an employer’s property.”

If the Supreme Court ultimately rules against the union, the decision would expose organized workplaces to many new legal threats and draining, pointless litigation. Principally,

unions will face the genuine danger of expensive company-funded litigation becoming routine, even if the cases are eventually thrown out. Such a ruling would hand employers the power to baselessly accuse their unionized workers of criminal acts that must be decided in state courts rather than by the Federal Agencies tasked with arbitrating labor disputes.

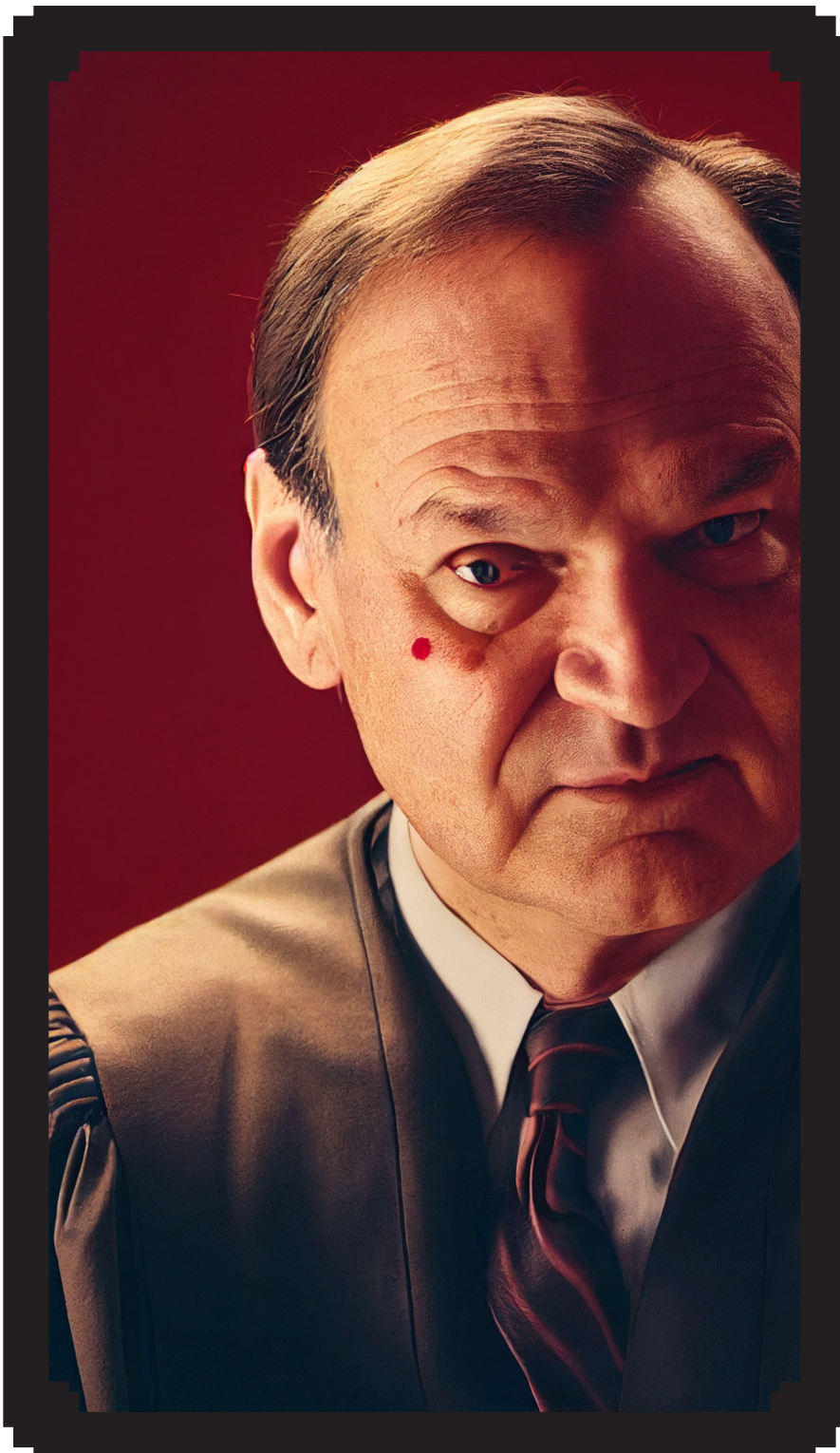
In 2018, the Supreme Court handed down the infamous Janus v. AFSCME decision, hoping



SCOTUS POISED FOR NEW ATTACK ON UNIONS

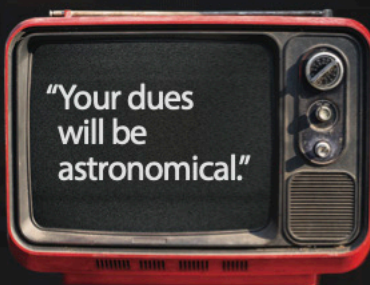
to bankrupt public-sector unions by forcing them to provide union work, marketable skills, and property to anti-union actors on demand. Janus also forces public workers to pay for political and anti-union speech and acts they oppose. Anti-union forces hoped masses of union members, given a chance to collect union wages, work rules, and benefits without helping pay for any of it would seize the opportunity, thus bankrupting organized labor.

That effort failed. In part because anti-union forces thought unions were as unpopular as they say they are, unaware that more than 70% of American workers support unionism. The *Glacier v. Teamsters* decision can potentially give a powerful new weapon to billion and trillion-dollar corporations to sue unions out of existence. And this time, unlike under Janus, the High Court might not limit that weapon to certain types of unions under specific Federal regulators. And, this time, it won't depend on proud union members betraying their coworkers.

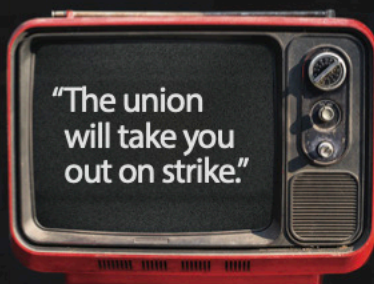




THE ANTI-UNION CAMPAIGN, EXPLAINED



Coming soon... These are some of the most popular anti-union talking points.





Nothing But Noise.

Now that you and your co-workers have expressed interest in forming a union, it's a pretty safe bet your employer is going to start spending crazy amounts of money on an anti-union campaign. Sadly, the first thing they will probably do is go out and hire an overpriced anti-union law firm that has never met you and knows nothing about you. Despite this, they'll try and convince you it's in your best interest to keep things just the way they are.









Then come the lies, misleading statements and smear tactics. Oh yeah... and meetings... lots of meetings! We know this because it's the playbook almost every company resorts to when they see their employees standing together for a better life.

The bottom line is management's anti-union campaign is meant to create a lot of noise and distract you from the real reason you are joining together in a union—there are problems at your worksite that only a union negotiated contract can fix.

In the coming weeks, you can expect management to rehash some of the same old tired topics union busters have been harping on for years.

Certainly there are better ways they could spend their time and money. Treating the workers who keep the company profitable with the respect they deserve would be a start. This booklet is designed to prepare you for what is likely to come during your campaign to form a Union. There will be some minor variations, but the method and the message will almost always be the same.

Your Rights Under the Law:

-  Organize a union to negotiate with your employer concerning wages, hours and other terms and conditions of employment
-  Form, join or assist a union
-  Bargain collectively through representatives of employees' own choosing for a contract with the employer setting wages, benefits, hours, and other working conditions
-  Discuss terms and conditions of employment or union organizing with their co-workers or a union
-  Pass out a-cards and literature during non-work times in non-work areas. Ask co-workers to sign a-cards during non-work times in non-work areas
-  Talk about the union like you would any other subject like sports or family, so long as it doesn't interfere with work duties
-  Wear a union pin
-  You can learn more about your rights under the Railway Labor Act by visiting: <https://www.iamb6go.com/our-rights.html>

The Tactics

Hire a Union Buster and Train Supervisors

Roughly 75% of companies whose workers look to form a union hire an anti-union consultant or lawyer. These individuals like to work in the shadows. Therefore, one of the first things they do is train supervisors and middle management to be the front-line soldiers in the anti-union campaign. Since they have closer relationships with the workers, they are often seen as more effective messengers of the anti-union propaganda.

Attempt to Cause Confusion Surrounding Authorization Cards

One of the first things you can expect in an anti-union campaign is for management to try and misrepresent the true nature and purpose of the authorization card (a-card). They will probably refer to the a-card as a “blank check” and liken one to giving away your social security number. These methods are all about creating an atmosphere of fear and paranoia. The a-card’s sole purpose is to show there is sufficient interest in a union to hold a secret- ballot election. They are NOT membership applications and they are NOT shown to the company. You are NOT joining the union by signing a card. In fact, it is illegal for the company to ask to see them.

Captive Audience Meetings

These are mandatory on-the-clock meetings between managers and workers. Their primary purpose is for the company and their hired professional persuaders to disseminate false or misleading information meant to discredit the union. Often, anti-union workers are planted and encouraged to ask leading questions and sow seeds of doubt.

One-On-One Meetings

During many organizing drives, workers are required to attend isolated or even closed-door meetings with supervisors. This is the union buster’s primary method of assessing support for the union. It is also another opportunity to pressure or intimidate union supporters.

Promises, Promises

Your company will likely try and rebuild trust by promising change is coming. They may install suggestion boxes or even remove some of the most notorious supervisors to demonstrate they are serious. They may even make unexpected improvements to your wages or benefits. The problem is without a legally binding union contract, these improvements that are made can be taken back anytime and anywhere. Then it is back to business as usual.

Employee Testimonials & Vote No Committees

Management will pick favorites and make promises in order to secure vocal opposition to a union. They often recruit workers to form a “vote no” committee. That way they can circulate information that appears to be from the workers’ point of view. Just remember—it is the union buster and management who are behind these efforts.

Whisper Campaigns

These are concerted efforts by anti-union managers and workers to spread rumors on the shop floor. Often no one knows where the information comes from ... but it spreads quickly. Their aim is simple—plant seeds of fear among their co-workers.

Information Overload

Expect a barrage of emails, social media posts, letters to the home, leaflets and more. Not only is union buster trying to spread lies and false rumors, they are trying to overwhelm you with so much information that you become tired of hearing from both sides. That’s because human nature is to resort to the status quo when you’ve become worn down. When we get stressed, we try to find security; we try to go back to what we are most familiar with. By making the “Union” topic stressful, the Union Buster is hoping to shut down the conversation altogether. And what more foolproof way to make the conversations stressful than to over complicate it?

**THESE METHODS
ARE ALL ABOUT
CREATING AN
ATMOSPHERE
OF FEAR AND
PARANOIA.**



The Lies

LIE: The Union is an Outsider.

The union buster's primary objective is to paint the union as a third party. They will undoubtedly go out of their way to portray the IAM as a big business with fat cat executives. They will probably show graphs about the loss in union membership that only tell half the story. Then they'll start in on dues, which they will harp on for the entirety of your campaign.

TRUTH: YOU are the union. YOU decide what issues you want to negotiate with your employer. YOU form your negotiating committee. YOU elect your local lodge, district lodge and International leadership. YOU vote on whether to accept or reject your negotiated collective bargaining agreement. The IAM will provide bargaining assistance and a host of other services, but ultimately your union will be as strong as you make it. Oh yeah, we are a 501(c) non-profit organization. Not a for-profit corporation.

LIE: Your dues are going to be astronomical.

They'll claim your monthly dues will be so extreme that you won't be able to pay for basic necessities. They may even make believe they know what your "interests" are and claim you will be sacrificing those to pay union dues.

TRUTH: Your dues will be roughly 2x your hourly rate per month. That amount may change slightly when you, as union members, propose and approve your local lodge bylaws. Per the IAM constitution, no dues will be paid until a contract is ratified by the membership. Dues get used for many important things such as bargaining support, education, donations to community causes, arbitration and legal services. You can't put a price tag on the peace of mind that comes with raises you can rely on.

FACT-CHECKING ANTI-UNION LIES



LIE: The Union will get you fired.

This will most likely be presented as "we can't afford the union" or "restrictive work rules" won't allow us to compete. Again, by making job security and issue they are trying to create fear.

TRUTH: Your employer can choose to close your facility regardless of whether a union is present. The reality is union members are more satisfied and hence more productive at work. This reduces costly turnover and makes worksites safer. Not to mention—a union contract has mechanisms in place that can improve your job security. These may include provisions that limit the employer's right to subcontract or outsource work. Most importantly, if you fall under a union contract you are no longer an "at-will" employee. As it stands, your employer can fire you, discipline you or change your terms of employment without any justification. With a union contract, you'll have a form of due process the company must follow in order to fire or discipline you. Union representatives will be there to assist you during this process.

LIE: The IAM will spend all your money on politicians.

Truth: Dues money is not given to political candidates. Any

money for political candidates has to come from voluntary member donations to the Machinists Non-Partisan Political League. Your employer gives money you earn for the company to politicians.

LIE: Collective Bargaining is a gamble.

This is presented as bargaining from zero. Union busters will claim that nothing is guaranteed if you form a union, that your wages, benefits and more could improve, stay the same or get worse. They will most likely instruct you to ask union organizers to make unrealistic promises. They are aiming to create doubt.

TRUTH: Your employer is required by law to bargain in good faith. That means demonstrating a sincere effort to compromise on proposals put forth by you and your negotiating committee. It would be illegal for them to cut your wages or benefits in retaliation for voting for the union. Therefore, everything stays the same until you vote to approve a contract. And keep in mind—YOU vote on that contract. So, you don't have to vote for anything you don't want. If they really thought you would bargain down your wages and benefits, why would they go to such extreme lengths to oppose the union?

LIE: You will lose your direct relationship with management.

TRUTH: This one is so absurd it's comical. Did you ever really, anyway? The reality is being able to sit down and negotiate with your employer will finally start to balance the scales of power in your worksite. That creates a MORE direct relationship with management. The company is just trying to make you think "The Union" is a group of outsiders or just another layer of management to deal with - instead of being what it is: you and your coworkers joined together into a team that can level the playing field at work. The company will still be able to speak to you directly. Also, it's important to point out that a "direct relationship" with your boss is a little gross.

RISING POWER

A NEW STUDY BY THE NLRB SUGGESTS
THE RECENT RISE IN UNIONISM AROUND
THE NATION MAY HAVE WINGS.

7 OCTOBER 2022





T

he Machinists Union held its Grand Lodge Convention in Las Vegas this week. This year, District 141 was recognized with a special award for its efforts at union organizing. District President, Mike Klemm, was specifically honored for his pioneering efforts in growing the Union, which is expected to add more than ten thousand new union members over the next few years.

The recognition comes at a time when union growth and worker power are surging.

A new report by a major Federal Agency that oversees labor affairs in the United States is backing up what many workers have already noticed: union growth is exploding across the United States.

According to the National Labor Relations Board, no fewer than 2,510 workplaces petitioned the Agency to join or form a union. (Fiscal Years do not line up with calendar years. The Fiscal Year 2022 ran from October 1, 2021, to September 30, 2022.)

Last year, the number of workplaces filing for a union election was 1,638. The uptick means a 53% increase in workers seeking to organize their workplaces over the last year. The number of filings at the NLRB's 48 field offices in 2022 was the highest since 2016. Unfair labor practice complaints filed with NLRB Field Offices also jumped by 19%, from 15,082 charges in 2021 to 17,988 charges in

2022.

Adding labor complaints filed with the Agency to the number of representation filings, the total new caseload at NLRB Field Offices increased by 23%, from 16,720 cases last year to 20,498 in 2022. This increase of 3,778 cases is the biggest single-year increase in a generation, dating all the way back to 1976. It is the biggest percentage increase since 1959.

What it Means

The new report puts to rest the idea that the appearance of massive union growth is an illusion created

by a handful of ultra-high-profile organizing efforts. While victories and drives at headline-grabbing workplaces like Amazon, Starbucks, Trader Joes', Apple, and JetBlue are getting a lot of attention, the 53% single-year jump means a lot is going on under the radar, too.

The data also indicates that the federal government's protections for workers who want to organize are inadequate. Unions have found support from an astounding 71% of American workers, yet fewer than 7% of private-sector workers are union members. The data strongly suggests that it is harder to organize workplaces than American workers want.

The huge spike in complaints about employers violating workers' rights to form a union indicates serious deficiencies in the current system.

The National Labor Relations Board (NLRB) is the Federal Agency that regulates Labor Issues outside the airline and railroad industries.





IAMAW District 141

Published by Brian Vega · 1h ·

The Machinists Union held its Grand Lodge Convention in Las Vegas this week, and District 141 was recognized with a special award for our organizing work. Our District President, Mike Klemm, was honored for his pioneering efforts in growing our union. The organizing work that Mike has done at District 141 is truly historic, and we are very proud to have those accomplishments recognized at the Convention.

THANK YOU to all the District 141 Union Organizers who work tirelessly ... [See more](#)



staffing shortages. The NLRB has received the same budget of \$274.2 million for nine straight years – even as costs have risen. Adjusting for inflation, the Agency's budget has decreased by 25% since 2014. Staffing levels have dropped 39% since 2002, and staffing in Field Offices has shrunk by half, partly explaining the problem.

The NLRB issued an urgent call to the Biden Administration and Congress asking for better funding for the Agency to pay for things like staff to ease the growing caseload. For its part, the Biden budget includes a sharp increase in funding. The President's Budget for 2023 requested \$319.4 million for the NLRB, a 16% increase that would go a long way toward fixing the issues at the Agency.

What Happens Next

The increased activity at the NLRB will likely have a ripple effect throughout the economy. With more workers wanting to unionize and more complaints of employer wrongdoing, we can expect to see more workplaces engage in union organizing drives – and more employers trying to stop them.

We can also expect to see more legal challenges to the current system. The NLRB's ability to protect workers' rights is already being tested in court, and the new data will likely add fuel to those fires.

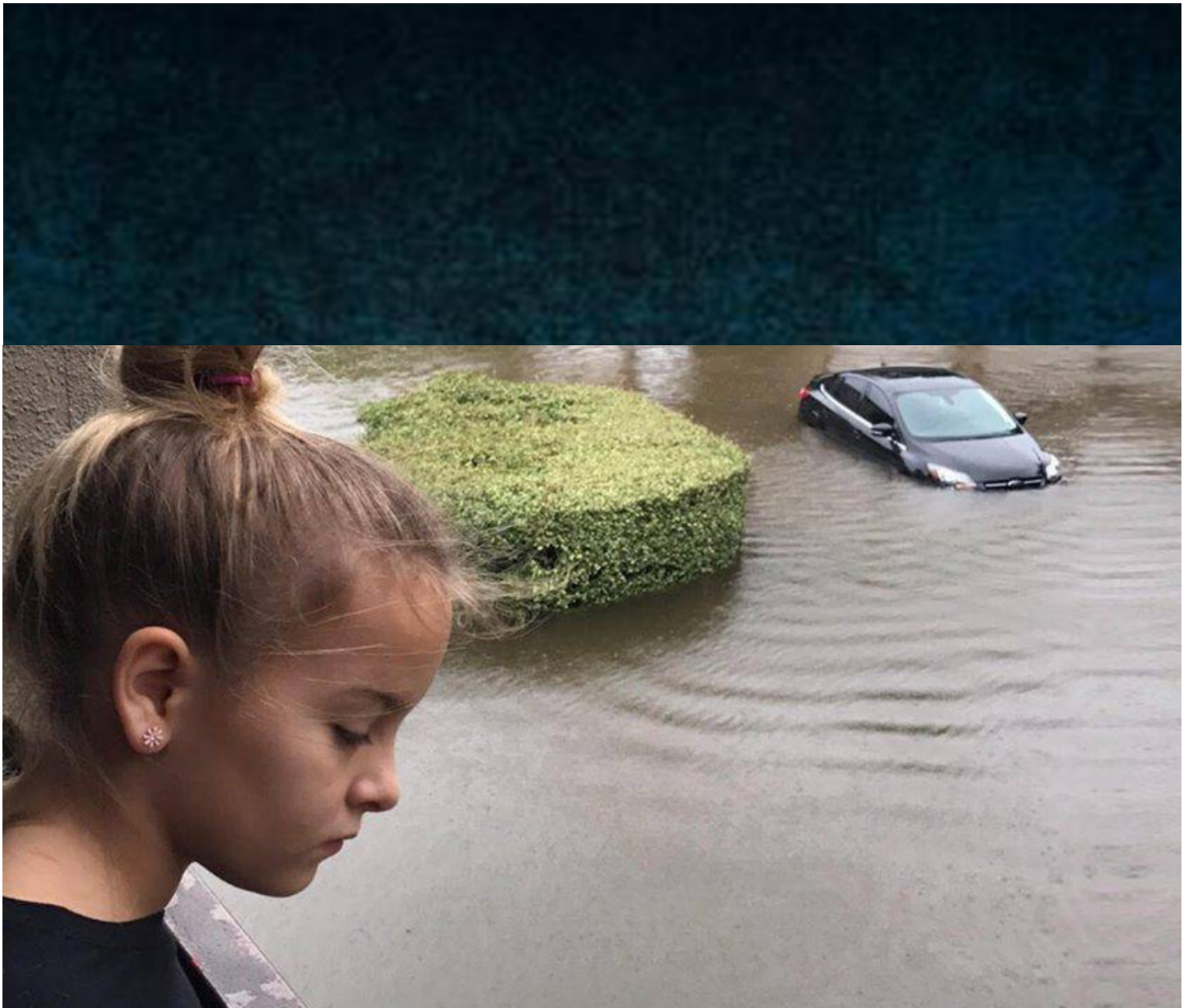
The report is a clear indication that American workers are increasingly interested in unionizing. With the proper support from the government, we could see a major resurgence in union membership in the years to come.

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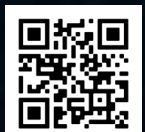
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In response to such concerns, the NLRB issued a statement explaining the Agency is processing cases much more quickly, but the sheer number of new filings is threatening to swamp already-thin budgets. The increased caseload at both field offices and the Board is happening as the Agency struggles with funding and



Help Support the IAM Disaster Relief Fund.

The IAM Disaster Relief Fund provides assistance in situations where our members and their families endure hardships due to natural disasters. The IAM Disaster Relief Fund reacts quickly, often before other forms of aid are available.





U N I O N S A F E

Dennis Spencer, Safety Chairman from Local Lodge 1776, has been appointed to Safety Director for District 141, overseeing safety programs for Union Members at American and Spirit Airlines.

The new appointment was announced at the District Convention in September and became official on October 1. Dennis will be taking the helm following the retirement of Tony D'Aloiso, who held the position for years.

Dennis Spencer is a well-respected safety professional who has worked in the airline industry for over 30 years. Hired initially as a Catering Agent at US Air in 1989, Dennis worked his way up to Station Trainer, navigating through a merger with American Airlines along the way.

In 2008, Spencer decided to enter the world of Union Activism and immediately made an impact; he became a Union Steward, Headed up the Safety Committee as Chairman, and served as a Local Trustee - all in the space of a single year.

"I am very competitive in everything I do," Spencer said

of his rapid rise in the union. But, he stressed that his goal has always been clearly trained on the purpose of safety. "Our members have a very physically demanding job," he said. "There's a lot of involved in what they do. I feel a deep sense of responsibility to do everything I possibly can to keep our members safe on the job."

Dennis will coordinate and lead safety initiatives for American Airlines members across the country in his new role. Among his many responsibilities, he will help ensure the safety and health of all fleet service members for American Airlines and fleet service members of Spirit Airlines in (FLL). His jobs will include serving as the primary member of the GSAP ERC Board,



making him responsible for all GSAPs filed by Machinists Union Members.

He will also continue to administer the UnionSafe141.org website, which was the subject of special praise at the District 141 Committee Conference, held earlier this year. "I have no doubt that this website has saved lives," said District Media Director Eric Price at the time. "The site that Spencer's running allows anyone to report, track and record safety concerns - on the scene, right from their cellphones," he said. "The work that Spencer's doing is truly, truly groundbreaking," he continued, pointing out that the safety tracking done by Spencer at American has won many court cases and prompted sweeping, nationwide changes in how American Airlines operates.

District 141 President Mike Klemm released a statement saying, "Dennis Spencer is

a proven leader with a wealth of experience in aviation safety. I am confident he will do an outstanding job in his new role as Safety Director at the District. I can't wait to see what his imagination and energy are able to accomplish at the national level."

"I am honored to be given this opportunity to lead the safety program for District 141, and I will do everything in my power to protect our members," Spencer said of his assignment. He thanked his family for their patience over the years, as his work often requires long hours and extended time in the field. "And Tony D'Aloiso. He was very instrumental in my development professionally and personally, preparing me for the role."



MACHINISTS UNION APPLAUDS SOCIAL SECURITY BENEFIT INCREASE

EMAIL

OCTOBER 13, 2022

Approximately 70 million Americans, including many IAM members, will receive an 8.7 percent cost-of-living increase in their Social Security benefits. The average retired worker can expect to receive an additional \$140 per month starting in January 2023.

Active and retired IAM members have been on the frontlines advocating for increasing earned Social Security benefits and for measures that secure the solvency of Social Security. As Machinists, we continue our fight to ensure Social Security continues to pay retirees their life-long earned benefits. The IAM remains committed to the fight to achieve dignified retirement benefits for our members and all seniors.

"The IAM applauds the cost-of-living increase in Social Security benefits," said IAM International President Robert Martinez Jr. "Our union is on record for declaring Social Security to be the most effective anti-poverty program in our nation's history, but most importantly, it

is our most important family income and disability protection program, and the cornerstone of retirement income security for many IAM members. This increase is why we must continue fighting to ensure the Biden-Harris administration has a Congress supporting working families. Now is not the time to go backward. We must go forward with an agenda that uplifts workers and their families."

The Social Security Administration will mail COLA notices throughout December to retirement, survivors, and disability beneficiaries, SSI recipients, and representative payees. But if you want to know your new benefit amount sooner, you can securely obtain your Social Security COLA notice online using the Message Center in your mySocial Security account. You can access this information in early December before receiving the mailed notice. Benefit amounts will not be available before December.

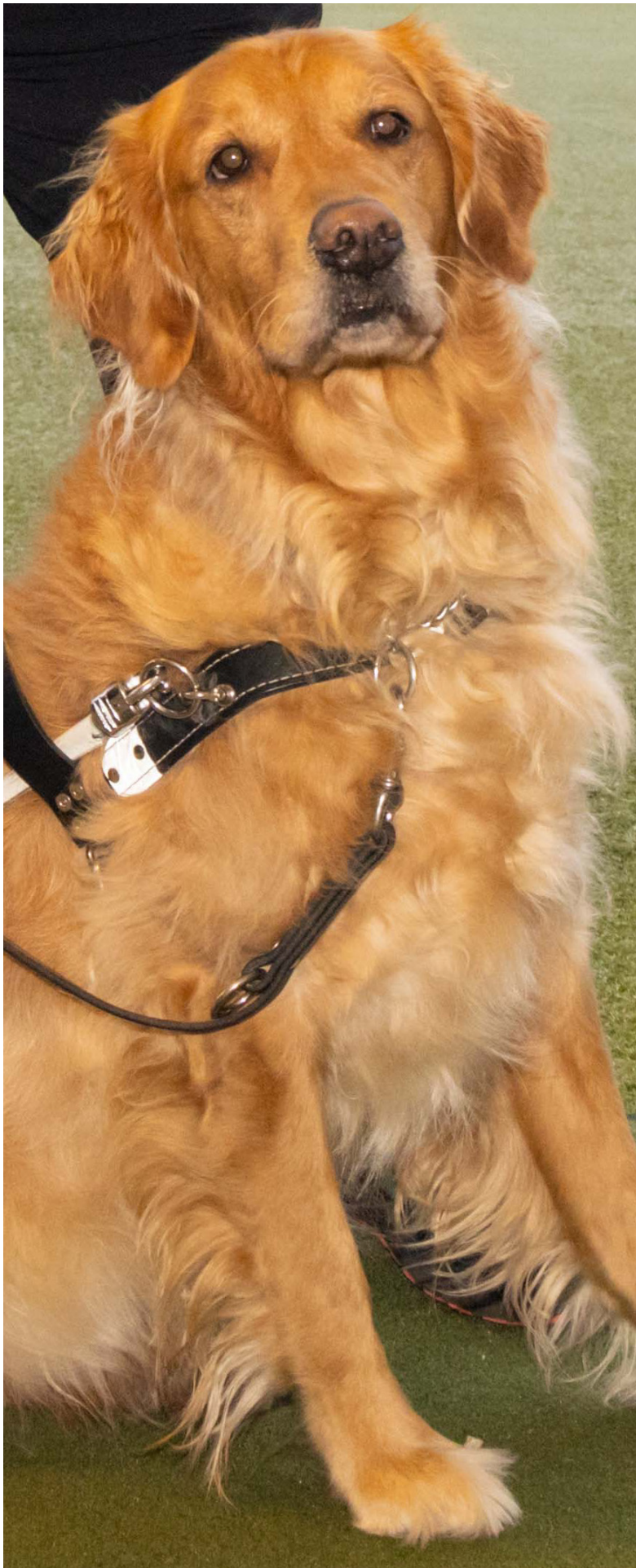


Paws fore Pascarella

Scenes from the memorial fundraiser to benefit Guide Dogs of America. For a donation, Union Members Teed off on the golf course. They needed the practice.







SCAN ME



Guide Dogs
of America





THE LATEST JETBLUE at

A majority of JetBlue Crewmembers have asked the National Mediation Board to allow a union election. What now?

Union Vote Update: Timeline and Our Rights

As you know, the IAM filed an application with the National Mediation Board (NMB), a federal agency, to conduct a union representation vote on Friday, September 23, 2022. Now that a majority of Crewmembers have asked for an election, the next phase can begin: winning union rights and starting contract talks as soon as possible.

On September 26, 2022, the NMB ordered JetBlue management to forward to the NMB the list of "potential eligible voters" by Monday, October 11, 2022. Yesterday, JetBlue's high-priced attorneys requested a one-week extension, until Monday, October 18, 2022, to submit the list (we will let you know if the extension is granted).

Once the NMB receives the list of potentially eligible vot-

ers from JetBlue management, the federal agency will then determine if at least 50 percent of GO Crewmembers signed an election authorization card (a-card), requesting a union election be scheduled.

The NMB controls the timeline of this process, and we will keep you updated on any developments every step of the way. It is very important that all GO Crewmembers understand that our right to join, and express support to form a union of JetBlue GO Crewmembers, is protected under federal law.

The NMB's Notice to Employees states: "No carrier, its officers, or agents shall deny or in any way question the right of its employees to join,

organize, or assist in organizing the labor organization of their choice, and it shall be unlawful for any carrier to interfere in any way with the organization of its employees [...]

The Carrier is not permitted to influence, interfere or coerce employees in any manner in an effort to induce them to participate or refrain from participating in an election should there be one."

If you believe that JetBlue is attempting to influence, interfere or coerce you against exercising your right to join a union, please notify an IAM representative. Scan the code on this page to find out more about your rights, and how you can file an ANONYMOUS "carrier interference" charge.

We filed for an election, what happens next?

The National Mediation Board (NMB), the federal agency that handles representation elections in the airline industry, has ordered JetBlue management to send the list of "potential eligible voters" to the NMB by 10:00 AM, October 18, 2022. Once the NMB receives the list of potentially eligible voters from JetBlue, the federal agency will compare the list with the election authorization cards submitted to determine if at least 50 percent of GO Crewmembers have requested the right to vote in a union representation election.

Who is eligible to vote?

All GO Crewmembers hired on or before September 17, 2022.

How will the vote be conducted?

The vote will be conducted by mail ballot. It is important that we have our most current address updated with JetBlue, as JetBlue will give the NMB the address it currently has on file when it is time for the NMB to mail us our ballot. It is also important to know that we will vote by secret ballot and that our vote is confidential. JetBlue management is prohibited under federal law from ever knowing how we voted, or if we voted.

What can JetBlue management do to delay the NMB process?

We expect that JetBlue management will make every attempt to inflate the list of potential eligible voters by placing individuals on the list who are ineligible. For example, we expect JetBlue to place AO Crewmembers on the list.

This will force us to identify the ineligible workers and to object to their inclusion on the list of potential eligible voters. Under the Railway Labor Act (RLA), workers must organize according to “class and craft” (job classification). According to the law, GO and AO are separate classifications of work and therefore must unionize separately.

We hope JetBlue management doesn’t engage in any

“No carrier, its officers, or agents shall deny or in any way question the right of its employees to join, organize, or assist in organizing the labor organization of their choice.”

How long will it take the NMB to schedule our vote?

Once the NMB determines that at least 50 percent of all GO Crewmembers requested a union representation election be held (signed a card), the federal agency will schedule a voting period. If JetBlue management submits an accurate list of potentially eligible voters to the NMB, which airline management is required to do under federal law, then it is possible that the vote will be scheduled within the next few months.

However, we expect JetBlue management and their high-priced lawyers to delay the process as much as they can, and they’ve already started. JetBlue requested a week extension to submit the list of potentially eligible voters to the NMB by October 18, 2022. The list of eligible voters was originally due by Tuesday, October 11, 2022. The NMB granted their request.

Why would JetBlue want to delay the vote?

Like management at all corporations, JetBlue management wants to retain total control over all decisions. The best way for them to do that is to do everything possible to influence and coerce their employees not to unionize. When workers unionize, they have a seat at the table and the right to negotiate and vote on their terms of employment. When workers are not unionized, they don’t have those rights (collective bargaining rights).

By delaying the process, JetBlue management and their attorneys will have more time to try and convince Crewmembers that we don’t need to unionize and negotiate a legally binding contract. It’s important that we understand that everything JetBlue management does from this point forward is to influence GO Crewmembers to remain non-union, with no legal rights and no contract.

dirty tricks to delay our right to vote. If they try, we are prepared for anything and we will keep the Department of Labor and elected officials abreast of the situation.

What are our rights during this process?

>> **We have a federal right under the Railway Labor Act (RLA), to form and join a union without interference from JetBlue management.**

>> **We have the right to talk to our co-workers about the Union just like we talk about any other subject at work. We have the right to hand out flyers and other information during non-work times in non-work areas.**

>> **We have the right to wear a Union Pin.**

It’s against federal law for management to stop us from exercising these rights, or retaliate against us for exercising our federal right to form a Union. The Railway Labor Act—the federal law that gives us these rights—prohibits management from influencing or interfering with our right to join a union. Ask yourself, is JetBlue management, or any other person, trying to influence us to not unionize?

The law states, “No carrier, its officers, or agents shall deny or in any way question the right of its employees to join, organize, or assist in organizing the labor organization of their choice, and it shall be unlawful for any carrier to interfere in any way with the organization of its employees. All employees are free to express their desire to be represented by a labor organization or to be unrepresented. The Carrier is not permitted to influence, interfere or coerce employees in any manner in an effort to induce them to participate or refrain from participating in an election should there be one.



**International
Association of
Machinists and
Aerospace Workers**



9000 Machinists Place
Upper Marlboro, Maryland 20772-2687

Area Code 301
967-4500



OFFICE OF THE GENERAL VICE PRESIDENT

October 18, 2022

Dear JetBlue Crewmember,

Congratulations on filing for your union representation election! As you are probably aware, JetBlue management submitted the list of "Potential Eligible Voters" to the National Mediation Board (NMB), the federal agency that conducts union representation elections, on Friday, October 14, 2022. Presently, the NMB is comparing the a-cards filed to the eligibility list and the Machinists' Union attorneys are also currently reviewing the list for accuracy. We fully expect the NMB will order a union representation election for GO Crewmembers in the coming weeks.

I would also like to address some misinformation that, unfortunately, JetBlue management and others have stated in regards to union dues.

Let me be 100 percent crystal clear. Not one cent in union dues will be paid by GO Crewmembers until GO Crewmembers have a contract that is ratified by a majority of GO Crewmembers. Once a legally binding contract is in place, union dues will be \$42 per MONTH. And, because JetBlue GO Crewmembers are a newly organized group of workers, there will be NO initiation fee. Those are the facts.

\$42 per month once you have a legally binding contract that is voted in by GO Crewmembers equates to about \$1.40 a day. That's about a cup of coffee a day, or maybe half a cup at today's prices. And, what do you get for a buck and change a day?

The ability to negotiate and vote on your employment terms. The ability to negotiate paid sick leave AND paid vacation, not PTO; the ability to negotiate the higher wages that JetBlue GO Crewmembers deserve; the ability to form contractual safety committees that have a real impact on making your working conditions safer; the ability to negotiate lower cost, higher quality medical, dental and vision benefits; the ability to negotiate real retirement security; the ability to negotiate protections against the outsourcing of your work and protections against unjust discipline and termination; the ability to protect your seniority, so you don't unfairly lose any if you become sick or injured; the ability to hold management accountable for violating your rights and not treating you with the respect and dignity you deserve, among countless other important aspects of your profession.

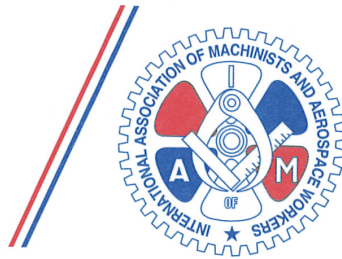
Please also understand that JetBlue management cannot take anything away from you, or retaliate against you, because you are exercising your right to vote in a union representation election. Don't let those that are spreading fear and hesitation affect you! Ask yourself why JetBlue management and others are working so hard to convince you to remain without power and a voice at JetBlue. Why? Is it because they are truly concerned about your future, or because they want to retain all the decision-making power over your future?

Again, congratulations on filing for your representation election and you can count on the Machinists Union standing strong by your side every step of the way!

In unity,

Richard Johnsen
GENERAL VICE PRESIDENT

**International
Association of
Machinists and
Aerospace Workers**



9000 Machinists Place
Upper Marlboro, Maryland 20772-2687

Area Code 301
967-4500



OFFICE OF THE GENERAL VICE PRESIDENT

October 26, 2022

Dear GO Crewmembers:

Sadly and unfortunately, it has come to our attention that JetBlue management and their agents are lying about the union dues issue once again.

Let me be as clear as possible: There will be **NO PAYMENT OF "BACK DUES" AND NO INITIATION FEE. AFTER GO CREWMEMBERS RATIFY THEIR FIRST CONTRACT, GO CREWMEMBERS WILL PAY \$42 PER MONTH IN DUES.**

It is not surprising that JetBlue management and their agents are attempting to deceive you. JetBlue management, and the management-controlled "Values Committee," only seek to maintain the status quo.

JetBlue management's goal is to retain all the power over all the decisions that affect the lives of GO Crewmembers and their families. They do not want GO Crewmembers to have the right to negotiate their own legally binding contract and vote on that contract. Simply put, they want control.

The "Values Committee" is an extension of JetBlue management. The reason it exists is to give GO Crewmembers the impression that the interests of GO Crewmembers are represented. While there is likely well-meaning GO Crewmembers who serve, and have served, on the "Values Committee," the committee has no legal standing and has no legal power to represent GO Crewmembers. JetBlue management makes ALL decisions regarding the wages, benefits and working conditions of GO Crewmembers. If GO Crewmembers don't like those decisions, GO Crewmembers have no recourse other than to accept those decisions or cease employment. JetBlue management even says so in Section 1.1 of the Crewmember Blue Book:

"The Crewmember Blue Book is not intended to, and does not, create a term of employment or any employment contract, promise or representation, expressed or implied, with JetBlue; and does not limit or restrict JetBlue in creating or separating employment relationships."

Why do you think JetBlue management and the "Values Committee" are working so hard to convince GO Crewmembers that you don't need a union? Is it because they really care about you, or is it because it benefits them if things stay the same?

Because of your unity and efforts to unionize and gain a legally binding contract, JetBlue management and the "Values Committee" are threatened. And when the power structure and the status quo is threatened, people do strange things like lie and misinform their employees and co-workers in an effort to keep their power and cushy positions.

Stay strong sisters and brothers and VOTE YES, THEN NEGOTIATE YOUR CONTRACT WHEN THE TIME COMES!

In Unity,

Richard Johnsen
GENERAL VICE PRESIDENT



A HALLOWEEN STORY ABOUT DUES

Anti-Union managers at JetBlue seem to wish more people were scared of "Union Dues" (cue scary Halloween music.) Long a staple of anti-union campaigns, JetBlue has been banging on about "Dues" (Oh No!) for years. Now that a majority of Ground Operations at the airline have petitioned the Federal Government to join the Machinists & Aerospace Union, managers and their hunch-backed lackeys have been working themselves into an absolute froth trying to conjure up the specter of Dues (Oh No!).

With all the drama of a Silver-Age Gothic Horror Movie, JetBlue Company Men have been shouting, "The Dues are Coming! The Dues are Coming!" with the energy of an organ-playing maniac haunting a creepy old concert hall. Frightening flyers created by company managers in dank dungeon laboratories have begun rising from dark hallways: "Got Dues? (The IAM Does.) they warn. Company Men have taken to social media to toll the graveyard bell, intoning, "They're coming to get your dues, Barbara!" And, "You're all Due'med! You're all Duuuue'med!"

Except, it's not working. By a vast margin, these grim warnings are almost universally shrugged off by JetBlue Crewmembers. Nobody's scared, and Company Men seem honestly perplexed about how that could be. They were sure that the dreaded campfire story of Dues (Oh No!) would drive a stake right through the heart of the union movement at the carrier. Except, it's just become a spectacular failure. And, this has got the Company Men

almost adorably mystified.

One way to make ghost stories of Dues (Oh No!) less scary is to make them not exist in the first place. A September statement from Machinists Union General Vice President Richard Johnsen to Crewmembers made it clear that there would be no dues until they made union wages.

"Let me be 100 percent crystal clear," Johnsen said in the statement. "Not one cent in union dues will be paid by Ground Operations Crewmembers until Ground Operations Crewmembers have a contract that is ratified by a majority of GO Crewmembers," he said. "Once a legally

binding contract is in place, union dues will be \$42 per month. And, because JetBlue GO Crewmembers are a newly organized group of workers, there will be no initiation fee," the statement continued.

JetBlue supervisors and their hench-persons seemed to need help comprehending the announcement.





SUPERVISORS HAVE A LOT MORE TO FEAR FROM “DUES” THAN UNION MEMBERS.

“I find it hard to believe that a company will represent you for maybe years and say nope we are not going to charge you,” said one individual in a social media post. “Because, at the end of the day, a union is still a business, and businesses all have the fine print,” he continued.

Unions are not businesses and cannot make profits from dues. Unions make more money when they negotiate a higher hourly wage from their employers. Several years ago, the Machinists Union ran an organizing campaign at JetBlue under the slogan “\$30 and a Contract,” to pressure the airline to bring their wages up. At the time, the Machinists were negotiating a new contract at American Airlines. The airline was using the example of underpaid Crewmembers at JetBlue as an excuse to avoid the wage hikes Union Negotiators were demanding. The airline claimed that it could not stay competitive if it paid a modern wage to its unified workforce. Eventually, JetBlue raised wages to just under \$30 an hour, hoping to end the Union Organizing campaign. American Airlines relented and agreed to pay increases. By the time a Tentative Agreement was worked out, American had agreed to the highest wages in the history of commercial aviation (...at the time. Since then, the Machinists Union has broken the American Airlines hourly wage record with a recent contract at Alaskan and now with a new Tentative Agreement at Southwest).

In other words, the Union made money from the higher industry-standard wages resulting from discount carriers like JetBlue raising the floor on pay. The potential Dues (Oh No!) from JetBlue Crewmembers were never part of the equation; the bigger negotiated paychecks were always the primary economic goal.

Machinists Union members will never “make money” from JetBlue dues for a long, long time. Crewmembers will contribute no dues during the expensive first contract negotiation process. Additionally, it will take years to recoup the financial investments Union Members have made to assist JetBlue Union Organizers up to this point.

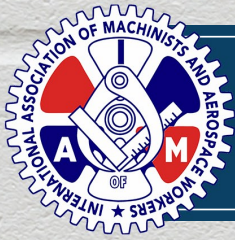
Once JetBlue Ground Crews start contributing \$42 a month, they will need to spend money enforcing their first contract, making the notion of Dues (Oh No!) as a profit-maker even more remote. A single Grievance that gets to the District level can cost as much as \$10,000 to arbitrate. JetBlue Supervisors are not accustomed to dealing with unified workers and teaching these Supervisors to follow the rules the hard way is bound to be costly. Much of that \$42 will also be used to take JetBlue Crewmembers off the clock to enforce the contract full-time. Some Crewmembers will also work as “Union Stewards” and assist co-workers facing disciplinary action by the company. Dues will be spent covering the costs Union Stewards run into as they protect other Crewmembers.

Making the Dues (Oh No!) argument even more mysterious, Unions are going to be adding about 30,000 new members over the next two years as United bulks up its workforce. That’s 30,000 new union members who will be paying full dues from day one. The tale that Machinists need the 3,000 non-dues paying members at JetBlue for their Dues is very hard to reconcile with reality.

The Union will meet monthly at a Local Lodge office to conduct Union Business. At these meetings, union members from JetBlue will vote on exactly how to spend dues revenue. Unions vote on how every dollar is spent. There will be a monthly vote on whether or not to pay the electric bill, for example. JetBlue Crewmembers will also vote to spend money on special events, fundraisers, and community involvement. But the primary way dues will be spent will be by enforcing the contract and creating penalties for abusive supervisors who refuse to follow the rules Crewmembers laid out in the Agreement.

Supervisors who can’t stop violating the Agreement will sooner or later start getting expensive, and not just for the Union. JetBlue will also have to pay up whenever a supervisor gets out of pocket, covering its own costs to arbitrate a Grievance. These rogue Supervisors can also bring down financial penalties and fees from Federal Regulators as punishment for severe contractual infringements. If they keep racking up Grievances, supervisors will find themselves too great a legal risk for the airline to keep on the payroll.

Supervisors have a lot more to fear from “Dues” than Union Members.



IAM INFORMED

FACEBOOK IAMJETBLUE TWITTER IAM4JETBLUE INSTAGRAM IAM4JETBLUE

got dues?

(JetBlue Does)

JetBlue belongs to a Union called Airlines 4 America.

JetBlue and 9 other US carriers pay over \$39 million in membership dues each and every year. That's how much unified action is worth to them.



Ground Ops Will Not Pay Union Dues Until We Get Union Wages. No initiation fees, no back dues, no "true-ups," no games, no tricks, no fine print. Once we vote to approve a legally-binding contract, we only pay about \$42 / month to enforce it. **Call or Text: (954) 298-9138.**

Be the first to know

Sign up for email updates, follow and discuss the campaign, contact an organizer, and more at **IAMJetBlue.com**.



STATEMENT FROM JETBLUE GROUND OPS



The perfect answer to Dana's most recent Direct Relationship "note" was already posted by a GO Crewmember from DCA. He said:

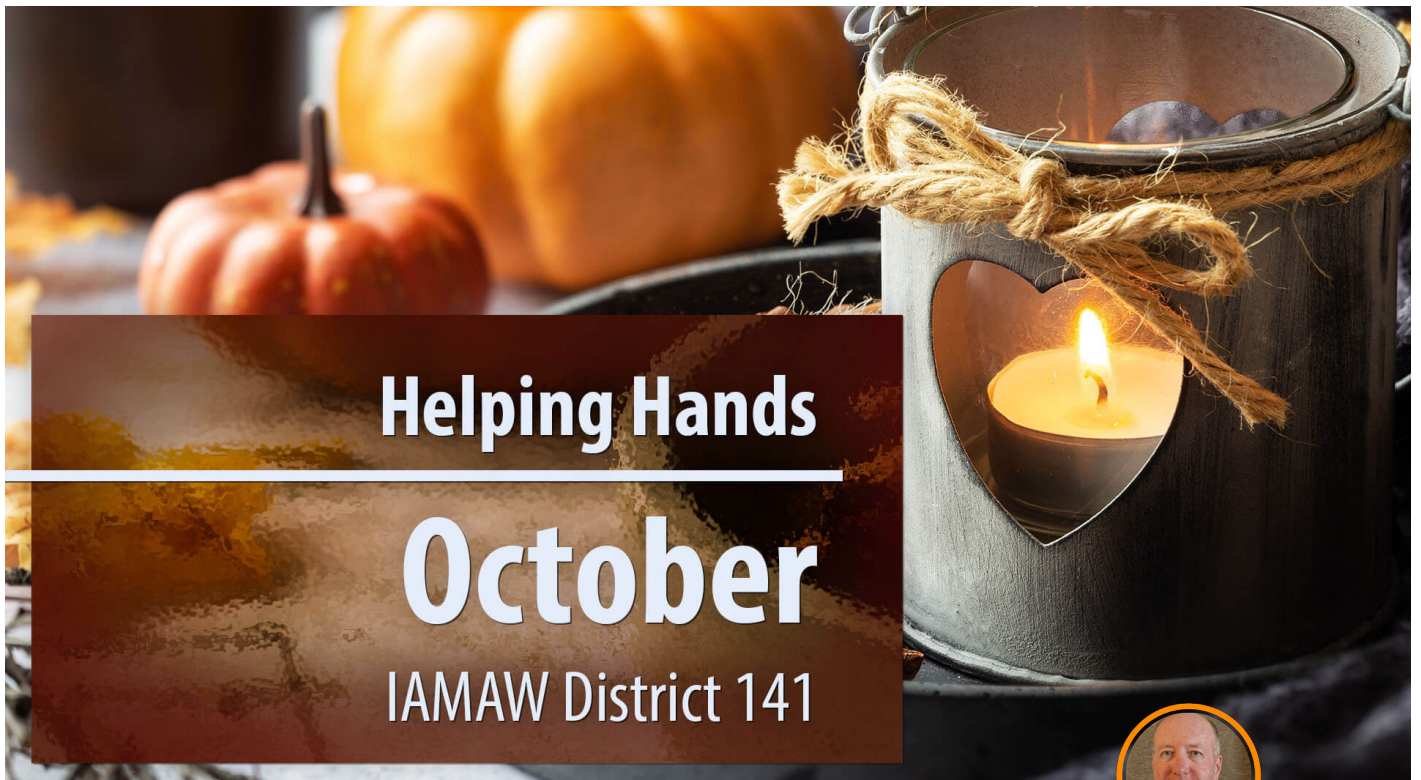
"First and foremost, the 'Direct Relationship' is laughable. The 'Direct Relationship' that took away profit sharing? The Direct Relationship that took away Monetary Lifts? The Direct Relationship that took away performance bonuses? The Direct Relationship that took the Lead Program away and replaced it with an absurd amount of supervisors that don't know the ramp and put additional responsibilities on GO Crewmembers? The Direct Relationship that gives us the lowest starting and top out pay compared to the other major carriers? The Direct Relationship that keeps staffing levels low, increasing the probability of more OJIs? The Direct Relationship that won't give us actual sick leave like any other corporation does? The Direct Relationship that lied about Labor Day becoming a paid holiday?

So yeah, the Direct Relationship sounds like a real winner."



IAM CREWMEMBERS

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



October Helping Hands: MENTAL HEALTH AWARENESS MONTH

EAP Peer Volunteers:

October is Mental Health awareness month – Helping Hands addresses what a mental health condition is, where you can get good information (heavy emphasis on good), what therapy is about and how to find a counselor. We cover a lot of ground this month, it should be good information to share with your folks.

The pandemic has made it easier to talk about mental health. Mental health concerns are more prevalent than ever. Please help your folks talk about their issues and encourage them to seek help. As always all of us are available to support you in whatever way you may need.

Bryan Hutchinson, M.S.
EAP Director



Bryan Hutchinson, M.S.

EAP Director

Bhutchinson@IAM141.org

Cell: (303) 229-5117

How Can We Help You?

The District 141 Employee Assistance

Program can quickly and confidentially connect you to counselling, 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



Mental Health Month

(excerpts from <https://mhanational.org/starting-think-about-mental-health>)

What is a mental health condition?

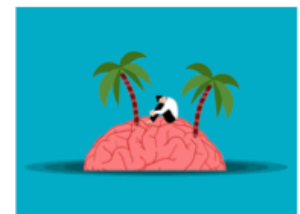
People with mental health conditions deal with changes in emotions, thinking, and/or behavior. For some, this means extreme and unexpected changes in mood – like feeling much more sad or worried than usual. For others, it means not thinking clearly, pulling away from friends and activities you used to enjoy, or hearing voices that others do not. To be diagnosed, the changes in your thinking and emotions must be seriously hurting your ability to do the things you want to do; and sticking around longer than they should – weeks or months, depending on the condition. No matter what kind of mental health condition someone is facing, it's always possible to recover.

How can I find accurate mental health information online?

That's a lot of information. Some of that information is top-notch and helpful. And some of it can be misleading, outdated, or even wrong on purpose.

Mental Health MATTERS

- **Consider the author or publisher of the information.** Who wrote or published the information? Most websites will have an About Us section that has mission, vision, and philosophy, so that you know where they're coming from. If it's an individual posting on a blog or on an Internet forum, does that person also have an "about me" section, so that you can determine if they are qualified to speak on the topic?
- **Check out any sources or ask people where they got their information from.** If someone makes a specific factual claim ("half of all mental illnesses will emerge by the age of 14") check their sources or ask them for their sources. Sometimes on the Internet it's more common to see hyperlinks to resources. This doesn't mean that unsourced information is bad—people sometimes drop sources for common information to make things easier to read. But you shouldn't be afraid to ask
- **Look at how recently the article was updated or the website was created.** We're learning amazing things about the body and the brain every day. Old information isn't necessarily wrong, but it's easy for things to get outdated on the Internet – and so, the older the source, the greater the likelihood that it may not have information that is current.
- **Get a second opinion.** When you are honestly looking for information about mental health, you don't want to shop around just until you find something that matches your opinion. But if you are surprised or unsure about something you see, there's nothing wrong with checking out another source or two! Exposure to different viewpoints can be healthy. Just make sure that the sources they cite, and research they have, are real.
- **Trust your gut.** If some information or advice seems out of place or doesn't sit right with you, question it, and verify it before you follow it



What is Therapy About?

Therapy is a great way to improve your mental health. Understanding how it works can help you feel more comfortable when you go. There are many different types of therapy, and every therapist is different. That said, there are a few things you can generally expect.

You set your own goals

Therapists work with a lot of different people, each with different needs and backgrounds. *Your therapist is there to help you identify your own goals and find healthy ways to work towards them.*

You don't have to share anything before you're ready

If your therapist asks you something and you're not comfortable sharing, that's okay. Just explain that you're not ready to talk about it. As you build trust with your therapist, you'll feel comfortable opening up more and more.

Therapy isn't just about your feelings

Sure, you'll talk about your feelings, and you'll often come away feeling better at the end of a session. But therapy is about more than that. You'll learn to question your negative thoughts and change your behaviors. Your therapist will encourage you to confront things you've been bottling up.



The heart and soul of the District 141 Employee Assistance Program is the local lodge EAP peer coordinator. These dedicated men and women

personal time to members and are experiencing EAP peer make clinical evaluations, trained to make of your



volunteer their assist other union their families who personal difficulties. volunteers do not diagnoses or clinical however, they are a basic assessment situation and refer

you to an appropriate resource for a more detailed evaluation. EAP peer volunteers will follow up to ensure you have been able to access services that address the difficulty you were experiencing

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

How Do I Find a Counselor?

Your Insurance

Look on your insurance card for "Behavioral Health" or "Mental Health"

Find the Phone number or the On-line address for access

SAMSHA Treatment Locator:

(Substance Abuse and Mental Health Services)

<https://findtreatment.samhsa.gov>

Home - SAMHSA Behavioral Health Treatment Services Locator

Psychology Today

<https://www.psychologytoday.com/us/therapists>



When you're ready to talk about it, there's someone ready to listen.



The IAM141 EAP can connect you to the well-being professionals that can help. An EAP representative can also help you deal with insurance to ensure that you get the best possible care as soon as possible.

EAP

IAMAW District 141
Employee Assistance Program
Free | Confidential | Compassionate

talking Politics

Machinists Non-partisan Political League hosts round table to explain why unions must be politically engaged.



Photo Credit: Daniel Rocano.

On Tuesday, October 11, the Machinists Non-Partisan Political League (MNPL) gathered at the local lodge to learn and discuss how politics influences the workplace and what front-line union members can do to influence these policies.

The topics included a history of some early events in US Rail labor history that led to the creation of the Railway Labor Act in 1926, how the Railway Labor Act applies to the airline industry, and questions frequently asked by members, such as “How do these negotiations work?” “How do we choose which politicians and policies we support?” and dispelling common myths.

This event was part of MNPL’s continuing effort to educate members on issues impacting our jobs and families. MNPL is an affiliate of the International Association of Machinists & Aerospace Workers

(IAMAW), AFL-CIO.

“It is important for us to understand how policies can affect us in the workplace by helping and hurting our membership,” said Richard Jakubowski, Local 1487 Legislative Committee Chairperson, who led the discussion. “This event and future events like it aim to ensure the members are informed about what their representatives are doing.”

Following a presentation by Jakubowski, members participated in an open floor discussion. Members could ask and answer each other’s questions and comment on various topics. Union members focused on issues including the voting record of elected representatives across the state to ensure the passage of legislation like the PRO Act, the Global Aircraft Maintenance Safety Act, the Protection from Abusive Passengers Act, and the looming midterm elections next month.

Attendees also had conversations about the effect the Supreme Court has historically had on Labor and pending cases that can affect workers’ lives across Illinois and the country.

Focusing on Illinois, members discussed the confusion around the referendum vote on Amendment 1, which has been called the Workers’ Rights Amendment. Confusion surrounding this pro-worker amendment which

would enshrine the right to organize and collectively bargain into the state constitution, comes from the similarity of its name to Right to Work laws found in surrounding anti-worker states. The members asked great questions regarding the information being put out by supporters and opponents of the amendment. “...A couple of things, like strikes, past law, and other rights I didn’t have an understanding of... I have a better understanding of those key subjects,” said Dakota Harrison, a shop steward for the ramp. Nick Stanfa, another shop steward on the ramp, added, “It was informative, and tied past and modern politics to the contract and work regulations, and on how the local, federal, and judicial systems of government can affect our contract going forward.”

All attendees expressed excitement to bring this information back to the ready rooms and look forward to future events like this covering more topics important to the membership. The Machinists Non-Partisan Political League supports members of any political party willing to side with the union on issues critical to working people. The work of the League is funded entirely through voluntary donations from union members. To learn more, please visit IAM141.org/advocacy.



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STRONG AS HELL

**URNS OUT, PRO-UNION ECONOMIC POLICY
WORKS FOR WORKING PEOPLE.**

In an appearance on CBS News' *60 Minutes* over the weekend, Transportation Secretary Pete Buttigieg touted the Administration's economic and pro-union policies as helping to create a job market that he described as "strong as hell."

Buttigieg credited the Administration's COVID-19 recovery package and infrastructure investments as helping to set the stage for more than 10 million Americans to return to work following the Pandemic.

Relevant to airline workers, these policies include longer mandatory rest periods for flight attendants and \$1 billion in funding to modernize aging US airports. The Department of Transportation will also determine if the proposed merger between JetBlue and Spirit can move forward and whether or not to permit a similar partnership between JetBlue and American to proceed. That deal, called the "Northeast Alliance," has been compared to a "De-facto merger" by the Justice Department. If approved, the partnership would allow JetBlue and American to operate as if they were a single airline in the Boston and New York markets. However, the two carriers would use different gates and aircraft.

JetBlue Ground Operations Crewmembers are currently seeking to join the Machinists Union. The 3,000 ground workers are filing with the National Mediation Board, which will oversee a vote to determine if the organizing drive is successful.

When asked by anchor Margaret Brennan if pumping \$3.6 trillion in total new spending into the economy was a trigger for runaway inflation, Buttigieg responded by pointing out that the investments were also making possible historic levels of new job openings. "We would not have had the 10 million jobs created with this president with the lowest unemployment numbers in history," he said.

"Look, I don't think anybody could argue that our unemployment numbers are anything but strong as hell," he said.

According to the Bureau of Labor Statistics, the US added more than 260,000 new jobs in September, pushing the unemployment rate to only 3.5%. The historic drop in unem-

ployment is happening despite high inflation rates, lingering COVID infections, and Hurricane Ian, all of which had minimal effect on the overall economy, according to the Bureau.

Earlier this month, Secretary Buttigieg addressed the Machinists Union Convention in Las Vegas alongside Labor Secretary Marty Walsh and President Joe Biden in a video message. In the address, Buttigieg told union members that the time to end "anti union" tactics is now. "This president and this administration will always stand by the union workers who have stood by our country," he told the hundreds of assembled Machinists Union members. "And, that means protecting and strengthening your right to organize, preventing companies from using retaliatory anti-union tactics," he said to loud cheers.

Buttigieg also touted a multi-million dollar grant pro-

***"This president and this administration will
always stand by the union workers who
have stood by our country,"***

gram to improve airport infrastructure and safety. The grant, part of the American Rescue Plan, will improve airport runways, taxiways, aprons, and Terminal buildings. "The president's historic bipartisan infrastructure law creates a new generation of good union jobs," he said. "By rebuilding our crumbling roadways, bridges, rail lines, and modernizing our airports," he said.

In his bid to become US President in 2020, Buttigieg's campaign staff formed a union, in part to create the precedent for other political campaigns. After organizing for a few weeks, union organizers announced the campaign had enough co-workers willing to sign Union Authorization Cards. The Buttigieg campaign then allowed the staffers to form the new union unopposed.





IAMAW District 141

Published by Brian Vega · 1h ·

HAPPENING NOW: IAM Denver Local Lodge 1886 Member Appreciation Celebration. What a beautiful day here at Pioneer Park in Denver, CO, to celebrate our members. A HUGE Thank You to our brothers and sisters countrywide who flew in to support and be a part of our Member Celebration. Lastly, Thank you to all the volunteers who assisted with this celebration. Without you, this event would not be possible.







Southwest Tentative Agreement is a Possible Game-Changer

Southwest Airlines has reached a new tentative agreement that would give its employees the biggest paychecks in the history of commercial aviation. The deal also tightens restrictions on mandatory overtime, a vital issue for the Machinists Union. If ratified by union members, the agreement could set a precedent for United Airlines, which is currently engaged in ongoing negotiations with multiple workgroups, all of whom are also members of the Machinists Union. It could also become a decisive factor as JetBlue Ground Operations prepares to vote on joining the Union.

The deal will give union members at Southwest a pay raise of between 16% and 25% over four years, creating the highest wages in the industry. It will also shorten the time it takes to reach the top wage. The new wage structure will include “Me Too” provisions that will ensure union members will also get whatever future raises and other pay enhancements are won by other unions for similar work at the carrier. In addition, the agreement will provide substantial bonuses. The bonuses are calculated by years at the company, with a minimum of \$1,000 for newer workers with under five years of seniority and an additional \$200 for each year over five.

Perhaps even more urgent to union members than higher pay is placing strict controls on the abusive use of mandatory overtime. This agreement will put caps on the total amount of overtime the company can demand and allow overtime to be refused under certain conditions. It will also impose double-time pay for some overtime work.

The Tentative Agreement must win the approval of a majority of the 8,300 Customer Service and related union members at Southwest Airlines, who rejected two other proposals earlier this year. The deal does not apply to other workgroups, such as ground service.

The IAM will hold tentative agreement informational meetings once all ratification vote locations and dates are confirmed.

“Our IAM negotiating team and membership has been steadfast to obtain an agreement that treats Southwest Airlines workers with the respect they’ve earned,” said IAM Airline Coordinator Tom Regan. “This agreement represents years of work, through a pandemic, to put our members at the top of the industry.”

Since 2008, Machinists Union Members in the commercial aviation industry have collectively bargained a series of historic milestones in the labor movement. Airline workers with the Machinists Union have won the highest-ever pay increases no fewer than five times since 2008. This includes setting new industry records for pay at United Airlines, American Airlines, and Alaskan. If Union Members at Southwest ratify the agreement, they will become the newest re-

cord-holders for highest-paid customer service workers in the airline industry.

The new agreement got the attention of JetBlue ground Operations Crewmembers, who are currently awaiting a unification vote with the Machinists Union. Within minutes of its announcement, it was shared multiple times on union-themed chat boards and social media platforms. However, in a flagrant violation of labor law, JetBlue managers, who closely monitor the online pro-union discussions, swiftly removed all mention of the Southwest agreement.

District President Mike Klemm, who is helping lead contract negotiations at United Airlines, said the possible agreement at Southwest could strengthen the Union’s hand at United. “This is where the industry is regarding pay, overtime, outsourcing... any airline has to compete for workers from a dwindling talent pool. Not everyone can pass the background checks, do incredibly hard work with absolute precision, pass the constant training requirements, all the things needed to work in this industry,” he said. “United is saying they need to hire 30,000 new workers over the next few years if they want to keep up,” he continued. “They need to invest in their workforce, or they will lose out to airlines like Alaskan and Southwest.”

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If Union Members at Southwest ratify the agreement, they will become the newest record-holders for highest-paid customer service workers in the airline industry.



The cover art, and back cover art, were perniciously but precisely prompted - and partially photoshopped - in reference, and with reverence, to a rather renowned Rivetress.