

# AIRMAIL

JOURNAL  
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For many families, the holidays are a time to come together and enjoy each other's company. These vital traditions create lasting memories, whether sharing a meal, exchanging gifts, or simply spending time. Losing sight of what's truly important can be easy in a busy world.

This holiday season, let's remember who we're working for. It's not our company. We work for our loved ones. They're the ones who sacrifice so we can have successful careers. They're the ones who are always there for us, cheering us on and picking us up when we fall. The commitments we make with our families and friends, and the faces we see daily at work are priceless. This holiday season, we can renew the commitments that bring us so much joy and add so much value to our lives. Now is a time to celebrate these ties and honor and reflect on the things that keep us together.

These are trying times. We were tested over the past year, and we have proven there is true strength in our unity. The bonds of friendship, family, and solidarity have proven far more potent than our challenges. And that is the true test of our character. It's these bonds that I am proudest of as I look back on this year.

Because of our commitment to each other, many working people will take their first paid vacation this year. Our time with family is better protected from mandatory overtime. Our wages allow us to look at the gift-giving season with delight, not dread. These are things we can rightfully look back on with pride.

This holiday season, I am grateful for our unity. That unity has created better livelihoods for ourselves and our families. Here's looking back at a remarkable 2022 and an even brighter 2023.

From my family to yours, I wish you a warm, safe, and very Happy Holidays.

**Mike Klemm**

President and Directing General Chair,  
IAMAW District 141



**FOR IMMEDIATE RELEASE**

## **YOU DID IT! NOW LET'S WIN!**

### **JetBlue Workers to Vote on Machinists Union Representation**

**NOVEMBER 29, 2022, WASHINGTON DC**—The International Association of Machinists and Aerospace Workers (IAM) today announced that the National Mediation Board (NMB), the federal agency that conducts union representation elections in the airline industry, has determined that an election for almost 3,000 JetBlue ground operations workers will take place. The voting period will be scheduled shortly by the NMB.

"I congratulate all JetBlue Ground Operations workers on their upcoming vote," said IAM Air Transport General Vice President Richie Johnsen. "JetBlue Ground Ops workers have spoken loudly that they want a voice and a vote in their future. These workers deserve the respect and dignity that comes with collective bargaining rights and a union contract."

JetBlue Ground Operations workers reignited their campaign to gain IAM representation late last year and filed for a union representation election in late September, 2022 with the NMB. The federal agency today determined that JetBlue Ground Operations workers have attained the requisite showing of interest to participate in a union representation election. Federal law requires that at least 50 percent of workers in a specific work classification request a union vote be called.

"I want every JetBlue Ground Ops worker to know that the IAM will stand with you 100 percent to win this election and attain the union contract that reflects your hard work and value to JetBlue Airways," continued Johnsen. "JetBlue will be a better place to work once these brave workers have a real say in their wages, benefits and working conditions via a legally binding employment contract. If a contract is good for JetBlue CEO Robin Hayes, then a contract is good for the almost 3,000 Ground Ops workers who actually make the airline run."

JetBlue Ground Operations workers have cited below standard pay, benefits and working conditions as reasons to unionize with the IAM. Union contracts in the airline industry provide workers with better pay, health and wellness benefits, flexibility and working conditions.

The IAM is largest airline union in North America and has over 600,000 active and retired members.

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

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*Howdy, everyone, we're going on hiatus for the month of December because yay vacations. Our next Airmail will rock out in late January. Stay solid.*

*-Eric*

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Racquel Price  
Local 811



## F R O M   T H E   E D I T O R

Howdy! At the 69th District 141 Convention, the Communications Committee recommended that we launch a podcast here at District 141. While the exact format and schedule are still in development, we are very excited to announce that our department will be rolling out something very soon. By soon, I mean maybe today or tomorrow. Right now, we are settling on a format - should it be a bi-weekly "housekeeping" podcast? Should it be mission-driven and focus on the larger labor movement? Narrator-style, or round table?

However it turns out, we're putting in a lot of hours on it, and so far at least, it's coming out pretty well. It won't be great at first, because that's just not how things work. But, we're going to be giving it our best effort. The idea for a podcast has been pushed by AGC Victor Hernandez, who has been promoting the idea for a while now. (The work that Houston is doing in communications is incredible, Local 2198 and 811 are all over new media.) Which is why I'm going to guilt Victor into coming on as one of our first guests. Anyway, if you have a few minutes, I'd love to hear your thoughts - what kinds of topics should we cover? What would you like to hear? Call us at (346) 800-2129 and lay it down! We will play your message on the show, and all opinions and messages are more than welcome.

Obliged,  
Eric Price



The background of the page is a deep blue with intricate, swirling patterns that resemble smoke or liquid in motion. These patterns are more pronounced on the left side and fade slightly towards the right. A white rectangular box is positioned in the upper left quadrant, containing the title text.

# MORE TURBULENCE FOR JETBLUE

*JetBlue is facing mounting scrutiny over its planned merger with Spirit. A group of airline workers and consumers are filing a court challenge to try and slow the “almost unstoppable” march towards airline megalopoly.*

The action comes as JetBlue posts the worst 3rd Quarter profits of any major carrier, earning a dismal \$.21 a share, prompting investor concerns that airline management may be under-performing at a critical moment for the carrier. It's also happening at a time when the airline is facing mounting concerns from the Justice Department over its de-facto merger with American in the Northeast markets. CEO Robin Hayes is expected to appear in court to defend the airline's actions in that case. The airline is also facing questions from unions, who are asking if the company is being irresponsible financially, overpaying investors with what is being called “hush money” in case the deal with Spirit falls through. Unions are also calling for the airline to raise wages and offer better work / life balance for employees.

Flight Crews and consumers filed an injunction asking a Federal Judge to stop the planned \$3.8 Billion merger between JetBlue Airways and Spirit Airlines in hopes of preserving one of the few remaining discount carriers in the U.S.



## NEW TURBULENCE AT JETBLUE

The group filed to stop the deal on Thursday, asking the U.S. District Court for the Northern District of California to block the transaction. The group argues that the new, larger airline could dominate key markets, leaving consumers no choice but to pay ticket prices that are impossible for either airline to command today.

If the merger goes through, the complaint argues, consumers "would not only lose the competition of Spirit, but also the potential competition that JetBlue would provide by building its own national presence the old-fashioned way, by competing for passengers instead of buying them."

JetBlue is the sixth-largest airline operating in the U.S. Spirit is the seventh. The combined airline would immediately become the fifth-largest air carrier, right behind American, Delta, Southwest, and United.

The complaint argues that Spirit is a significant price-cutting rival of JetBlue and other major carriers and that, if the airline were eliminated from the commercial aviation ecosystem, other airlines would be free to hike fares on consumers. Moreover, the "current trend toward concentration, the lessening of competition, and the tendency to create a monopoly in the airline industry are unmatched and unparalleled," the suit read.

It goes on to suggest that monopolistic power was the primary goal of the merger. "JetBlue would gain a majority market share on more than a dozen routes where neither it nor Spirit previously dominated, and it would eliminate the price-cutting by Spirit. Therefore, JetBlue made an unsolicited tender offer to purchase Spirit in order to eliminate that competition," according to the filing.

The complaint states that Spirit is unique in commercial aviation because it's small enough to survive on smaller ticket prices but large enough to compete against mega-carriers such as United and Southwest. "Spirit, with its innovative, low-cost service, is an important bulwark against this almost unstoppable trend toward complete concentration and monopoly in the airline industry," the

suit says. The proposed merger wouldn't just eliminate another discount option for travelers; it would also remove an essential reason for the four mega-carriers to avoid "abuses" directed toward the flying public. If the Big Four airlines are no longer afraid of losing passengers to Spirit, the result may be skies that are even less friendly than they already are. If the JetBlue / Spirit deal is ultimately allowed to go forward, discount airfares in the U.S. will shrink by 50% overnight.

### **THE DOT HAS THE POWER TO UNILATERALLY DEEM THE ARRANGEMENT TO BE NOT IN THE PUBLIC'S INTEREST, AND NIX THE MERGER - WITHOUT NEEDING TO GO TO COURT OR GAIN THE APPROVAL OF ANY OTHER AGENCY.**

Earlier in 2022, the Spirit Board and executives concluded that a merger between Spirit and JetBlue could never be approved by regulators and was, therefore, "illusory." The Board then rejected an earlier offer by JetBlue. Airline Executives then offered to "sweeten the deal" by paying the shareholders \$400 million if the proposed combination failed. Thus the shareholders could move forward with the JetBlue combination without any risks. The \$400 million to shareholders was to quiet the shareholder's knowledge of the potential illegality of the acquisitions and was little more than "hush money" according to the suit.

All of this poses the question, What's the end game? Is this all intentional? Greed seems to have airlines so vexed that they can't see that they could be potentially pricing the consumer out, or could it all just be a ploy to create an ecosystem of, "our way or the highway." The entire notion of all of this seems to be rooted in a mindset to force customers to either pay the price or seek other transportation options. In doing so this could stand to hurt us all by driving ridership down thusly causing jobs to potentially be cut.

The airline's pain is self-inflicted, which is puzzling if we assume management

at the carrier is competent.

In September, ground Workers at the airline petitioned to unify with the Machinists Union. The National Mediation Board is reviewing the signatures and is expected to schedule an election within the next few weeks. To the surprise of many veteran Union organizers, JetBlue executives seemed to comply with union election rules, opting not to use many of the stalling tactics typical of anti-union companies, which JetBlue historically has been.

Playing by the rules has so far spared JetBlue from raising the hostility of the Department of Transportation, led by strongly pro-union Pete Buttigieg. Were the airline to face the double-threat of challenges from both the Justice Department and Transportation, it would suddenly become hard to see the path forward for any merger.

For his part, Secretary Buttigieg has voiced concerns over the growth of non-union companies within America's transportation networks. The JetBlue / Spirit merger would create another large airline that isn't completely unionized.

If the Department of Transportation ultimately decides to oppose the deal, it could spell almost certain doom for JetBlue's acquisition plans. The DOT has the power to unilaterally deem the arrangement to be not in the public's interest, and nix the merger - without needing to go to court or gain the approval of any other agency.

While JetBlue executives seem to understand the dangers the merger could face from an annoyed DOT, Ground Operations supervisors are clearly struggling to grasp the concept. At virtually every JetBlue location, low-level supervisors have been unlawfully engaging in abusive anti-union tactics. Including unlawfully confiscating union property and threatening Crewmembers - all of which has been reported to Federal Regulators.

JetBlue is spending billions on this merger. By failing to control rank and file supervisors, the company runs the risk of placing the entire deal in jeopardy.



Racquel Price  
Local 811



**The Anti-Union  
Consultant's #1 Tool:  
FEAR**

SERIES: PART TWO

# THE ANTI-UNION CAMPAIGN, EXPLAINED



## The Hired Guns

Now that we've talked about what the union buster will do, let's talk about who the union busters are. This could be a law firm that specializes in union avoidance such as Jackson & Lewis or a labor-management "consulting" firm such as the Labor Relations Institute. These lawyers and consultants are paid as much as \$300 an hour for their services. In large or lengthy organizing campaigns, an employer may spend millions (yes, millions!) of dollars. Too often, companies spending these massive amounts of money on anti-union campaigns are the same companies receiving public funds from Federal, State and Local governments. Anti-union consultants are also known to run union avoidance seminars throughout the country in which companies send their managers to learn the latest on union "avoidance."

Law firms or consultant groups to keep an eye out for include:

- Jackson & Lewis
- Labor Relations Institute (LRI)
- The Burke Group
- PTI Labor Research
- Ogletree & Deakins
- Jones Day
- King & Ballou
- Fisher & Phillips
- The Kullman Firm
- Ford & Harrison
- O'Melveny & Myers

We suggest googling some of these law firms and taking a look at the labor and employment "services" they provide their clients.



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## SERIES: THE ANTI UNION CAMPAIGN, PART TWO

### Total Garbage.



Your employer will probably resort to cookie cutter handouts seen in just about every anti-union campaign. These materials are designed to seem “credible.” The reality is they’ve come from a 478-page book from LRI that’s designed to provide a “playbook” to keep workers from organizing a union. Lawyers that bust unions for a living carry this book with them from campaign to campaign. Check it out for yourself. It’s called “Total Victory: The complete management guide to a successful union representation election campaign.” On the inside front cover it states, “This program is a modest investment in the time and materials needed to persuade employees.”

#### Some excerpts from the playbook:

“Throughout the campaign, it is management’s goal to direct the issues. You must determine, in advance, your campaign strategy and timetable, then focus on those issues that will convince your employees to reject unionization. Most important, you will attempt throughout the campaign to force the union to spend a majority of its time trying to counter management’s arguments and issues, rather than focusing on its own issues.”

“The job security and strike issue is also highly emotional. Employees who tend to make their voting decisions based one motions will probably support management if you make an effective presentation.”

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Marty Jay Levitt is a former union-buster who’s guilt eventually got the best of him. He spent his final years speaking about the evils of the anti-union campaign. Here are just a few excerpts from his book, *Confessions of a Union Buster*:

“Union busting is a field populated by bullies and built on deceit. A campaign against a union is an assault on individuals and a war on the truth. As such, it is a war without honor. The only way to bust a union is to lie, distort, manipulate, threaten, and always, always attack.”

“When a chief executive hires a labor relations consultant to battle a union, he gives the consultant run of the company and closes his eyes. The consultant, backed by attorneys, installs himself in the corporate offices and goes to work creating a climate of terror that inevitably is blamed on the union.”

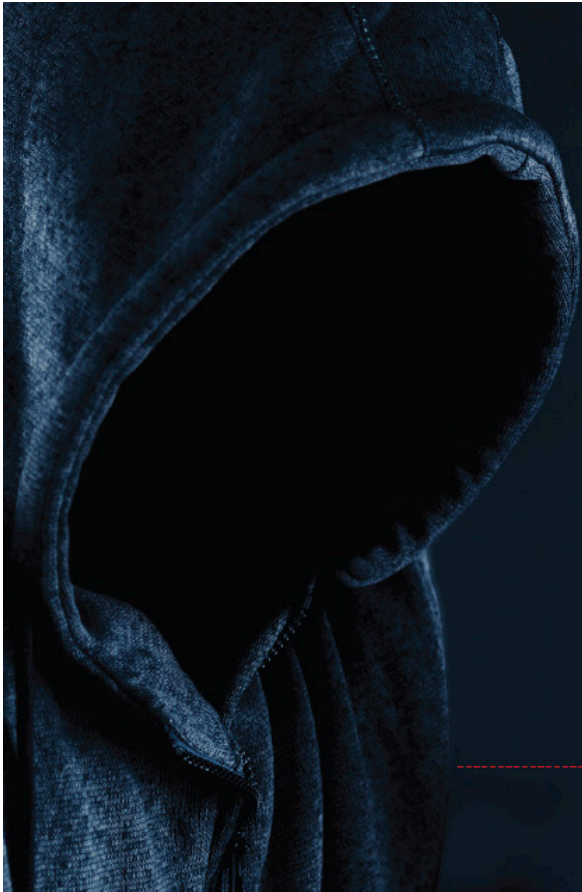


## Be on the lookout for:

It is illegal for management to engage in any of these activities. If you see or hear any of these things, let us know! [fgiannola@iam141.org](mailto:fgiannola@iam141.org)

- ⚙ Any form of discrimination against union activity
- ⚙ Supervisors' watching, monitoring or recording union activity
- ⚙ Supervisors being present when official union activity is happening
- ⚙ Any management statements regarding unification
- ⚙ Management threats to withhold scheduled pay raises until they can "be negotiated with the union"
- ⚙ Members of management trying to join employee-run social media groups and pages
- ⚙ "Common workers" that seem to be repeating company talking points with unusual vigor and energy
- ⚙ "Common workers" who use printouts, websites, and other tools they might not be able to afford by themselves
- ⚙ "Company-Unions" with members that have an unusual amount of free time to "debate" unification with coworkers online

**Remember: it is unlawful for the company to use company-owned assets, equipment, copiers, money or in-kind assets like time off to influence or threaten union organizers.**



"The key to my so-called union-prevention campaigns had always been to paint the labor organization as a greedy outsider and to convince supervisors and foremen that their job depended on its destruction. Meanwhile, I worked to recast upper management with a human face.... so workers would come to believe there was no need for a union."

—Marty Jay Levitt, *Confessions of a Union Buster*



**Stay together  
and you will win.**



# AIRLINE PROFITS: UNION MADE

***Unions create a workplace where workers take their jobs seriously, creating the foundations for long-term careerism at a company. In addition to being more productive, unions provide a better view of real-world working conditions, allowing their companies to make smarter decisions. Union workers provide more value, more stability, and higher profits.***



Unions have been vilified by management executives for years. It's nothing new. The standard narrative goes like this: "If a union comes in, we don't know what will happen. Things could get worse. We know we have some problems. Give us a chance to fix them. A union is not the answer."

Management couldn't be more wrong because "the union" is JetBlue GO Crewmembers. It's us, and we're already there. All we need is the legal power by unionizing to make our jobs better through a legally enforceable contract.

Employees who unionize and gain the legal right to participate in how their companies are run do so with great success. The recent earnings reports of US airlines demonstrate this.

Turns out, unionized airlines are performing at the top of our industry. United Airlines earned just under \$1 Billion during the summer, earning an astounding \$2.81 per share. But United wasn't alone in posting impressive profits. Alaska raked in a whopping \$2.53 a share over the same period. American and Southwest reported earnings of \$.69 and \$.41 a share, respectively.

Meanwhile, JetBlue management came home with a dismal \$0.21 per share. The worst performing unionized carrier, Southwest, posted almost twice the earnings per share as JetBlue management did.

Rigid, heavy-handed, top-down management doesn't always make the best decisions at a company. As JetBlue's earnings report proves. But a Unified workforce, with front-line workers able to contribute and add their input as critical decisions are made, is working - especially in commercial aviation.

And, a big part of why that's happening is precisely because front-line workers might know a thing or two about how best to do our jobs. Management should listen to us, not dictate to us.

Unions play a vital role in ensuring the financial success of airlines. By providing economic certainty, stability, and fairness, unions help airlines deal with the many different externalities that face the industry. Here's a look at how unions add value to airlines.

### **Unions help airlines be financially successful by providing economic certainty.**

When an airline has a strong union contract, it knows how much it will have to pay its employees each year. This predictability helps the airline budget more effectively long term and plan for the future. It also allows the airline to offer its employees competitive wages, benefits, and working conditions. This helps attract and retain the best talent. Non-union airlines, like JetBlue, are often plagued by high turnover which places a lot more stress on the existing workforce. This leads to OJIs, MSEs, outsourcing, and many other detrimental outcomes.

### **Unions help airlines by providing stability.**

A union contract is a legal agreement between an airline and its employees that outlines the terms of employment. This includes wages, hours, working conditions, and job security. Once a contract is in place, it can only be changed through negotiation between the airline and the workers themselves. This process helps ensure that the workplace is stable, which is essential for an industry constantly facing uncertainty.

### **Unions help airlines by providing fairness.**

Union contracts often include provisions that protect employees from things like arbitrary and unjust discipline and termination, favoritism, discrimination, and sexual harassment. This helps create a fair and safe workplace, which is essential for attracting and retaining the best talent. It also helps protect employees from being taken advantage of by their employers.

### **Unions help airlines succeed financially by giving front-line workers a seat at the table.**

The people who are going to make the best decisions about how to run an airline operation will always be the people who do the actual work. And, that would be JetBlue GO Crewmembers. It's not that all company bigwigs are entirely clueless. But, company executives would benefit greatly from the operational knowledge of GO Crewmembers. Just think about safety and working conditions. Don't you think that management would be better off because they HAD to listen to us and take our ideas into consideration when dealing with safety issues and improving working conditions?

Unions ensure that the people who know how the work is done can add their insights and offer real-world expertise as company decisions are made. Executives may know their thing, but Unions will better understand how to keep the workplace motivated, enabled, and productive.

## **GETTING READY TO VOTE**

The National Mediation Board is processing the Authorization Cards we turned in. They are making sure we have enough valid cards to call for a union vote. This process usually takes several weeks, and might be complete in Mid-November.

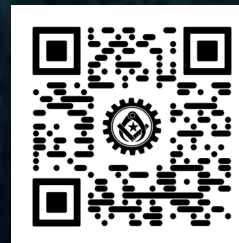
## **UPDATE YOUR MAILING ADDRESS**

Union election votes are usually done by mail-in ballot. To make sure you get a ballot mailed to you, please double check the address on file with JetBlue. This is the address your ballot will be mailed to.



## **BE THE FIRST TO KNOW**

Sign up for email updates, follow and discuss the campaign, contact an organizer, and more at **[IAMJetBlue.com](http://IAMJetBlue.com)**.





**DESPITE A HISTORIC WAVE OF UNIFICATION VICTORIES, THE DECK IS STILL STACKED AGAINST WORKING PEOPLE TRYING TO UNIONIZE.**

**O**n the evening of November 6th, the workers at a Philadelphia Home Depot rejected the first store-wide labor union at the world's largest home improvement retailer. This news is a setback to efforts to organize major U. S. companies.

According to the National Labor Relations Board (NLRB), which oversaw the vote, workers voted 165 to 51 against forming Home Depot Workers Unite, representing 274 workers

at the Philadelphia location. There's a 5-day window for either party to appeal, although there are no indications if any objections are pending.

This setback could discourage activist workers that have successfully organized at major chains, including Amazon, Trader Joe's, Starbucks, and Apple, that have encountered a rough road to negotiating collective bargaining agreements.



The fight to organize workers at Home Depot will also significantly impact union density; the Atlanta-based company employs just under 500,000 people across their 2,316 US, Canada, and Mexico stores.

Vincent Quiles, who works at Home Depot and leads the effort to unify, told a local Philadelphia radio station WHY-FM that attempting to organize workers has been a “tall order.”

The issues cited by Home Depot workers seeking to unify center around chronic understaffing, low pay, and a lack of training. So, why did they vote against forming a union if the workers weren’t happy? The answer is both simple and complex at the same time.

Like any billion-dollar corporation, Home Depot employed a well-funded anti-union campaign, overwhelming the employees. The efforts focused on fear tactics and mind games. On the one hand, they punished employees for talking about unions, forced them to attend captive audience meetings, and in severe cases, terminated pro-union employees. One particularly condescending tactic: is pizza parties. While a free lunch is always welcome, livable wages that allow employees to buy their pizzas with their own money are always better.

In true fashion, Home Depot released a statement through their spokesperson Margret Smith saying, “We’re happy that the associates at this store voted to continue work-

ing directly with the company. That connection is important to our culture, and we will continue listening to our associates and making The Home Depot a great place to work and grow.” The ironic part of this is the “continuing to work directly with the company.” This typical anti-union jargon is an example of how companies talk a good game of working together. Yet, the workers still have complaints of unsafe work environments, substandard wages, and staffing issues.

According to Quiles, workers will file an unfair labor practice charge with the NLRB with claims of integration tactics and surveillance of union supporters. He also described a work environment where supervisors would follow him around the store to keep him from conversing with coworkers, regardless of the topic.

We must be very mindful of these events that occur in the world of organized labor. Corporate giants do not reinvent the anti-union playbook each time their employees try to take collective action. Rather, they use the exact same tactics each and every time on the advice of the exact same high-priced anti-union lawyers.

Every union will face these tactics. And every union will be forced to fight for fundamental issues at the bargaining table. As District President Mike Klemm often says, “we don’t get what we deserve, we get what we negotiate.” And, our power to negotiate depends on our power to organize.

**EVERY UNION  
WILL FACE THESE  
TACTICS. AND  
EVERY UNION  
WILL BE FORCED  
TO FIGHT FOR  
FUNDAMENTAL  
ISSUES.**





# Insidious.

## New court ruling presents an “End of the Republic” attack on Unions and Journalists.

A disturbing court order from a Judge with a history of bizarre rulings could punish pro-union speech from employees, even if they are not union members. If it stands up to appeal and is adopted by other courts, it could also allow companies to monitor employees' private, off-duty conversations. Incredibly, the ruling would also reveal closely-guarded sources and methods journalists use to research their stories.

The Judge's order is part of a complaint by Federal Regulators against Starbucks after the coffee giant committed over 200 violations of the National Labor Relations Act against baristas seeking to unionize.

A Union push by Starbucks workers in Buffalo, New York, where they became the first store to form a union, which sparked a nationwide drive that now includes more than 6,000 baristas at 200 of the company's 15,000 locations. In June, NLRB Regional Director Linda Leslie summed up Starbucks' response to union organizing by saying, “Starbucks immediately set its vigorous anti-union campaign in motion, employing an expansive array of illegal tactics.” According to the complaint, the tactics included raising wages for non-union workers, monitoring the private activity of employees, and closing stores, over a six-week span.

In response, Starbucks claimed that the unlawful retaliation resulted from bad publicity and was not part of any anti-union effort. Further, the company said negative employee comments created poor media coverage. In court, Starbucks demanded to see all communications workers in the franchises' Buffalo location have had with journalists and other members of the media. This request violates not just the employees right to organize but also their right to privacy of information.

In September, U.S. District Court Judge John L. Sinatra Jr., who has a history of

making fringe, conspiracy-laden statements about unions, agreed with the coffee chain. He ordered the union members to turn over “All documents relating in any way to communications the Union has had with ... any digital, print, radio, TV, internet-based, or other media outlet concerning union organizing, union elections, and other Union related matters.” The order includes all communications the Buffalo-based employees had concerning discipline and terminations at the company.

The Union appealed the order to the U.S. Court of Appeals for the 2nd Circuit, which has yet to issue a final ruling.

If the order stands, it will set a dangerous precedent, effectively making it possible for companies to punish many forms of speech if the speech is pro-union. In court, companies could access virtually any communication made by any worker that can credibly be lumped in as “media,” as long as those communications are in any way Union-related. Employees wouldn't have to be union members. Court orders like the one by Judge Sinatra would apply to employees who have conversations about union-related topics, including wages, organizing, safety, or discipline. Since these conversations often happen off-duty and with private email accounts and personal cell phones, there could be very few conversations that companies could not eventually monitor. Speaking with members of the press is specifically protected by a myriad of



laws, meaning companies would gain the ability to insert themselves into even the most private conversations.

New York has a “Shield Law” that protects journalists who cannot safely reveal sources of certain types of information and who they speak with while researching a story. However, the law wouldn’t apply here because it only protects reporters from being forced into revealing their sources. In this case, the employees are forced to disclose which journalists they spoke with, not the other way around.

Starbucks is not alleging the Union members were lying or being dishonest with the press. The company has not filed charges for slander or libel, a move it certainly would have undertaken had it the power to do so. Instead, Starbucks argues that its abusive policies created bad publicity once employees publicly spoke about them.

The unification of the Buffalo Starbucks was a historic event in the labor movement and created widespread media attention worldwide, generating thousands of news articles and blog posts. Private conversations with reporters from the Buffalo News, Washington Post, Fox News, Vice, The New York Times, and the Guardian, among many other outlets, will become public. The order will reveal, in detail, the sources and methods these institutions and their reporters use to research their stories.

“This is an attack against both workers’ rights and freedom of the press,” said Anthony Contreras, the Legislative Chair for Machinists Union members in Denver’s Local 1886. “I honestly don’t expect it to stand up on appeal,” he said. “But it says a lot about the world we live in that I can’t say for sure that the Court of Appeals will knock it down.”

“Anti-union forces are losing the tools that used to work,” he said. “Unions are suddenly everywhere, and people are excited to be a part of that movement,” he continued. “The old tactics for stopping the building power of working people are just not effective anymore,” he went on. “My concern here is that courts might create entirely new weapons that can be used against working people.”

If this order is not overturned this will have a major effect on organizing for unions all over, and with the recent progress the IAM has had in the JetBlue campaign this could cause a major setback. The thought of this becoming standard practice now gives major union-busting power to corporations that aren’t going to cost them any extra money on their union-busting tactics. The saddest part of it all is that, the money that corporations spend to keep unions out outweighs the cost of establishing a collective bargaining agreement with its employees. All of this

adds to the standard practice that companies don’t believe in a fair and equitable share of profits to their frontline employees.

Judge Sinatra’s home-state Senator, Kirsten Gillibrand (D-N.Y.), voted against Sinatra’s nomination to serve as Justice of the Western District of New York. Gillibrand cited Sinatra’s affiliation with The Federalist Society during his confirmation hearings. “As a member of the Federalist Society, Sinatra’s views are far outside the judicial mainstream and he has expressed pro-corporation views in the past. The federal judiciary must be fair and impartial, and I have deep concerns that he would not represent the values of New York State,” Gillibrand said at the time.

According to its website, the Federalist Society is dedi-

cated to “reordering” the American judicial system according to “libertarian” and right-wing ideals. Based in Washington, DC, the organization has chapters at more than 200 law schools in the US and more than 70,000 practicing attorneys. The Society is also well-funded, with an operating budget of more than \$20 million.

## **THE RULING “WOULD ALLOW LARGE CORPORATIONS LIKE STARBUCKS TO INFRINGE ON BOTH THE RIGHTS OF WORKERS TO JOIN A UNION WITHOUT RETALIATION OR INTIMIDATION AND JOURNALISTIC FREEDOM PROTECTED UNDER THE FIRST AMENDMENT**

The Federalist Society, with its thousands of well-paid attorneys, is a profoundly anti-union organization. During this Supreme Court term, the Federalist Society is advancing the argument that unified workplaces are unconstitutional and unions, employee groups, and related associations should be considered “cartels.” The idea being promoted by the group argues that union fees violate the 14th Amendment protections against depriving any person of “life, liberty, or property” without due process. The organization was also a major backer of the JANUS Supreme Court ruling that forces union members to pay for political speech they oppose and provide marketable services to non-paying consumers on demand. The ruling by Justice Sinatra fits perfectly with the well-established track record of the Federalist Society agenda.

AFL-CIO President Liz Shuler issued a scathing condemnation of the ruling, calling the court’s demands “wrong-headed” and urging the Second Circuit to overturn it on appeal.

“When the National Labor Relations Board asked a federal court to immediately stop Starbucks’ illegal actions to prevent workers from organizing a union, the company used the legal proceeding to attempt to pry into the union’s communications with workers and the media,” President Shuler said.

According to Shuler, the ruling “would allow large corporations like Starbucks to infringe on both the rights of workers to join a union without retaliation or intimidation and journalistic freedom protected under the First Amendment.”

The Starbucks Union ruling is in line with several other controversial decisions by Sinatra since coming to the District Bench in 2019. His judgeship has been repeatedly marred by accusations of political favoritism and back-room deal-making.

Judge Sinatra has a troubling history of making controversial rulings and public statements. In his nomination hearings, Judge Sinatra refused to tell a prominent civil rights group that The Supreme Court correctly determined racial segregation to be unconstitutional in *Brown v Board of Education*. In reporting published by the Buffalo News, this refusal was “terrifying” to the DC-Based Leadership Conference on Human and Civil Rights’ Lena Zwarenstein. In that interview, she told the Buffalo News, “The fact that they are refusing to answer the question based on judicial canon implies that the issue of racial segregation, racial apartheid is still up for debate.” Judge Sinatra claimed at the time that he was barred from discussing the case since he was in the process of being nominated to the District Court. However, those nominations have been concluded since December 2019, and Judge Sinatra still refuses to say if he supports or opposes racial segregation in our nation’s public schools.

Judge Sinatra has also faced criticism for a lucrative backroom deal involving his brother, Nick Sinatra, and some questionable political payouts. Nick Sinatra, a Buffalo-area developer, received \$3.5 million and another \$13 million in payments to his real-estate company since 2014. The payments came from Congressman Chris Collins, who also loaned Nick Sinatra’s company at least \$1 million.

In 2021, Judge Sinatra Jr. ordered the Erie County Board of Elections in New York to add Buffalo Mayor Byron Brown’s name to a November ballot under a new “Independent” line. Mayor Brown had missed the deadline to add his name to the ballot and faced a long-shot write-in bid to keep his job as Mayor.

The ruling was controversial because Nick Sinatra had donated more than \$11,000 to Brown from 2012 to 2021, and the Judge and Brown had appeared in campaign ads together. Sinatra also faced questions related to campaign finance violations directed to Mayor Brown.

After missing the state-mandated deadline to add his name to the November election by several months, Mayor Brown first tried to organize a write-in campaign for his re-election campaign. After concluding a write-in campaign was unlikely to succeed, Brown sued the State of New York to overturn the deadline itself. The case eventually came before Judge Sinatra, who refused calls to recuse himself from the case due to his close ties with Brown.



*John L. Sinatra, Jr.*  
*United States District Judge*



# Voisterous

## The LEADS Program one year in.

In September, Marilyn Loden, the author and activist who coined the term “Glass Ceiling,” died at the age of 76 after a battle with cancer. Loden first used the phrase in a panel discussion at the 1978 Women’s Action Alliance Conference in New York City, and it quickly caught fire. For years, women had noticed an invisible barrier preventing them from reaching the highest rungs of power. The term perfectly describes the invisible barriers preventing women from attaining leadership roles. According to the Bureau of Labor Statistics, 47% of the overall American workforce is female, and a majority, 50.2%, of college-educated workers are women. Yet, only 27% of women hold positions of real authority within their organizations.

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Historically, labor unions have been at the forefront of efforts to create a more gender-neutral work environment. The Machinists Union is conducting an innovative new strategy for identifying and recruiting top female talent, which might serve as a template for other organizations.

In 2021 the Machinists Union announced the creation of the Leadership Excellence Assembly of Dedicated Sisters (LEADS) program. The mission of the LEADS program is to prepare and empower IAM sisters to step into leadership roles, emphasizing the areas of Business Representatives, Directing Business Representatives, and President/Directing General Chairs.

“This has been a wonderful success so far,” said District President Mike Klemm, a prominent booster of the effort to bring more women into leadership positions. “We are just ending the halfway mark for the first generation of this important work, and I couldn’t be more proud of how much new female talent we’ve been able to find and elevate.”

The LEADS Program does this by having female union leadership select and mentor rising female talent from the frontlines – giving them access to real-world leadership-building situations and learning opportunities.

President and Directing General Chairman (PDGC), Mike Klemm, took this initiative seriously, implemented the program within District Lodge 141, and placed one of our most vigorous sisters in a mentorship role. Assistant General Chair (AGC) Terry Stansbury was tapped for this program as a mentor and has taken on the assignment with vigor.

Assistant General Chair (AGC) Stansbury has a long career in the airline industry that began February 12th, 1989, at United Airlines in Ontario, California. Terry has worked every position, from ramp agent to customer service. Sister Stansbury got involved with the IAM after the organizing drive of 1998 by becoming a shop steward. Terry began to rise through the ranks of the IAM, holding several positions, including committee person and local lodge president. Terry was brought on as a district educator and soon transitioned to becoming the Director of Education for District Lodge 141 in 2012. In 2014 Terry ran a successful campaign to become an AGC and has served in this position since. Sister Stansbury has an unparalleled knowledge of every aspect of Union action, including organizing, collective bargaining, and lodge administration. “With the LEADS program, we were asked that they were looking to empower more women,” said Terry, “which is awesome because we do have a lot of strong, voisterous, powerful women.”

The two sisters assigned as mentees to AGC Stansbury are Patricia (Tria), Aumua Devoux, and Ashanta Marzett. Both of whom are lead Customer Service Representatives for United Airlines.

Tria, based out of DFW, has been employed with United since November 2nd, 2006, and currently holds the position of shop steward and has held the position of committee person while stationed in

Written by  
**Lou Gilmore**



*Left, Assistant General Chair, Terry Stansbury, a LEADS program mentor / Above, The LEADS Sisters pose for a photo with District President Mike Klemm and Secretary-Treasurer Alex Gerulis / Right, LEADS Participants Ashanta Marzette and Tria Auma Devoux*

Orange County. "She knows I'm interested in leadership not only as a woman but as a Samoan woman," she said. "There are so many Samoan islanders that work in our industry, but we are not well represented," she said, referring to the systemic challenges for women who are also persons of color. "Get active" is the principle that Tria stands firmly on. She hopes to see more women, specifically Samoan women, get involved and showcase their talents.

Ashanta, based at LAX, has been employed with United since April 27th, 1999, and currently holds the positions of committee person and financial secretary of local lodge 1932. In her tenure, she suffered a furlough to Ontario, California, where she first met Terry. When the recalls came through to go back to LAX, Ashanta had been bypassed and received the news while loading luggage in the pit. She immediately called Terry and sorted out the situation to return to her original station. "It's a little intimidating, being a female in this industry," said Ashanta when asked about what it's like to work in a male-dominated industry. "You don't see a lot of us, meaning women in leadership. So you don't believe that it's possible," she continued.

Motherhood is another significant obstacle preventing many women from taking on leadership roles. Too often, the systems in place have forced women to choose between being a mother or career-building, something men don't ever have to battle.

This new emergence of forward-thinking women challenging the standards and adopting the mentality of being capable of having both are precisely what the LEADS program aims to empower and uplift.

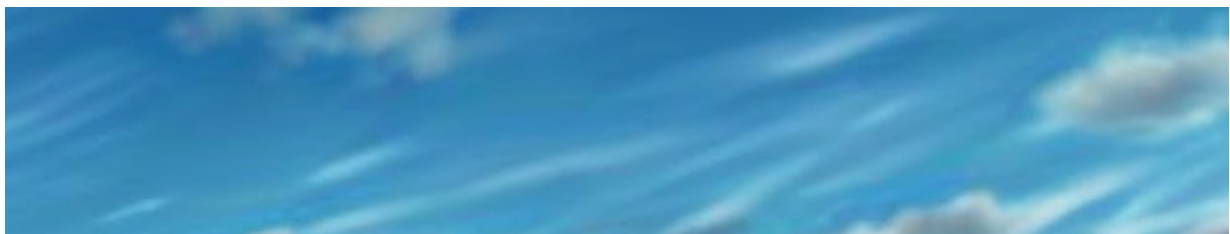
"Let me be crystal clear; our IAM Sisters must be in leadership positions at every level of our union. Not just at the local lodge level, but at the district lodge and Grand Lodge levels as well." IP Martinez said these words while addressing students at the William W Winpisinger Center when announcing the LEADS program. The truth of these words should resonate with all of us, regardless of gender.

Any great organization's survival depends on its ability to adapt and change. The rising number of women in our industry shows that time is now. John C Maxwell said, "change is inevitable; growth is optional."

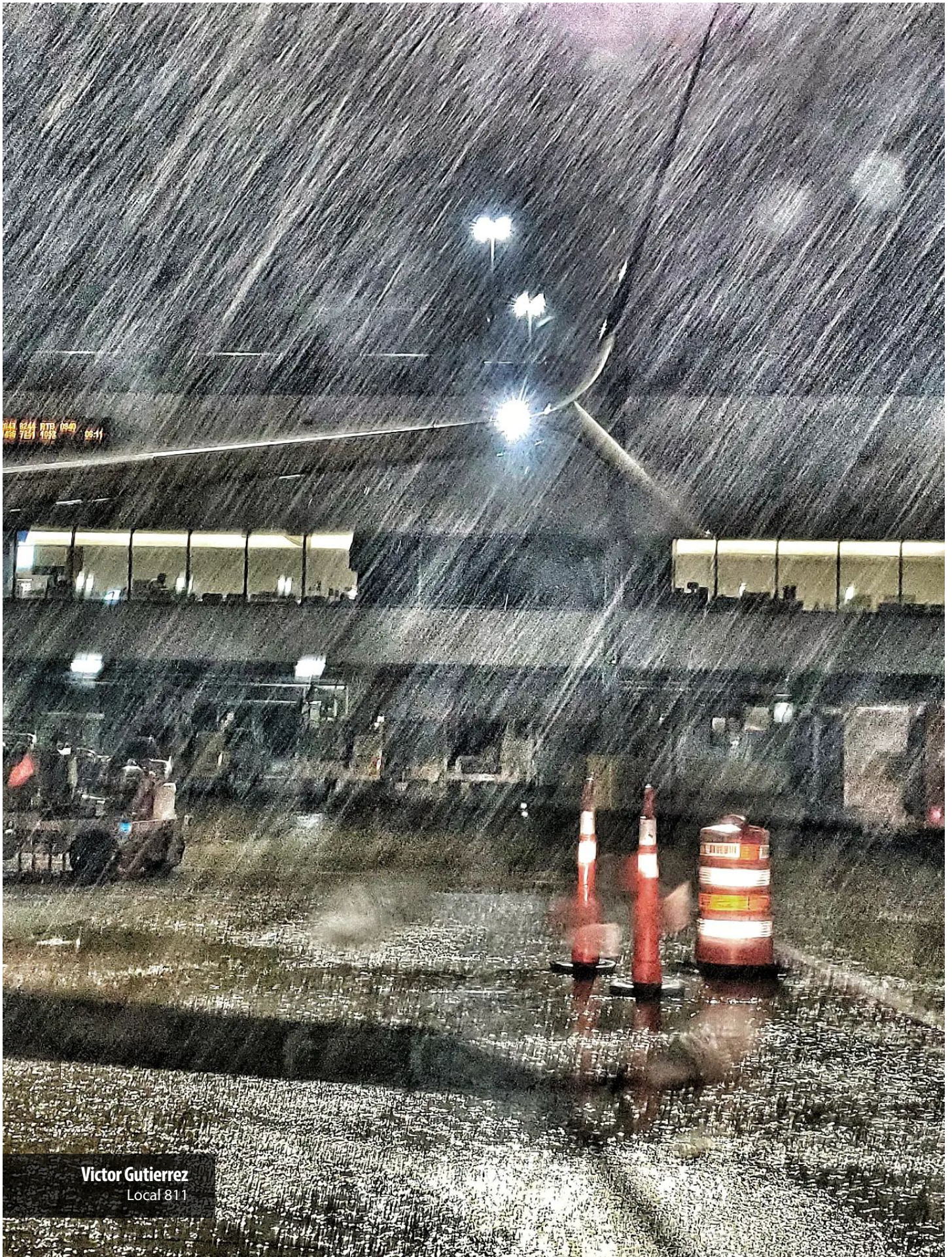
The Machinists of District 141 are ready and willing to lead this charge, empowering and supporting our sisters to step into leadership at all levels. Our survival is dependent upon it. We should all make it a practice to see the talent in the women that make up our membership, encourage them to bring their unique skills to the table, and hold space and a seat on their behalf.

## **WE DO HAVE A LOT OF STRONG, VOISTEROUS, POWERFUL WOMEN**

*- Terry Stansbury*







**Victor Gutierrez**  
Local 811



## November Helping Hands: WELL-BEING



**Bryan Hutchinson, M.S.**

EAP Director

[Bhutchinson@IAM141.org](mailto:Bhutchinson@IAM141.org)

Cell: (303) 229-5117

### 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



### 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?

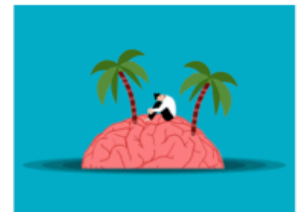
People with mental health conditions deal with changes in emotions, thinking, and/or behavior. For some, this means extreme and unexpected changes in mood – like feeling much more sad or worried than usual. For others, it means not thinking clearly, pulling away from friends and activities you used to 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



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

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

### IAM EAP Airline Chairmen

United Airlines Tony Rodriguez, 303-525-3334

E-mail: [iameaptony@gmail.com](mailto:iameaptony@gmail.com)

American Airlines Chris Davis: 704-572-4859,

E-mail: [chrisx1959@yahoo.com](mailto: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>



# Community Counts

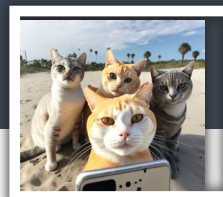
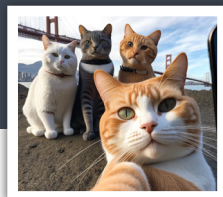
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Is your Local planning a community service event? Be sure to request a donation from the District 141 Community Service Department!



Yes, Let's.



## LOCAL 1487 RETIREES LUNCHEON

Machinists Union Local 1487 held a luncheon to honor retirees from Chicago's airlines. The event was organized by the Local Retirees Club and drew a jovial crowd of about 140 retired union members to the elegant Seville venue, located in Streamwood, Illinois about half an hour's drive from O'Hare airport.

Former District 141 President and Directing General Chair, Ken Thiede, who was one of the retirees in attendance, praised the event organizers. "I truly appreciate all the work that went into this," he said. "We couldn't have done it without them. In fact, they do so much work for this community, it's really inspiring," he said.

Rich Delaney, another President and Directing General Chair at District 141 was also on hand to meet with old friends and colleagues.





The 2022 IAMAW District 141  
Safety Conference begins December 13.

