

AIRMAIL

JOURNAL
JANUARY 2023



Sick Leave Laws | MLK2023 | Informational Pickets | Remembering Chris Wagoner



MIKE KLEMM

PRESIDENT AND DIRECTING GENERAL CHAIR

IAMAW DISTRICT 141

I want to extend my sincerest gratitude for your unwavering support and dedication during our recent informational pickets. Your participation has been essential in raising awareness about the critical issues facing our industry, and I am proud to be part of such a passionate and committed union.

Furthermore, I commend all of you for working closely with our sister unions during this time. Together, we are stronger and more effective in advocating for the rights and well-being of airline workers. Your cooperation and Solidarity are a powerful reminder of the importance of unity in facing adversity.

Thank you again for your hard work and dedication. Let's continue to fight for what is right and work towards a better future for all airline workers.

In Solidarity,

Mike Klemm

President and Directing General Chair,
IAMAW District 141





3 December 2022

No Thanks, No Giving

IAM District 141 and United Airlines management met in Orlando, Florida, this week and continued contract negotiations. Both parties remain very far apart on the most vital issues: job security and wages.

United management's refusal to provide acceptable job security and wage rates for IAM-represented workers is unacceptable and disgraceful. IAM members at United Airlines have spoken loudly and clearly that the issues of wages and job security are paramount to any acceptable tentative agreement. Unfortunately, after almost a year of "expedited negotiations," United management has yet to put forth adequate proposals that could lead to a tentative agreement. While United management sits on their hands in negotiations, ground workers employed at American Airlines, Delta Air Lines, and Alaska Airlines are earning higher hourly wages than United ground workers. At Southwest Airlines, IAM members will soon vote on a tentative agreement that provides the airline industry's highest wage rates.

At the same time, United management continues to throw the success that we create in our faces. United proudly announced that the carrier just had its third-best Thanksgiving ever. IAM members ensured almost 3 million customers could connect with family and friends during the Thanksgiving holiday. And how does United thank us? They refuse to protect our jobs and pay us what we're worth.

But why? Why the disrespect? Is it because CEO Scott Kirby thinks the economic future is uncertain and United must be cautious? No. Here's part of what Scott said during United's most recent earnings call: "Our operation is firing on all cylinders. In fact, based on most metrics, it's running better than ever [...] there are three industry tailwinds prevailing the COVID recovery for aviation and United that are currently overcoming those macro headwinds and we believe will continue to do so in 2023."

Scott is very bullish on United's financial future, and he should be: United made almost a \$1 BILLION profit in the most recent quarter. Unfortunately, he's not bullish on our financial future. The fact is, our hard work and dedication have been the drivers of United's success. And that financial success directly lines Scott's pockets and the pockets of the rest of United's overpaid executives. CEO Kirby's raise for 2022 was 67 percent, from \$10 million in 2021 to \$16.7 million in 2022. Greed at its finest.

I have called an emergency meeting of IAM District 141's Executive Board next week in Houston, Texas. It is necessary to convene the District Executive Board to discuss the status of negotiations and plan our next steps, so we can appropriately deal with the unprecedented greed and arrogance that now permeates United's management team.

We will advise of next steps.

In Solidarity,

Michael G. Klemm

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

Your Negotiating Committee

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

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06 | United thinks it can just ignore state laws now.

Kirby's airline is asking courts to allow it to ignore Colorado's sick time laws, arguing that the sky will fall if they have to give 48 hours of sick leave to workers.

08 | How well do you know Martin Luther King?

Test your knowledge with these not-so-basic facts.

12 | Taking it to the streets

Across the nation, airline workers are joining forces and telling the flying public what it's really like to work at United Airlines.

18 | Remembering Chris Wagoner

Celebrating the life of the longtime Educator

Also:

Helping Hands

Red Dawn: SFO

Editor-in Chief, PDGC: Mike Klemm

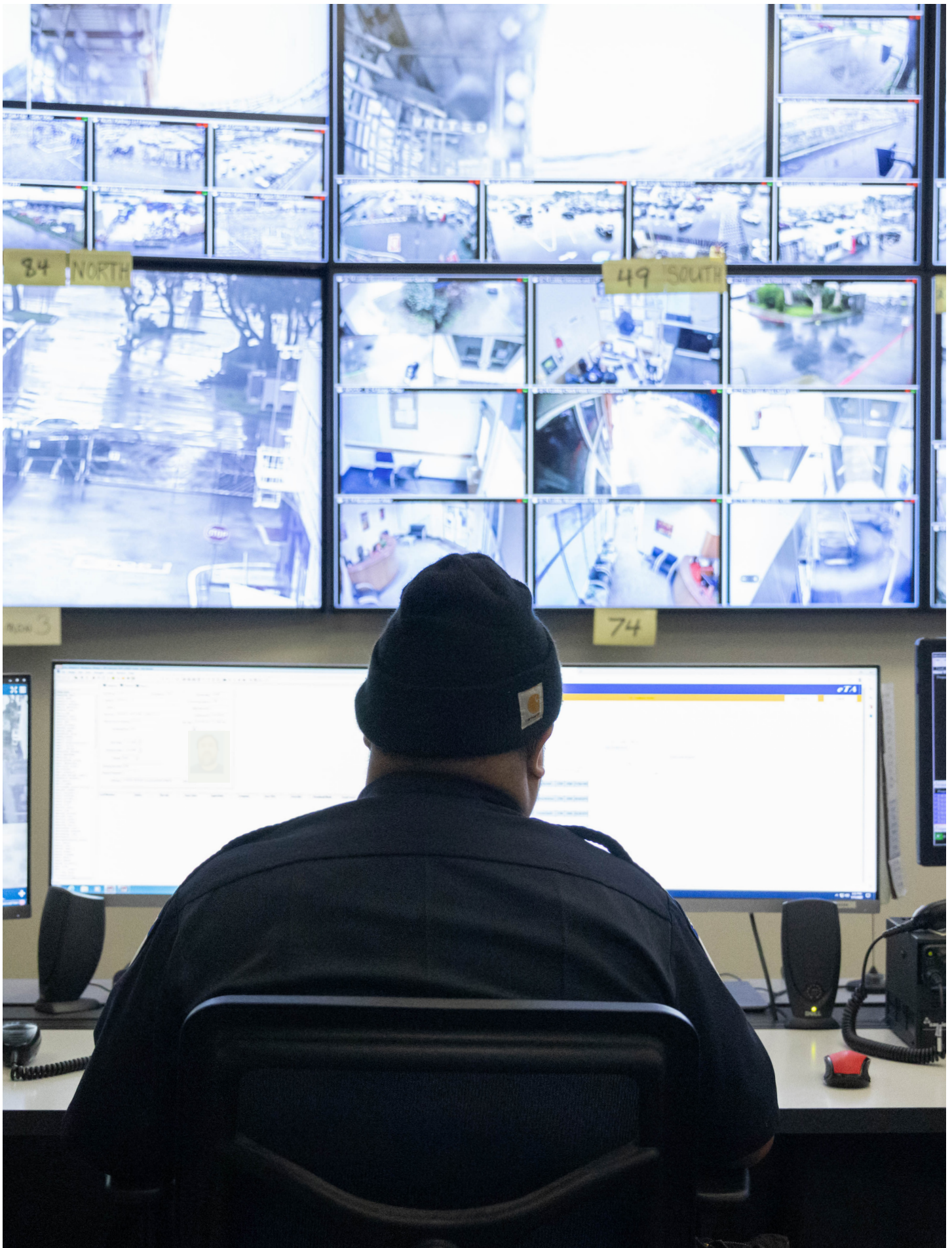
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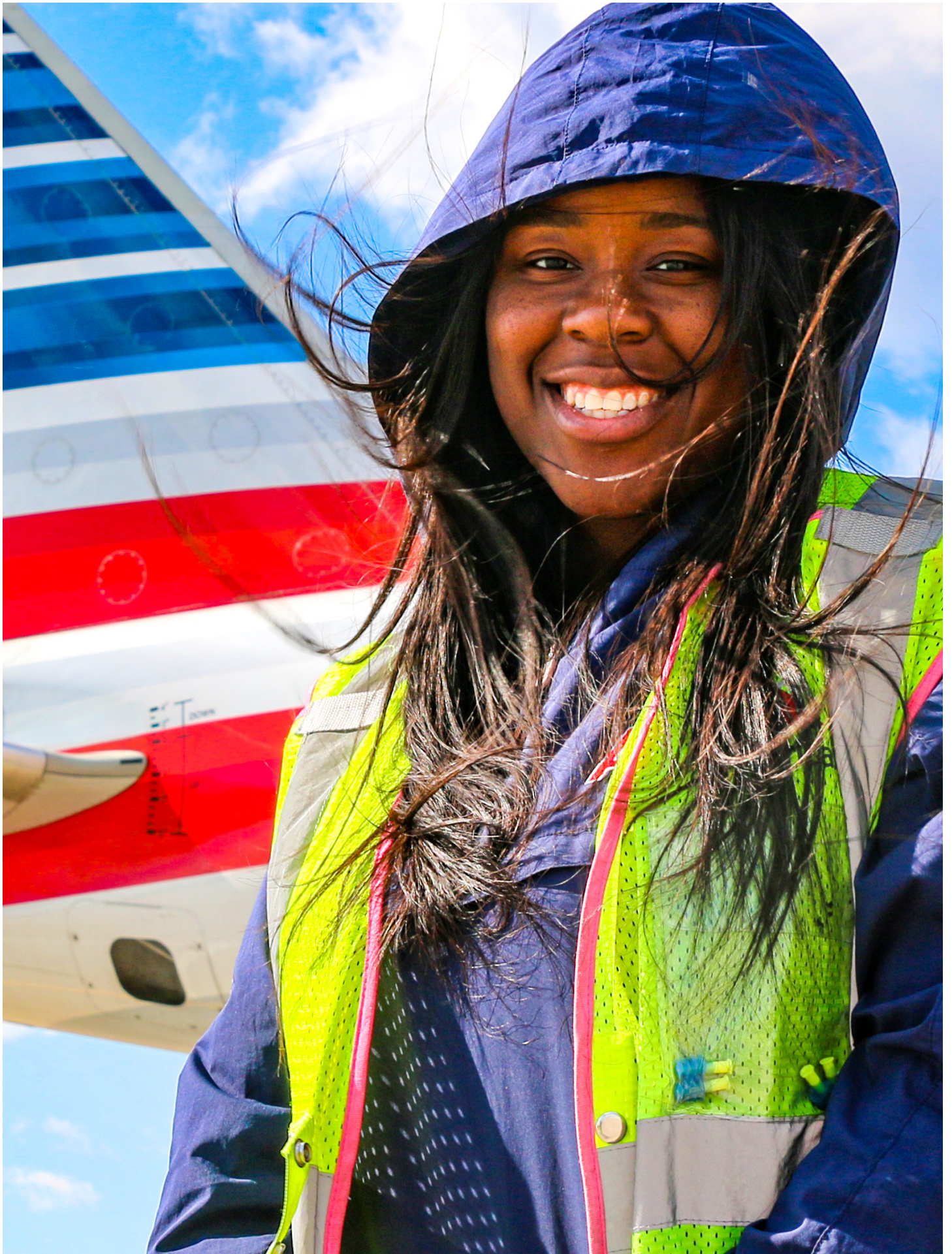
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Lou Gilmore
Local 1725





UNITED AIRLINES WANTS TO JUST IGNORE STATE SICK LEAVE LAWS

Kirby's airline is playing the same game that got Southwest fined \$1.3 million.

United Airlines is asking a Federal Court to allow the airline to ignore state sick time laws that would give employees up to 48 hours of paid sick time a year, according to a January 13 lawsuit filed in Colorado. The airline claims that paying employees for two full days of sick hours each year would cause widespread flight cancellations, sharp hikes in ticket prices, and violate the Commerce Clause of the US Constitution. The airline also claims the federal rules that govern transportation sector labor issues, the Railway Labor Act, supersedes state laws and exempts the airline from having to change policies it has negotiated with unions.

The Colorado Healthy Families and Workplaces Act (HFWA) requires Colorado employers to provide up to 80 hours of paid sick leave to employees when they contract an illness causing a declared public health emergency, such as COVID-19. It also requires employers in the state to give accrued leave to employees to deal with personal illness or to care for a loved one. Colorado workers can build up leave time at the rate of one hour for every 30 hours worked, up to a maximum of 48 hours. The law allows



employees to take up to six paid full-time shifts off each year. Employers can require a doctor's note for accrued paid sick leave if a worker misses four or more days.

According to the official filing, United says it "is not currently complying with the HFWA," and "does not intend to comply" with the state laws because, it argues, the Colorado sick leave laws violate the Airline Deregulation Act, which forbids states from enacting laws that affect an airline's prices, routes, and services. According to the airline, giving employees up to 48 hours of paid sick leave a year would leave the airline unable to provide reliable service to passengers. Moreover, the suit alleges United would need to hire many more workers to cover mass outages, leading to higher fares, all of which would run afoul of the Deregulation Act. In addition, the airline argues that its inability to avoid mass cancellations and flight delays would violate the Commerce Clause of the US Constitution, which gives Congress the sole power to regulate interstate travel.

Other airlines operating in Colorado do not seem to share the difficulties United claims to have with the states' sick leave, with the notable exception of Southwest.

In March 2022, Southwest Airlines was cited by the Colorado Dept of Labor and Employment (CDLE) for ignoring Colorado's sick leave law. In its citation, the CDLE alleged that Southwest had "violated nearly every Healthy Family and Workplaces Act requirement and protection." The CDLE has further ruled that Southwest's Union Agreements under the RLA do

not qualify for the Healthy Family and Workplaces Act's Collective Bargaining Agreement exemption. The CDLE ordered Southwest to stop implementing aspects of its CBAs and policies regarding sick leave that violate the state's sick leave laws.

Like United, Southwest argued that the sick leave laws violated the federal Airline Deregulation Act of 1978, which states that the federal government has exclusive jurisdiction over airline routes and fares. However, the Colorado court found that the state's sick leave laws are not related to the federal government's exclusive jurisdiction over airline routes and fares, and therefore do not violate the federal Airline Deregulation Act. As a result, Southwest was not exempted from the state's sick leave laws, and the carrier found itself slapped with \$1.3 million in fines.

In its January complaint, United uses many of the same arguments that failed to convince the state's Department of Labor in the Southwest complaint.

United uses a novel argument regarding the airline's agreements with union members. It argues that it cannot follow state sick leave laws because the Railway Labor Act does not allow the carrier to make unilateral changes to Collective Bargaining Agreements.

No unions at United oppose increasing the amount of sick time the company gives employees. Unions are strong supporters of paid sick leave laws like the one in Colorado and have fought to bring them to other states.

Interestingly, United also claims

that it should not have to give unions more sick time because many union

United says the airline is not, and has no plans to obey Colorado's Sick Leave Laws

negotiators have tried to improve sick leave policies but failed to convince the company to do so. According to the lawsuit, the new sick leave law "imposes terms that unions have sought unsuccessfully in collective bargaining with United" and that improvements would amount to "dictating an outcome of United's negotiations," thus depriving "United of an equitable bargaining process."

Union contracts, also called Collective Bargaining Agreements or CBAs, are agreements between workers and their employers that outline the terms and conditions of their employment. A critical aspect of these contracts are "escape clauses." These clauses state that any part of the contracts found to violate local, state, or federal laws or regulations will not be enforced. This means that if a provision in the contract is determined to be against the law, it will not be upheld or followed. They are in place to ensure that the rights and laws concerning workers are protected and respected.

United operates about 500 flights from the Denver International Airport and employs about 9,000 personnel in Colorado. This includes pilots, flight attendants, technicians, ramp service employees, and customer service representatives.



4 THINGS MOST PEOPLE DON'T KNOW ABOUT KING

Today is the day Americans celebrate the life and legacy of Rev. Dr. Martin Luther King, Jr. There are many aspects of his life that everyone knows, such as his prominent role in the Civil Rights Movement of the '60s, his work as a pastor and union organizer, and the near-constant harassment and conspiracy theories he had to endure.

First and foremost, Martin Luther King Jr. was an advocate for

economic justice as well as racial equality. He believed that poverty and economic inequality were deeply connected to the fight for racial justice, and he worked to organize labor unions and advocated for better wages and working conditions for Black Americans. This was evident in his famous "I Have a Dream" speech where he spoke about the fact that people should not be judged by the

color of their skin but by the content of their character, and also about how he dreamed of a future where his children will not be judged by the color of their skin but by the content of their character.

Yet, there are still many chapters of his biography that remain largely unknown. Here are five things most people still don't know about the Human Rights icon.

Martin Luther King Jr.'s birth name was actually Michael King Jr. He went by "Mike."

Very few people are aware that this historic leader was born under another name: Michael King Jr. Martin Luther only adopted his famous name after his father, a prominent Pastor in Atlanta, GA, changed both their names to Martin Luther in honor of Protestant reformist Martin Luther following an extended tour of Europe and Germany in 1934. While the exact reasons for the change remain a topic of debate, the elder King swiftly replaced "M.L." or "Mike" King with "Martin Luther King, Sr."

The younger King was more reticent about the name change. His original birth certificate was filed on January 15, 1929, when he was already five years old. He did not start referring to himself by "Martin," in his letters until well into the 1950s, preferring instead to sign off with the initials "ML." The first time he seems to have formally used the name Martin was in a July 18, 1952, letter to his then-girlfriend and future wife, Coretta. He ends the beautiful missive with "Eternally Yours, Martin." His name was formally changed when his birth certificate was updated with "Martin Luther" on July 23, 1957, when he was 28.



Mike King, in a high school graduation photo.



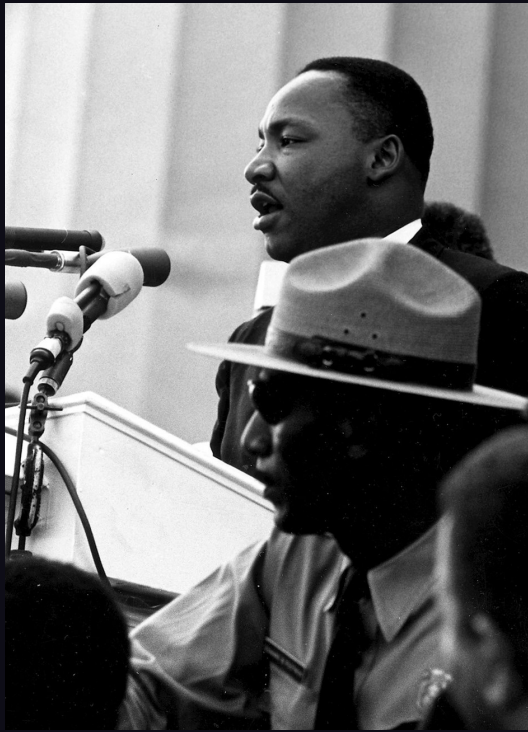
**Look again.
This photo is one of the most shocking images of King ever taken.**

One of the stranger stories about King's life happened on a cool September afternoon in the shoe section of a bustling Harlem department store when he was 29. King had become a national figure following the Atlanta bus Boycotts triggered by Rosa Parks' refusal to sit at the back of a bus. King had written a book about the event called *Stride Toward Freedom*. While promoting the book, a 42-year-old black woman named Izola Ware Curry stepped forward and stabbed King in the center of his chest with a pen knife. She stabbed him with so much force that the blade broke off in his chest and remained there as the shocked crowd jumped to restrain her.

Photos from the attempt on his life are eerie. In the most famous, King is shown calmly having a wound on his hand treated

while the blade juts from his chest, a small circle of blood spreading under his otherwise clean white shirt. (Take another look at the photo above.)

Curry was arrested, and it was later determined that she was mentally unwell. She died in 2015 after spending the rest of her life struggling with paranoid schizophrenia.



"I Have a Dream" was not planned to be part of his speech on the Mall.

The "I Have A Dream" speech delivered at the steps of the Lincoln Memorial in Washington, DC, is one of the most iconic speeches of all time. But interestingly enough, it was largely off-script; the words were mostly improvised. Before delivering the speech on August 28, 1963, in front of an estimated 250,000 people, King wrote a 20-page manuscript that his advisors had reviewed. However, throughout his speech, he made substantial changes – substituting facts with emotional appeals to rally civil rights supporters to action. The words "I have a dream" do not appear in his speech notes.

The "I have a dream" section was almost entirely improvised and was based on a sermon that his parishioners knew well. Towards the end of the remarks, a voice can be heard calling for him to "do, 'I have a dream! Tell them about the dream, Martin!"

That voice belonged to Mahalia Jackson, a vocalist who had sang hymns to the crowd before King was scheduled to speak. King had often performed versions of what would later become the "I have a dream" speech at engagements around the South. But, he had not included it in his address at the Lincoln Memorial because he didn't think he could fit it in. Hearing Jackson's calls to him changed his mind, and King delivered remarks that would be recited for centuries.



He was arrested more than 30 times

King was regularly denounced as a "criminal," a "Communist," and a "troublemaker." And police at the time were not reluctant to arrest him for any and every accusation made against the human rights leader. Over his career, King was arrested after being accused of standing illegally outside a government building, lying under oath, driving 5 miles over the speed limit, and tax evasion, among many other accusations. Notably, King was also regularly acquitted of these allegations by all-white juries that prosecutors had hoped would hand down lengthy prison sentences.

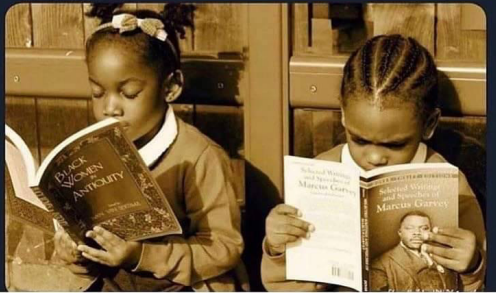
Exasperated, in December 1959, the Governor of Georgia, Ernest Vandiver dropped all pretense and simply outlawed Dr. King altogether. Claiming that King's presence anywhere in the state would disrupt the "good relations between the races," and that "wherever M. L. King, Jr., has been there has followed in his wake a wave of crimes including stabbings, bombings, and inciting riots, battery, destruction of property, and many others" he placed him under constant police surveillance.

While King certainly had powerful enemies but also friends in high places. Among them were John F Kennedy, Jr. and his brother, Robert Kennedy, who regularly made calls for his release from jail. Moreover, the arrests led to some of the most poignant writing in American history, as they allowed King to use his considerable skills to create such works as "Letters From Birmingham Jail."

YOUR ANCESTORS HAVE
BEEN WAITING FOR
SOMEONE WITH YOUR
STRENGTH TO CARRY
THEIR NAME.

Instead of buying your children
all the things you never had, you
should teach them all the things
you were never taught. Material
wears out but Knowledge stays.

@theblaquelioness



As we celebrate the life and legacy of Dr. Martin Luther King Jr., many of us are avid students of history, Black History in particular. And we are keenly aware of all the nuanced false narratives surrounding this great man. Despite what we may personally

Written by
Yusuf Wyatt

feel about how he carried out his mission, it is undeniable that he fought for the rights of his people with uncompromising resistance to White supremacy during his short life on this Earth. No one can question his courage, commitment, and consistency in challenging the status quo of Jim Crow in the North and the South, the government policy of assassination, which he eventually became a victim of, and the duplicitous nature of the social structure in this country that will turn on all those who threaten the status quo.

Despite disagreements with his ideological orientation on some issues, I value his work's importance and impact on future generations. Together, we look up to his example and follow in his footsteps to spark positive change in our respective eras in the time in which we live.

Now, for those who only know the sanitized, watered-down version of MLK, which is often used as a benchmark of "respectability" that some individuals try to impose on Black folks to be viewed as "good Negroes", I have a rude awakening for you. MLK did NOT promote a colorblind ideology that many try to attribute to him because of his "I Have A Dream" speech. MLK did NOT believe integration was an end-all solution to freedom for Black folks. MLK was NOT a Republican, nor was he a Democratic Party loyalist. Every Black person today, even during his lifetime, did NOT agree with everything he advocated for, and he was not viewed as favorably as he is today by mainstream White America. He advocated for the freedom, justice, and equality of Black people in particular, but for all people in general. He wanted to see a world where regardless of race, religion, or gender, we could work together around a shared identity as Americans. His denouncement of the Vietnam War and his advocacy for economic justice eventually got him killed. That example of resistance is endemic to the history of people of Afrikan descent worldwide.

So when we remember MLK, please do more research on him besides his "I Have A Dream" speech and his marching for Civil Rights. Those who don't do so have a skewed perspective on him, his work, his legacy, and what he stood for. We should do so with all of our greats throughout Black History.





UNION COALITION FORMS AT UNITED AIRLINES

Every Union at United Airlines has formed a historic alliance - and it's already getting in the way, and getting a reaction.

Dec 7, 2023, Houston - *Over three hundred United Airlines pilots, fleet and customer service workers, stores agents, and flight attendants picketed at the upscale Four Seasons Hotel in downtown Houston on Wednesday, as United Airlines held a board meeting with top executives.*

The demonstration comes as United executives demand that unions grant them the power to outsource employees, a move that all unions at the airline have flatly rejected. It also comes amid the holiday travel season, when air traffic snarls can damage an airline's reputation with travelers.

The Airline Pilots Association took the lead in organizing the event, which drew members from The Machinists Union, and the Association of Flight Attendants, and the Gulf Coast AFL-CIO, among other labor groups.

CEO Scott Kirby attempted to meet with the unions, who had gathered in orderly lines encircling the hotel where executives were meeting. He emerged from the Grand Foyer at the luxury hotel's entrance, which charges room prices as high as \$5,000 per night, to the sight of hundreds of union members holding signs and silently marching along the sidewalk. Some of the signs read, "United Divided," "Contract Now," and "We Made United \$1 Billion This Summer."

Kirby made a few attempts at friendly banter with the pilots, promising that a contract would be locked in “very soon.” To the ramp workers, he said that there was “a single issue that was holding up the negotiations,” and that the Machinists Union was refusing to discuss the issue. He went on to say, “I can’t talk about it directly, but if we had an event like the COVID pandemic hit us again, we could face devastating consequences.”

The chances of Congress allowing the collapse of any major airline, let alone the entire commercial aviation industry, is remote.

During the pandemic, Kirby attempted to furlough thousands of fleet and customer service agents by reducing their hours from full-time to part-time. This was after accepting its share of \$54 billion in funding from taxpayers to cover its entire payroll. In exchange for the funding, Kirby promised to retain the airline’s entire workforce in order to preserve the nation’s air infrastructure. He was forced to reverse course after unions took the matter to lawmakers, who in turn pressured the airline to keep its word. Kirby also signed off on a scheme to encourage mass retirements by dangling the promise of lucrative payouts to new retirees. The sharp cuts in the airline’s workforce resulted in staff



shortages and delays as the pandemic waned and air travel returned.

In response to Kirby’s attempts to meet the picketing unions, the unions turned their backs on the CEO, who said, “won’t you please at least acknowledge that I’m addressing you?” The union members did not respond, instead continuing to stand silently at attention with their backs to Kirby.

“United proudly announced that the carrier just had its third-best Thanksgiving ever,” said Machinists Union District President Mike Klemm, who attended the picket but who refused to meet with Kirby. “IAM members ensured almost 3 million customers could connect with family and friends during the Thanksgiving holiday. And how does United thank us? They refuse to protect our jobs and pay us what we’re worth,” he continued.

In a statement to union members, Klemm said that the offers Kirby was making were “disgraceful,” and went far beyond wages.

“United management’s refusal to provide acceptable job security and wage rates for IAM-represented workers is unacceptable and disgraceful,” he said. IAM members at United Airlines have spoken loudly and clearly that the issues of wages and job security are paramount to any acceptable tentative agreement.”

Machinist Union Air transport Territory General Vice President Richie Jonsen, along with his Chief of Staff Edison Fraser both attended the events today to show support for the movement. Johnson, who has spearheaded the creation of a labor coalition at Delta Airlines, today announced a similar move at United.

Johnsen announced that every union at United Airlines



was forming an alliance to build historic power for frontline workers as four of the five unions at the carrier were locked in contentious negotiations.

"The 78,000 people who make United fly have more than earned our fair share of the profits we create," the joint statement from the five unions read. "We still feel the sacrifices of bankruptcy, the squeeze of the merger, and the extreme challenges of the pandemic. At every turn, we did our jobs, and we've fought hard for a bright future at United Airlines," the statement continued.

"Today is that day. Together, our unions form the United Airlines Union Coalition to coordinate closely on bargaining and other issues. None of us can do our jobs without each other. We have each other's backs in bargaining, and will stand together until we have ratified contracts that reflect the world-class airline United should be.

"We will coordinate in this round of bargaining and we will stand together for our future too. We are United



UPDATE JAN 19, 2023: SAN FRANCISCO INTERNATIONAL AIRPORT (SFO) – On Wednesday, front-line union workers at United came together at SFO Airport for an informational picket to call on the airline to complete long-overdue contract negotiations. Hundreds of union members from every work group at the carrier participated in the rally.

Over the past year, air travelers have seen repeated delays, overbooked flights, and cancellations, among many other woes. According to United Airlines' front-line workers, the problems passengers face can be placed squarely at the feet of company management, who have built a business model based around short-staffing, unfair wages, and outsourcing.

"We're here because we want management to recognize the sacrifices and contributions we have made during the worst downturn in aviation history," said Roger Phillips, a Pilot at United and spokesman for the Airline Pilots Association (ALPA) who organized the picket. "United just announced its fourth-quarter earnings last night, and announced that we made nearly \$1 billion for this airline,"



he continued. "It's time for United to reinvest some of that money into the people that created those profits."

United reported a profit of \$843 million in the last quarter of 2022 on total revenue of \$12.4 billion. The revenue figure was almost 14% higher than in 2019 before the COVID-19 pandemic ravaged the travel industry. The earnings report follows a profit of \$942 million, which the Chicago-based carrier posted over the summer.

Despite the industry-leading income, United executives are demanding wages for fleet and customer service agents that fall far short of what was promised in the lead-up to negotiations. In early 2022, United committed to providing industry-leading wages to its 38,000 fleet and customer-facing employees. However, by the time



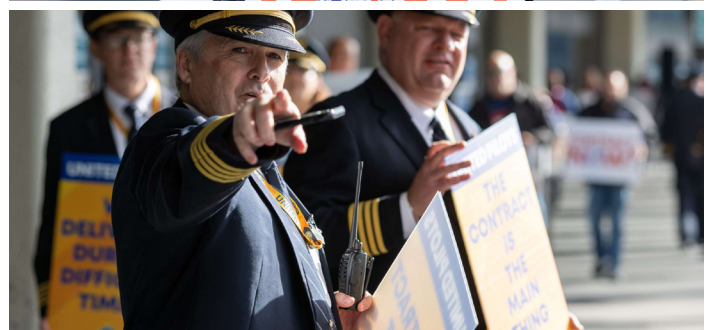
contract talks began, United was only willing to offer payscales that would be the lowest of the "Big Three" carriers. Wages at United would also fall below those of smaller airlines such as Southwest and Alaska. Low wages allow other airlines to outcompete United for workers in a tight labor market. United is also asking for union members to agree to outsourcing, something that negotiators have flatly refused to consider.

On Wednesday, January 19, labor tensions at the carrier led hundreds of workers to hold an informational picket at San Francisco International Airport. Marching alongside Pilots were Fleet and Customer Service workers, Security Guards and Flight Attendants – all of whom are dealing with company foot-dragging and unfair contract proposals with inadequate wages and job protections for union members.

Machinists Union General Vice President Richie Johnsen, who marched at the rally, called on United to invest in workers. "United Airlines is out touting how much they've invested in this airline," he said. "To make it the greatest airline in the history of airlines, according to Scott Kirby. They've invested in airplanes and airports, they've invested in fuel, they've invested in green energy," he continued.

"But, they haven't invested in their most valuable asset. Which is their employees," Johnsen said. "It's time for United to invest in employees"

United pilots have gone four years without a new contract. The four unions at United held an earlier rally in Houston, Texas, during the United Board of Directors Meeting. At that event, Scot Kirby went outside to meet with the picketers. He told ramp and customer service workers that negotiations were stalled due to union negotiators' refusal to budge on outsourcing. District President Mike Klemm told IAM members, "United management's refusal to provide acceptable job security and wage rates for IAM-represented workers is unacceptable and disgraceful," said Klemm. "IAM members at United Airlines have spoken loudly and clearly that the issues of wages and job security are paramount to any acceptable tentative agreement."



UPDATE, January 25, 2023: Los Angeles International Airport (LAX) – A coalition of unions representing all unified workers at United Airlines held an informational picket on Wednesday at LAX Airport in Los Angeles. Rallygoers marched to bring attention to ongoing contract negotiations with the airline, which have been met with delays and bad faith bargaining, some of which have dragged on for years. United Pilots, for example, are in the fourth year of negotiations with the carrier.

The coalition, which includes the International Association of Machinists and Aerospace Workers (IAM) and the Air Line Pilots Association (ALPA), Teamsters (IBT), and Flight Attendants of America (AFA), included Pilots, mechanics, flight attendants, customer service agents, and baggage handlers.

United has reneged on several commitments it made to its workforce. In the lead-up to negotiations, executives promised that it would not seek to outsource jobs and that it would offer strong wages compared to other airlines. Instead, the company is trying to force union members to accept outsourcing and plans to pay the lowest wages of any of the Big Three airlines. Executives want lower than promised pay for gate, ticket counter, and customer service workers, in particular. The new pay rates proposed by United would sit at levels below similar workgroups at smaller airlines and discount carriers such as Alaska and Southwest Airlines.

Further straining labor relations at the company is the issue of profit sharing.

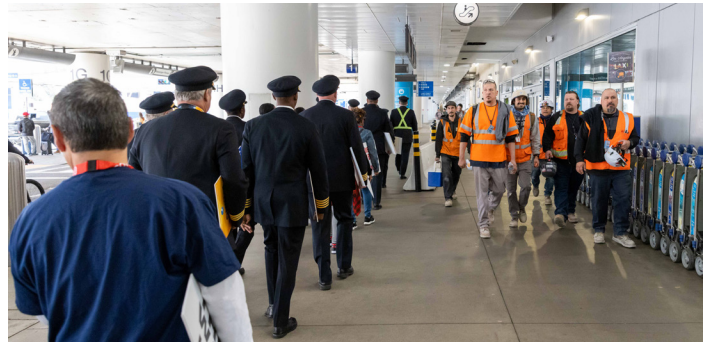
United announced earlier this year that a rush of summer and holiday bookings led to two back-to-back quarters that were among the most lucrative in the airline's history. Over the summer, United reported total earnings near \$1 billion. The carrier brought in a net income of \$942 million, with an adjusted profit of \$927 million. "Operational Performance," one of the indicators that help determine the productivity of front-line workers, were among the best in the history of the airline. Over the holidays, United again generated higher-than-expected earnings, totaling more than \$840 million.

The performance of employees was the driving factor behind the profits. In the Fourth Quarter, the on-time performance came in at an enviable 80%, allowing United to boast the best on-time and completion rate of any network carrier at three major hubs (Chicago, Denver, and Houston.) Moreover, United employees created the lowest fourth-quarter misconnect rate in the airline's history. All of which demonstrate the critical role of front-line workers at the carrier.

The profits have led United to increase spending for its "Good Leads the Way" marketing campaign, and order new planes, among many other programs. Executives have also opted to give themselves lavish salary increases. CEO Scott Kirby alone now has an estimated net worth of more than \$32 million, according to the executive tracking site Wallmiime.com. Compared to front-line workers at United, Kirby will take home \$126 for each dollar a typical worker earns.

Yet, executives suddenly become tight-fisted when sharing the record profits with the workforces that created them. Ground and Gate agents and dispatchers at United are getting an anemic .84% profit sharing this year. Despite the airline's difficulty in hiring new pilots amid a nationwide shortage, pilots at United are only getting slightly more – 1.7%. (United has also denied pilots a new contract for four years.)

Informational pickets have become popular among union members, as they help raise awareness about their workplace concerns while also demonstrating solidarity. These pickets typically involve union members gathering outside of a company's workplace or other public location, holding signs to be seen by passing pedestrians and motorists.





ASSOCIATION OF FLIGHT ATTENDANTS-CWA, AFL-CIO

501 Third Street, NW, Washington, DC 20001-2797

afacwa.org | PHONE 202 • 434 • 1300

January 6, 2023

Dear GO crewmembers:

Flight Attendants across the industry count you as family. We are inspired that you are voting to join the International Association of Machinists and Aerospace Workers (IAM), and our labor movement. We have power together! Organized through our unions we can negotiate to share in the profits we create at our airlines. You have the commitment of the Association of Flight Attendants-CWA, 50,000 members strong at 19 airlines, to stand with you every step of the way to a successful vote and your first contract at JetBlue.

Make sure you have a plan to get your vote registered for the IAM before voting closes on February 1, 2023. The IAM is a great union and you have so much to gain with IAM membership. We can't wait to celebrate with you and work together for our future.

Vote to gain the right to negotiate for a contract with protections in black and white. Executives wouldn't agree to do their jobs without a negotiated contract that confirms their pay and benefits; we shouldn't either. Management makes promises about taking care of employees and doing "the right thing" for them. Even if you take management at their word, we know executives come and go in this industry along with their word. That's why eighty percent of airline workers have chosen the protection of a union contract. A legally binding contract provides certainty and enables us to own our work.

We don't need to tell you what a difference frontline workers make for our airlines. We are owed the respect of a union contract for our valuable contributions. We are not motivated by golden parachutes that pay whether we perform our jobs well or not; we are moved by the pride we take in a job well done, the means to provide for our families, and the joy we feel when taking care of others. Unions allow us to take care of each other. We use our collective power to negotiate fair wages, humane schedules, health and safety on the job, and all the benefits of a union contract.

There is so much that may seem out of our control today, but there is a lot that can change for the better if we recognize the power of standing together. Growing inequality and corporate greed needs to be put in check. And that's exactly what we will do together. Think about the power we have together as aviation workers. We have more public contact than almost any other industry and we are the backbone of the whole economy. That's a lot of power if we choose to use it.

Choose to gain the power of joining together for a strong future at JetBlue by voting to join the IAM.

Always remember, we are Stronger and Better Together.

In Solidarity,

Sara Nelson
International President

AVIATION'S FIRST RESPONDERS





November 2022

CHRIS WAGONER

The Machinists Union is celebrating the life and legacy of Longtime Winpisinger Center Director, Chris Wagoner

The IAM is mourning the passing of Chris Wagoner, who recently retired as Director of the IAM's William W. Winpisinger Education and Technology Center. Wagoner, 60, with his family by his side, passed away after a brief illness on Sunday, November 20, 2022.

Over his 33-year IAM career, Wagoner dedicated his life to training and educating union activists at the Winpisinger Center, a campus in Hollywood, MD that many call the IAM's "crown jewel."

After hiring on as an education representative at the Winpisinger Center in 1989, Wagoner became the center's assistant director in 2005. He served as director since 2007. Wagoner retired from the IAM in July 2022.

"The entire IAM is simply heartbroken at the loss of such an iconic, caring and influential figure in our union," said IAM International President Robert Martinez Jr. "Chris has been a great friend and confidant to myself and so many others through more than three decades of challenges and triumphs in the IAM. Our memories of Chris's unyielding

love for our union and our membership will forever live on for so many whom he touched throughout the years. We send our deepest condolences to his wife Jill, daughter Mollie, daughter-in-law Qifei Zeng, and everyone who loved and cherished what Chris brought to our lives on and off the job."

Wagoner was a constant figure at the Winpisinger Center, where thousands of members, officers, and staff every year participated in leadership, organizing, negotiations, and other programs that built power and knowledge in the IAM. Wagoner would make a point to visit with every class he could, sharing, among many things, that the Winpisinger Center, and the labor movement, must be an inclusive, diverse and welcoming environment, free of any bias or discrimination for all.

"Wimpy's vision created the Winpisinger Center, but no single person gave it more life and purpose than Chris Wagoner," said Winpisinger Center Director Mary McHugh. "His contribution to our union is simply immeasurable."

Wagoner oversaw a massive expansion in programming at the Winpisinger Center, including negotiations preparation, remote learning, and Spanish-language classes. He led the Center through the COVID-19 pandemic, adapting quickly to remote learning and fighting tirelessly to rehire Winpisinger Center staff and reopen the facility with necessary precautions.

Prior to coming to the Winpisinger Center, Wagoner worked as an aide for the Committee on Labor and Industry in the Kentucky General Assembly. He also worked in the Labor Education Program and the Illinois Hazardous Waste Worker Training Program at the University of Illinois. Wagoner received his bachelor of science degree in political science from the University of Louisville and his master of arts degree in industrial relations from the University of Illinois at Champaign-Urbana.

In lieu of flowers, the Wagoner family asks that donations go to the IAM's favorite charity, Guide Dogs of America/Tender Loving Canines, in memory of Chris Wagoner.





December Helping Hands: DEPRESSION



Bryan Hutchinson, M.S.

EAP Director

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EAP Peer Volunteers:

Helping Hands is very late this month due to vacation. This month we address depression – FOH (Federal Occupational Health) reports that anxiety and depression in males is up 82 and 134 percent (respectively) since the pandemic. Phenomenal numbers! Add to these numbers that alcohol consumption in females age 35-55 is up 33 percent and you can see that we are in the midst of a depression crisis. The types of depression and some methods to address depression are included. January is typically a month of pronounced increases in depression.

Please don't hesitate to contact me or Chris Davis or Tony Rodriguez with any concerns you have – the winter months are notoriously difficult. As we come out of the pandemic, things will get better!

Thank you for your continuing efforts to find resources for our folks!

Bryan,
Bryan Hutchinson, M.S.



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



Depression

(Excerpts from medlineplus.gov)

Depression is a serious medical illness. It's more than just a feeling of being sad or "blue" for a few days. If you are one of the more than 19 million teens and adults in the United States who have depression, the feelings do not go away. They persist and interfere with your everyday life. Symptoms can include:

- Feeling sad or "empty"
- Loss of interest in favorite activities
- Overeating, or not wanting to eat at all
- Not being able to sleep, or sleeping too much
- Feeling very tired
- Feeling hopeless, irritable, anxious, or guilty
- Aches or pains, headaches, cramps, or digestive problems
- Thoughts of death or suicide



Depression is a disorder of the brain. There are a variety of causes, including genetic, biological, environmental, and psychological factors. Depression can happen at any age, but it often begins in teens and young adults. It is much more common in women. Women can also get postpartum depression after the birth of a baby. Some people get seasonal affective disorder in the winter. Depression is one part of bipolar disorder.

There are effective treatments for depression, including antidepressants, talk therapy, or both.

What are the different types of depression?

Two common forms of depression are:

- **Major depression**, which includes symptoms of depression most of the time for at least 2 weeks that typically interfere with one's ability to work, sleep, study, and eat.
- **Persistent depressive disorder** (dysthymia), which often includes less severe symptoms of depression that last much longer, typically for at least 2 years.

Other forms of depression include:

- **Perinatal depression**, which occurs when a woman experiences major depression during pregnancy or after delivery (postpartum depression).
- **Seasonal affective disorder**, which comes and goes with the seasons, typically starting in late fall and early winter and going away during spring and summer.
- **Depression with symptoms of psychosis**, which is a severe form of depression where a person experiences psychosis symptoms, such as delusions (disturbing, false fixed beliefs) or hallucinations (hearing or seeing things that others do not see or hear).

Individuals diagnosed with bipolar disorder (formerly called manic depression or manic-depressive illness) also experience depression.

7 Things to Know About Depression and Complementary Health Approaches

(Excerpts from medlineplus.gov)

Many people with depression turn to complementary health approaches in addition to or in place of conventional treatment. Research suggests that some approaches may be modestly helpful in reducing depression symptoms. For other approaches, benefits are uncertain or there are safety concerns.

Here are 8 things you should know about complementary health approaches for depression:

1. Depression can be a serious illness. Don't use a complementary health approach to replace conventional care or to postpone seeing a health care provider about symptoms of depression.
2. Some evidence suggests **acupuncture** may modestly reduce depression symptoms.
3. **Music therapy** may provide short-term benefits for people with depression.
4. Studies in adults, adolescents, and children have suggested that yoga may be helpful in reducing depressive symptoms.
5. It's uncertain whether omega-3 fatty acid supplements are helpful for symptoms of depression.
6. Current scientific evidence does not support the use of other dietary supplements, including S-adenosyl-L-methionine (SAME) or **inositol**, for depression.
7. Take charge of your health—talk with your health care providers about any complementary health approaches you use. Together, you can make shared, well-informed decisions.



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



WWW EAP Classes 2023

Contact your Local Lodge Executive Board to enroll in EAP courses

EAP II
February 12-17

EAP III
September 10-15

EAP IV
December 10-15



Community Counts

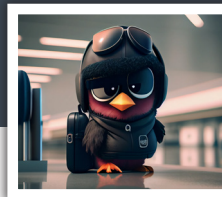
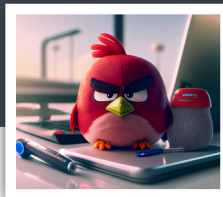
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Is your Local planning a community service event? Be sure to request a donation from the District 141 Community Service Department!



Yes, Let's.



RED DAWN OVER SAN FRANCISCO

In September, massive wildfires in California and Oregon sent tons of smoke and ash into the atmosphere, creating an apocalyptic skyline for those in the San Francisco Bay Area. An area about the size of Hawaii (4.4 million square miles) was incinerated, displacing about 10% of Oregon's 4.2 million residents. Thousands of images were posted on social media platforms by people startled by the unsettling scenes.

The otherworldly red and orange skies were caused by tons of ash and smoke drifting high into the Earth's atmosphere, blocking out shortwave light waves. These light waves allow us to see colors like blue and white. Still breaking through the smoke clouds were "longwave" light waves, which is how we see colors like red and orange.

Despite the dramatic views, flights in and out of San Francisco International Airport could come and go as usual.



The Climate in North Central California is producing warmer temperatures, prolonged droughts, and earlier snow-melts, thereby creating conditions ripe for massive wildfires. This region has straddled a Northwestern Coastal Climate for centuries, allowing dense forests and foliage to flourish.

However, in recent years, Northern California's climate has behaved more like the High Plains Region, which is better suited for arid prairies and plains. The change has resulted in parched forests and underbrush, creating the perfect conditions for massive conflagrations. Even the slightest electrical malfunction or lightning strike can ignite "Once in a Century" firestorms as the landscape transforms from dense, wet forests to dry, open plains.

Over the next few days, the smoke and ash fell to the ground, covering the region with a thin layer of pale, bone-colored silt.





• **CONGRATULATIONS** •

From President and Directing General Chair, Mike Klemm
and the entire Executive Board of IAMAW District 141.