

AIRMAIL

JOURNAL
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United Negotiations Update

Dear Sisters and Brothers,

The IAM District 141 Negotiations Committee and United Airlines' negotiators met last week in Chicago as planned. Your negotiations committee passed to United a proposal that would satisfy IAM members' priorities as outlined at the beginning of this expedited process last year.

We revised our base wage proposals based on recent developments in our industry in like work classifications. IAM members at United Airlines deserve industry-best wage rates, and we are committed to achieving that.

The parties remain far apart on the critical issue of job security. As we have said from the start, we will not come to any agreement with United Airlines that does not significantly strengthen our work scope protections, our no-layoff protections, and our protection of full-time work. I will reiterate ONCE AGAIN that these scope and job security elements are necessary to reach an agreement.

I also want every IAM member at United to know that our scope and job security proposals exist in other IAM agreements in the airline industry. Our proposals are reasonable and justified in every way possible. Most importantly, IAM members have spoken loud and clear that achieving real job security is our top priority. Unfortunately, United management currently believes IAM-United employees don't deserve that type of job protection. That's unacceptable.

United negotiators will review our latest proposal. IAM District 141 and United management plan to meet next on March 8, 2023. We will report back to the membership immediately after this next meeting.

In Solidarity,

Your Negotiating Committee

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

Michael G. Klemm

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





AIRMAIL



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FROM THE EDITOR...

Ahem. Announcing the launch of... a bunch of things. This month, we've really got a lot on the radar.

First, we have the ever-awesome Adolph Stutz Memorial Scholarship Essay Contest, which will be launched before this newsletter goes out. The contest will hand out thousands of dollars in cash to students enrolled in classes next year. They can spend the loot however they like; going to school costs money, and every college student could use a bit more Ramen-Money. The Grand Prize is a cool two grand, so it's not chump change. Be sure to get the official rules and application (which we're adding to this newsletter) and get your hat in the ring.

Also! I hereby formally invite you to give our podcast a listen the next time you are on your way to work or looking for something to listen to. Our podcast covers a wide range of topics, from local news and events to exciting interviews with people in our community. It's headed up by the ever-surprising Lou Gilmore, an AA Fleet Service guy from Charlotte's "Victory Lodge 1725." If you like listening in on high-quality conversations between people who know unioning, this is the place to do it. Again, link details will be somewhere in this newsletter.

We are always looking for new and exciting content to share with our listeners and readers, and that's where you come in! We love receiving photos,

written articles, and opinions from the front lines to publish on our platforms. So if you want to share something, don't hesitate to send it our way. We're looking for photos, articles, opinion pieces, and whatever content everyone needs to see. Spam us! Hit us up at Info@IAM141.org.

And, we are also interested in retirement announcements! If you know someone who is about to retire or has recently retired, definitely loop us in on that. Please send us that person's name, what airport they work at, what job they do, if the retiree plans to stay active after retirement, and what they will be remembered for. Please send them to Info@IAM141.org (same email as before...)

And lastly, we are starting a Tik Tok. It's just getting off the ground and isn't precisely an on-time departure, but we like how it's coming out and hope you'll give it a "subscribe!" That'll let us know if we're on the right path. (Once again... links will be in the newsletter. I don't know where yet. But somewhere.)

Thank you for your continued support, and don't be a stranger.

Very Much Obligated,

Eric Price
IAMAW 141 Comms Dept.



MACHINISTS UNION EMERGES AS LEADER IN US LABOR ORGANIZING

According to data from Bloomberg Law, the Machinists Union, an affiliate of the AFL-CIO, has emerged as the leading union in the National Labor Relations Board (NLRB) union election victories in the United States over the past five years. The International Association of Machinists and Aerospace Workers (IAM) won an impressive 314 union elections out of 422 held under the NLRB from 2018 through 2022, the highest number among the 58 AFL-CIO affiliate unions.

(15 FEB 2023) IAM's success can be attributed to the union's proactive approach to organizing, which involves investing heavily in organizing campaigns and mobilizing its members and supporters to participate in these efforts. The Machinists Union has successfully organized workers in both traditional and emerging industries.

One of the benefits of union organizing campaigns is incentivizing employers to raise wages and improve benefits to prevent workers from joining a union. Employers are often hostile towards unions, viewing them as threatening their profits and power. This leads them to engage in union avoidance tactics, such as intimidation, coercion, and misinformation. However, when workers begin to show signs they are seriously attempting to unify their workplaces, employers may respond by offering better pay, benefits, and working conditions to prevent workers from joining a union.

This practice is known as the "union effect." It has been shown to benefit not only union members but also non-union workers. By forcing employers to raise wages and improve benefits, union organizing campaigns help to establish better

standards for all workers in a given industry or sector. Unification efforts positively impact the overall economy by reducing income inequality, increasing consumer purchasing power, and improving the overall quality of life for workers and their families.

The Machinists Union's success in NLRB elections can be partly attributed to its proactive approach to organizing.

"The IAM set out to make growing our strength in numbers our first priority—and the results continue to show," said IAM International President Robert Martinez Jr. "We are organizing in both our core industries and new ones, and we are so grateful to the IAM Organizing Department and organizers across our union for continuing to fight for justice on the job for new members."

The IAM recently committed to boosting organizing resources at its 40th Grand Lodge Convention in October 2022.

"I'm so proud of every IAM organizer for the job they do each and every day," said IAM Organizing Director Vinny Addeo. "Our work is paying off for working people and we look forward to growing our capabilities even further."



IOWA LAWMAKERS MOVE TO PROTECT EMPLOYERS THAT KILL AND MAIM CHILD WORKERS

Employers found to have caused the death of a child-worker will be protected from lawsuits by angry parents. Child-workers who are disabled by an employers negligence will not get Worker's Compensation.

In February, labor advocates expressed their opposition to a proposed bill in Iowa that state lawmakers have introduced with support from businesses. The bill aims to relax child labor laws, allowing teenagers as young as 14 to work in jobs currently considered unsafe for children, such as mining, logging, and slaughterhouses. The proposal will also allow young teens to work in adult nightclubs serving alcohol and would allow companies to keep them on the clock until 9:00 on school nights. One union president deemed the proposal dangerous and characterized it as "just crazy."

Horribly, if a teenager is injured or dies while working under a "work-based learning program," the business involved would be shielded from legal action brought by parents, even if the harm resulted directly from the employer's negligence. Schools and apprenticeship programs that list the children as student-workers would still be held



liable. Employers could still face criminal penalties, which are much harder to prove in court. Employers found to be “grossly negligent” could still face legal consequences if their actions led to the death or injury of a child-worker.

But, civil action is the easiest means by which parents could hold employers of their children accountable, and by far the most likely to be decided in the favor of parents and children. By eliminating civil penalties - even in cases where the employer is clearly found to have contributed to a death or injury through negligence - Iowa businesses will find themselves with the power to eliminate one of their most urgent legal risks.

The proposed bill, Senate File 167, introduced by Senator Jason Schultz (R-Schleswig) in January, would expand the types of work available to 14 and 15-year-olds in the state. The legislation would allow teenagers as young as 14 to work jobs currently off-limits for safety reasons. The new rules would avoid many legal restrictions by recategorizing some child labor as “Work-Based Learning Programs” tied to a child’s regular school curriculum.

The bill also shields businesses from lawsuits from parents if their children

are hurt or killed on the job. Under Iowa law, young teenagers can sometimes be exempted from specific safety provisions, including those related to hazardous work, if they participate in a work-based learning program.

According to the Des Moines Register, the proposed legislation includes “an entirely new section” which would grant authority to the heads of the Iowa Workforce Development and the state Department of Education to make exceptions for teenagers aged 14-17 who are “participating in work-based learning or a school or employer-administered, work-related program.”

However, if an exception is granted, the teenagers would lose their worker compensation rights, leaving them solely responsible for any incidents that may occur while working. Employers are protected from lawsuits even if they are determined to be accountable for the injury due to negligence and even if the injured or killed child did nothing wrong.

In other words, Iowa employers can skirt child labor laws by expanding existing student-worker programs with help from complacent school districts. The new law will allow these programs to expand to cover jobs such as working in meatpacking plants, freezers, mechanical detasseling, and working with industrial loading equipment.

However, these programs often strip the

students of workers’ compensation rights. So, if a student employed under such a program is hurt, disabled, or killed, the business cannot face civil penalties.

The bill states, “A business that accepts a secondary student in a work-based learning program shall not be subject to civil liability for any claim for bodily injury to the student or sickness or death by accident of the student arising from the business’s negligent act or omission during the student’s participation in the work-based learning program at the business or work site.” (Emphasis added.)

A survey of social media responses to the legislation found that parents overwhelmingly support expanded opportunities for children to join the workforce. Responding to a spate of new images of young-looking teens working at fast food restaurants outside of Iowa were parents who both admired the teens for their initiative and praised the employers for keeping doors open to younger kids to find employment.

But, when the Iowa rule that protects employers that harm children from civil liability, the support for child labor vanishes almost instantly. One tweet read, “before unions, every day was bring your child to work day.” Another read, “Upper class liberal parents like myself would never allow my kids to work in any dangerous situation. The only kids that will be doing dangerous jobs are those that need the money.”

The Iowa Bill does not simply allow summer jobs and a little extra spending money. It prevents parents of child victims of assault, injury or death from holding negligent employers accountable.



Hot grease injuries are one of the most common accidents at fast-food restaurants. Under Iowa's Child-Labor law (SF 167) students would not qualify for workers' compensation if they become victims of such injuries.

While social media comments in support of the Iowa move to lift civil penalties for children hurt at work were sparse, the bill does have proponents.

One is a grocery store lobbyist named Brad Epperly. In a Washington Post report, Epperly was quoted as saying that an "awful low" number of school children are working. To back up his claims, he pointed to federal statistics that show job participation for school-age adolescents and young adults was about 56 percent in 2021. He argued that bills like the one in Iowa are needed to combat a growing epidemic of laziness among those children who only want to participate in school and refuse to work.

The bill was first introduced to the Iowa Legislature on January 30. An Iowa State Senate Subcommittee advanced and recommended passage of the bill on February 9, but it has yet to get final approval from Senators.

Generally, individuals under 18 would still be prohibited from working in specific fields, such as deep mining, logging, demolition, and slaughtering animals.

However, a business that requests and gets a waiver under a "Work-Based Learning" program could require children to perform almost any type of work.

The bill is being proposed to address an ongoing labor shortage in Iowa. It has gained the support of area businesses looking to increase staffing without paying more wages.

In the words of Charlie Wishman, the president of the Iowa Federation of Labor, AFL-CIO, quoted in the Des Moines Register, the proposed bill is "just crazy" and represents an ill-advised attempt by businesses to address Iowa's need for more workers. He expressed concern that even with the label of a "work-based learning program," young workers are still at risk of serious injury, stating, "A kid can still lose an arm in a work-based learning program."

Wishman argued that many parents had lost sight of why the proposed bill was so harmful and focused only on the benefits of kids getting summer jobs. Still, they need to protect their children's fundamental worker rights. The bill would shield businesses from liability even in cases of sexual assault, serious accidents, or other harm caused by employer negligence - literally erasing basic workplace protections that adult workers take for granted.

In a separate interview with Newsweek, Wishman addressed supporters of the bill, who argue that kids need work experiences more than childhood experiences, saying, "For us, this bill overall undermines the basic recognition that child labor should be limited and safe. Let kids be kids—there are plenty of job opportunities right now for kids to gain experience and learn responsibility without putting them in danger or compromising their academic success."

As for the argument that paying more wages to attract more workers is bad business, he said, "Here are answers to this state's workforce problems, and it's not hiring children to do adult jobs. It's better pay, benefits, and working conditions for adults that can make Iowa an attractive place to live and work."

It will also ease the requirements for children to obtain driver's licenses to allow them to drive themselves to their new jobs and expand the hours children can be required to come to work and how late they can be made to remain on the job. The new rules could force children to drive to and from work as late as 11:00 at night.



In response to concerns that inexperienced kids on the roads might create a hazard, the legislation also prohibits lawsuits against employers when children experience car crashes on the way to and from work.

Supporters of the bill say that child labor laws are ineffective anyway, and ending them can mean more money for businesses. Speaking for the Iowa Restaurant Association, Jessica Dunker told the political outlet Iowa Starting Line that adult nightclubs and bars needed children to work much later than current law allows. The new bill would enable establishments to keep kids on their shifts until 9:00 p.m. on school nights to serve alcohol to customers during peak hours. Dunker said that the restaurants in her association largely ignore child labor laws already, saying, "Nine o'clock? I'm sure they're doing something already," she said of requiring 14-year-old children to stay at work on school nights.

Data from the US Department of Labor backs up her assessment that many Iowa businesses illegally use child labor.

In 2022, the DOL sought charges involving more than 3,000 children who were victims of workplace exploitation, prompting nearly \$3.4 million in fines.

Investigations were also launched where young teens were killed on the job. Among them is the tragic case of a 16-year-old killed on a hotel construction site after falling about 11 stories after trying to jump from a roof onto a powered lift.

U.S. Department of Labor Wage and Hour Division investigation into the incident found the teenager's employer, Stover and Sons Contractors Inc. – a Madison construction contractor – violated two hazardous occupation orders of the child labor provisions of the Fair



U.S. Department of Labor prosecutors sued Kieler Packers Sanitation Services Inc. (PSSI) for using dozens of kids in meatpacking plants. The children were given company-issued fake IDs to show authorities. The ruse was uncovered when inspectors spoke with children that looked far younger than the age on their ID cards. The company was fined \$1.5 million for placing the young teens in "unsafe" working conditions. The practice may soon be legal in Iowa, with special protections for companies if children get hurt.

Labor Standards Act. The orders ban employers from allowing minors under 18 to perform roofing activities or to operate or ride on a power-driven hoisting apparatus. Further investigation determined the employer also violated child labor laws when it allowed the boy to work more than 8 hours a day and more than 40 hours per week when he was 15. The Iowa law would allow child labor on construction sites in cases where a waiver was obtained.

Among the legislation's detractors is U.S. Labor Secretary Marty Walsh. "The answer is not child labor, we have labor laws in this country and one of the big reasons organized labor formed in the 20th Century is because of child labor laws," said Secretary Walsh.

An Omaha Television station quoted Secretary Walsh saying that much better answers to widespread worker shortages are available without incentivizing kids to abandon school for work or protecting negligent employers. One is increasing pay and benefits to levels that attract new employees. Another is migrant labor.

"Any business, whatever their political philosophy is, Democrat or Republican, Conservative or Progressive, they all say we need an immigration reform bill in the United States of America," Secretary Walsh was quoted saying by an Omaha news outlet. "We have always, always in this country depended on immigration to help our economy and help our workforce moving forward," said Walsh.





PAL AGENTS SECURE NEW CONTRACT WITH LOCKED-IN RAISES AND RETRO PAY

Philippine Airlines (PAL) Customer Service Agents and Sales Representatives have ratified a new collective bargaining agreement at the airline. The deal will deliver six years of 3% yearly add-on raises from 2019-2024 for union members in Customer Service, who will also get back pay and additional benefits. Sales Representatives, who are relatively new to the Machinists Union, recognized on February 9, 2022, will get back pay from that date.

The agreement provides two more holidays per year, improved paid leave, increased company retirement contributions, and an increased travel allowance. For the first time, sales representatives at PAL have been covered by contractual language, which outlines their rights and working conditions. The retroactive pay for the agreement will be up to \$2,600 for some sales reps and up to \$11,000 for all other unified agents. The vote was held Monday, February 13, through Wednesday, February 15, and was conducted electronically. The deal covers Philippine Airlines agents' Customer Service and Sales Representatives in Honolulu, San Francisco, Los Angeles, and New York.

Despite being one of the smaller bargaining units represented in Machinists Union District 141, PAL's workgroup negotiated a contract that met the priorities of union members and won unanimous ratification.

Mike Klemm, the district president of the International Association of Machinists and Aerospace Workers (IAM) that represents PAL's sales representatives and other agents, praised the

agreement, saying, "This new contract provides our members with the fair pay and benefits they deserve for their hard work and dedication to Philippine Airlines. We're pleased that the company recognized the value of their employees and the importance of investing in their future."

The IAM represents over half a million workers in the United States, Canada, and Puerto Rico aviation, aerospace, and defense industries. The union has been fighting for fair pay, benefits, and working conditions for its members despite significant challenges facing the airline industry, including increased competition, rising fuel costs, and the ongoing COVID-19 pandemic.

Klemm emphasized the power of collective bargaining and the importance of workers and management coming together to reach a fair agreement. "This agreement shows what can be achieved when workers and management find

HOLIDAYS

Increases by two days for a total of thirteen days

INCREASED TRAVEL ALLOWANCE

\$ 70.00 Upgrade Improved to Travel with Me
Able to use Dependent Allotment

RETIREMENT

Increased Company Contributions
Sales Representatives will receive

GOT QUESTIONS? GET IN TOUCH

SROBELLO@IAM141.ORG
CELL: (808) 285-2922

PHILIPPINE AIRLINES | INTERNATIONAL ASSOCIATION OF MACHINISTS & AEROSPACE WORKERS

TENTATIVE AGREEMENT

Single Hotel Occupancy upon employee request


Unused Vacation leave of over 30 days paid yearly on January 31 st

Sick Leave usage for Doctor Appointments

Sales Representative Language

Laundry Allowance Increase

Uniform Description and amount



NCE

to include ID90 and ID75

ment

Per Diem increase for Business Travel in the USA

Two days paid leave for City, State or Federal Emergency for Natural or Terrorist Events

LOCKED-IN & SCHEDULED - 3% PAY BUMPS

2019 - 3%

2020 - 3%

2021 - 3%

2022 - 3%

2023 - 3%

2024 - 3%

SALES REPRESENTATIVES

02/09/2022 - 3%

07/01/2022 - 3%

07/01/2023 - 3%

07/01/2024 - 3%

ation each year (effective 7/01/2022)

ceive Retirement (effective 2/09/2022)

CH!

common ground. It's a testament to the power of union solidarity and the importance of collective bargaining in the airline industry."

The successful ratification of the collective bargaining agreement is a significant victory for commercial airline workers, demonstrating the importance of unions in negotiating fair pay, benefits, and working conditions for workers, even in difficult economic times.

Union negotiator Shannon Robello expressed his satisfaction with the deal, saying, "This new collective bargaining agreement provides the fair compensation and benefits our members deserve, recognizing their important contributions to the company's success."

Despite the challenges posed by the COVID-19 pandemic, the commercial aviation industry is rebounding in a big way. The number of passengers passing through TSA checkpoints has been steadily increasing in recent months, with more people traveling for business and leisure as restrictions ease and vaccinations become more widespread. Although ticket prices have risen in response to pent-up demand, consumers are still eager to fly, reflecting the renewed sense of the value and reliability of air travel.

"Sean Ryan, Kaleb Rosa, John Burgwinkel, and everyone that helped work on the Negotiating Committee did a fantastic job," said Robello. "These guys deserve enormous respect for their hard work developing this agreement."



DO AIRLINE CONTRACTS EXPIRE?

Where do old airline contracts go when they die? The answer? They never die. An old, Depression-era law called the Railway Labor Act keeps airline contracts flying forever.

You've probably heard of the Railway Labor Act if you work at an airline or are a frequent air traveler. This federal law, enacted in 1926, established a framework for labor-management relations in the railroad and airline industries. One of the Railway Labor Act's most significant features is how it governs airline labor contracts.

Compared to most labor contracts with an expiration date set in stone, union contracts at airlines never truly expire. Instead, they become amendable after a particular date. This means that even if a union contract has passed its amendable date, it remains in effect until a new agreement is reached. Another way to think of it is to consider a union contract at an airline or railroad as "updatable" after a specified date instead of "expired."

This unique feature of airline labor contracts results from the Railway Labor Act's goal of promoting stability and avoiding disruptive labor disputes in industries essential to the national economy. Under the Act, airlines and their unions must engage in bargaining and mediation procedures before any work stoppages or strikes

occur. This is intended to provide a safety net against any disruption to air travel that could have far-reaching consequences.

Many union contracts governed by the Railway Labor Act have amendable dates about three years after they are signed. Once the amendable date has passed and the agreement can be updated, both sides have a 30-day window to request to open negotiations. The contract will renew if the parties do not request talks during this time.

It's important to note that the amendable date is one of many opportunities for airlines and their unions to change their labor agreements. Both sides can agree to negotiate outside of this window, and many airlines and unions do so



regularly to address changes in the industry and other factors.

The Railway Labor Act's framework for airline labor contracts has helped to promote stability and avoid disruptions in air travel for almost a century. While negotiating new agreements can be lengthy and complex, it has also led to a relatively stable labor environment in an industry essential to the nation's economy.

The Railway Labor Act got its name because it was first drafted to prevent powerful rail unions from paralyzing national transportation, which relied heavily on railroads at the time. Airlines were added to the Act once they began to rival rail as a critical method of travel and shipping. The International Association of Machinists and Aerospace Workers (IAM) has been negotiating with United Airlines for months over new labor contracts covering thousands

of employees. The two sides have made some progress, but one sticking point has yet to be resolved: job security and status protections for workers.

According to the Machinists Union, these protections are critical for ensuring United employees have a stable and secure work environment. The union has proposed specific language that would provide significant job security and protections for customer service and ramp workers, stores, trainers, and load planners at the airline. However, United has yet to include these provisions in any updated contract, leading to an increasingly tense negotiation stalemate.

By putting profits ahead of its workers and failing to provide the job security and protections necessary in today's airline industry, United is positioning itself at a competitive disadvantage. Staffing issues continue to plague the airline industry as carriers seek to recover from the COVID-19 pandemic. While most air travel was grounded in 2020, United offered lucrative payouts to entice as many people as possible to retire as soon as possible. The policy allowed United to pocket millions in unspent wage support payments the airline collected from taxpayers.

United, for its part, has stated that it is committed to achieving a fair and equitable agreement with its union workforce. Still, CEO Scott Kirby has repeatedly demanded the airline return to its dark history of outsourcing employees to low-wage contractors – a return that no union worker supports.

THE 2023 ADOLPH STUTZ MEMORIAL SCHOLARSHIP ESSAY CONTEST IS ABOUT TO BEGIN!

21 Feb 2023

Calling all high school seniors and college and trade school students!

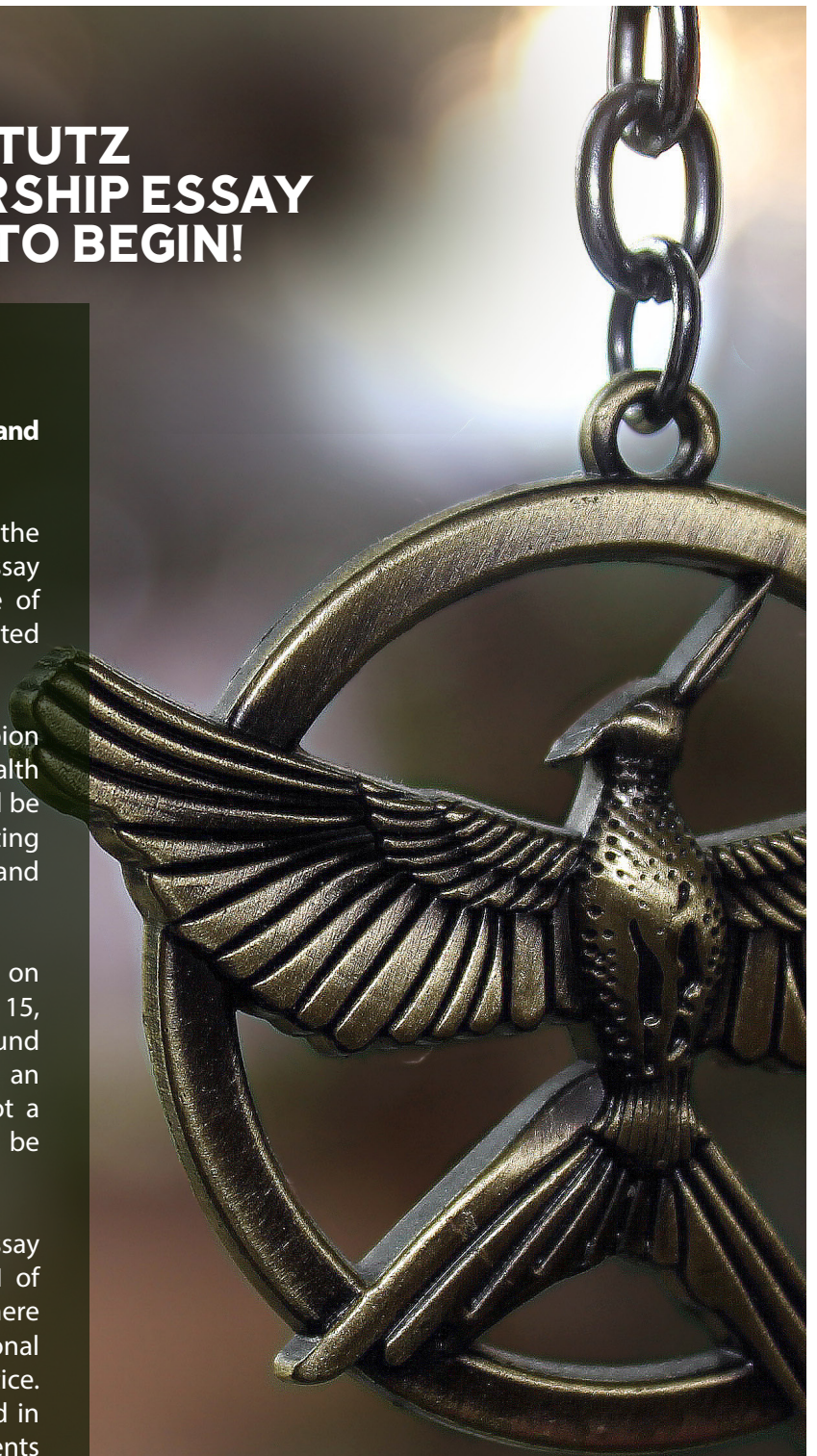
Prepare to prove your worth in the arena of the written word by taking part in the 2023 essay competition. This year's theme is "The rise of public approval of labor unions in the United States."

In a mere 700 to 1000 words, you can champion the cause of the working class and earn a wealth of funds for your future education. Prizes will be awarded to six exceptional participants, starting at \$1,000. The ultimate victor will receive a grand prize of \$2,000.

The Essay Competition shall commence on March 1, 2023, and end at midnight on July 15, 2023. Winners will be announced on or around August 1, 2023. Judging will be done by an impartial Scholarship Committee that is not a member of District Lodge 141. Essays must be submitted via email.

Furthermore, the winners of the essay competition will be honored by District 141 of the Machinists and Aerospace Union, where they will be recognized for their exceptional writing skills and commitment to social justice. Additionally, the top entries will be included in our District Journal, which records key events within our District for future generations to see.

So sharpen your quills and unleash your creativity! Submit your entries by the deadline of midnight, July 15, 2023, and join the ranks of the finest writers in District 141. May the odds be ever in your favor!



The official rules, eligibility requirements and application form can be found here, and towards the end of this newsletter.





UPDATE

The IAM Veteran Services Program recently reported how the IAM Veteran Services Program has helped IAM members who are U.S. military veterans get the benefits they deserve.

IAM Veterans Services Coordinator Richard Evans leads the program, has helped members receive more than \$500K in earned benefits, and helped increase the disability ratings for others.

Since April 1, 2022, when Evans was appointed to lead the program, the IAM Veterans Services Program has:

+ Won back pay for veterans totaling more than \$508,000.

Increased the disability rating of 69 veterans to a total of 1,830%.

+ Identified an error by the VA on a member's 2016 disability claim and appealed it, resulting in more than \$20,000 in back pay.

+ In 2023 alone, Evans helped 14 veterans close out their claims, receiving \$47,014 in total back pay, a 340% total disability rating, and a collective monthly increase of \$13,500.

"International President Martinez and the IAM Executive Council have prioritized veterans, allowing me the opportunity to improve veterans' lives every day," said Evans. "I am grateful for their fervent support in doing this job and getting our members the benefits and compensation they deserve." Through the IAM Veteran's Services Program, Evans helps veterans correctly apply for VA benefits and compensation. He also offers aid and resources in education, employment, home loans, life insurance, pension, health care, and burial benefits.

"I deeply appreciate Brother Evans' dedication and passion for helping our veterans," said IAM International President Robert Martinez Jr. "It is important for our union, which represents so many veterans, to assist those who served as much as we can. Rich has had tremendous success, and we will give him all the support he needs to grow this program and help more veteran members."

The IAM Veterans Services Program's mission is to ensure veteran members and their families are cared for and supported.



More information about the services the Machinists Union offers our nation's Vets can be found here.

...Just Think!

WHERE could
an airline
career take
YOU?



Help Needed!

Airlines Add More Workers

According to top industry analysts, airlines face a tight labor market and need to ramp up hiring to accommodate an estimated 4 billion air travelers by 2024.

According to the Bureau of Transportation Statistics (BTS), the number of employees in the U.S. airline industry, including both passenger and cargo airlines, increased in November 2022. The industry employed 784,337 workers in November, an increase of 36,194 compared to November 2019.

The jump in hiring could be one indicator of solid job growth in the commercial aviation sector over the next year, according to the International Air Transport

Association (IATA), an air transport trade association. According to industry studies published by IATA, commercial aviation is set to see profits of \$4 billion or more in 2023 and will need to move 4 billion passengers as soon as 2024.

Accounting for variables like inflation, fuel and energy costs, and a tight labor market, the group projects strong demand for air travel over the next year.

"The reopening of air transport markets over the course



The passenger airlines added 1,118 employees in November and have had 19 months of job growth since May 2021. United Airlines had the most employees, adding 1,062 workers, while Southwest Airlines added 941 workers, and American Airlines added 256 workers.

of 2022 was warmly and swiftly welcomed by consumers," the report reads. "The desire to travel by air remains strong, and this pent-up demand has been evident whenever travel restrictions are lifted, and routes reopened," it continues.

Air travel, partly funded by robust pandemic-era savings, low unemployment, and the return of business travel, is at an all-time high. Importantly, Commercial Aviation has also proven to be highly resistant to recession fears. Ironically, this could be partly due to economic recovery itself. During the pandemic, key industries such as shipping, online retailers, video conferencing, and food delivery services thrived. However, the end of COVID restrictions also brought about an end to the business climate fuelling the demand for these services. As these industries returned to normal, pre-pandemic levels of economic output, they created the illusion of widespread recession. Meanwhile, sectors that were artificially depressed during 2020-2022 are seeing a return to business as usual, many with pent-up demand. And few industries exemplify this phenomenon more than airlines and air travel.

Inflation has also failed to put a dent in airline profits. While the overall costs of running an airline have mainly remained stagnant, the expectation of inflationary pressures have allowed hikes in airfare to go largely unnoticed by the flying public. Airlines have little incentive to lower record-shattering profits from high airfares as long as ticket prices can be passed off as just another example of inflation.

The passenger airlines added 1,118 employees in November and have had 19 months of job growth since May 2021. United Airlines had the most employees, adding 1,062 workers, while Southwest Airlines added 941 workers, and American Airlines added 256 workers.

On the other hand, cargo airlines had a decrease of 131 employees in November. The leading air cargo employer, FedEx, decreased its staffing by 2033.

The Bureau of Transportation calculates the total number of workers by considering both full-time and part-time workers. In November, there were 673,228 full-time and 111,109 part-time workers, which comes out to a total of 728,783. This number is 1,527 workers more compared to October. Overall, the total number of workers in November is just 5.76% more than

in November 2019. The passenger airlines have increased their number of workers by 4.52% compared to November 2019, while the cargo airlines have increased their number of workers by 8.12% compared to November 2019.

The expected surge in hiring by airlines, driven by increased demand for air travel following the pandemic, is likely to have a significant impact on airline unions. For instance, United Airlines has announced plans to hire up to 10,000 new employees, the vast majority of whom are expected to join unions. This surge in hiring is likely to increase union membership levels across the industry, as airline workers seek to negotiate better pay, benefits, and working conditions. Additionally, the large number of new hires presents an opportunity for unions to negotiate for better job security and protections, as well as to rebuild their membership levels after a year of mass layoffs.

At American Airlines, United Airlines, and Southwest Airlines - three of the four largest airlines in the US - between 80% and 85% of the workforce is unionized, indicating high union density in the airline industry. The overall private sector union membership rate is about 6.3%, while the national average of unionized workers across all sectors is approximately 11%.

The expected surge in hiring by commercial airlines, particularly during the COVID-19 pandemic, is set to add even more clout to one of the most union-dense industries in the private sector. With the expected influx of thousands of new union members, non-union workers will also likely win near-union wages and benefits as employers struggle to compete for talent against unified workplaces such as airlines.





RAISES FOR SOUTHWEST EXECS AFTER 16,700 CANCELLATIONS

The worst airline meltdown in the history of American commercial aviation happened over the past holiday season, as Southwest Airlines canceled more than 16,700 flights. The failures left millions of travelers stranded, often without their luggage and most of their belongings, and forced to pay for days worth of hotels and overpriced airport food.

In response, Southwest announced this week that the executives responsible for the catastrophic breakdowns would not lose their jobs but would instead be promoted and given healthy raises, because of course they did. Five executives at the airline, including the VPs of network planning and customer service, will be given expanded roles at the carrier, sometimes in addition to their current jobs. The same jobs in which they proved themselves to be historically incompetent.



Adam Decaire, who oversaw the scheduling breakdowns that left so much of Southwest's networks paralyzed, will now be elevated from Vice President of Network Planning to a Senior position in the Department. Decaire was initially promoted to Network Planning at the carrier after working only four years as a Southwest ramp agent.



Tony Roach, who steered the efforts at the airline to apologize to millions of stranded passengers, investors, and Federal Regulators, will likewise move up to Senior Vice President of Customer Service.



The slate of promotions is happening following a decision by the Department of Transportation to issue very few airline fines over the past two years.

The Transportation Secretary, Pete Buttigieg, is facing increased criticism from Congress and watchdog groups who believe that the Department under his leadership did not take enough steps to prevent the massive flight cancellations during the holidays. The source of the problem is said to be a combination of long-term airline consolidation, greed, and allegations the Department is in the pocket of billion-dollar airlines.

According to Dylan Gyauch-Lewis, a spokesperson for the Revolving Door Project, the promotions indicate a complete disregard for Federal Regulators, passengers, and front-line workers.

"The Southwest debacle is what happens when corporations feel like they won't face any serious regulatory oversight," he said. He pointed to large airlines' political influence as one of the main reasons for the lax federal response to air travel outrages.

"Pete Buttigieg chose to let nearly every domestic airline off scott-free after they were caught completely flat-footed earlier this year," he said in a press release issued after the airline's debacle. "Despite rampant cancellations and widespread

violation of federal law by giving travel vouchers instead of cash refunds, the only domestic airline to face any regulatory scrutiny was the small, politically weak Frontier."

The Revolving Door Project is a consumer-focused watchdog group. But, where fines and federal oversight may be lacking, Unions at the airline are issuing a direct challenge to executives who have delayed contract negotiations.

Captain Tom Nekoue, a spokesperson for the Southwest Pilots Union, issued a blunt message to executives at the carrier and laid the blame directly at the feet of CEO Gary Kelly.

"During Gary Kelly's tenure as CEO, Southwest Airlines has returned approximately \$12 billion to shareholders while increasing his own total annual compensation by more than 700%," the letter read. He pointed out that the lion's share of the money was used to buy back stock shares. Buying back stocks was previously against the law and doesn't help a company financially. However, the practice raises stock prices, increasing executive pay based on the stocks. According to the union, this was the wrong investment choice when

IT and network awareness was so outdated. "It is clear that Southwest management is circling the wagons as they have always done in the past," he said in a blunt letter to the Union. "No acknowledgment of the magnitude of the mistakes they have made. No attempt to hold the responsible decision-makers accountable. No indication that there will be a course correction in the future," he continued.

In January, Southwest Pilots called for authorization to hold a strike vote. "This

ACCORDING TO A SPOKESPERSON FOR THE REVOLVING DOOR PROJECT, THE PROMOTIONS INDICATE A COMPLETE DISREGARD FOR FEDERAL REGULATORS, PASSENGERS, AND FRONT-LINE WORKERS

historic action on the part of the pilot union comes in the wake of Southwest's largest meltdown and the utter lack of meaningful progress on contract negotiation," said Union President Casey Murray.

If a strike gets Union members' approval, the pilots will still need clearance from the National Mediation Board before an actual work stoppage can happen. The vote is scheduled for May.

Helping Hands

March

IAMAW District 141



Bryan Hutchinson, M.S.

EAP Director

Bhutchinson@IAM141.org

Cell: (303) 229-5117

February Helping Hands: FINDING HELP

Peer EAP volunteers:

This month Helping Hands features the “findtreatment.gov” part of the SAMSHA.gov (Substance Abuse and Mental Health Services Agency) web pages. There are a lot of hyperlinks in the electronic version of Helping Hands. I encourage you to explore the hyperlinks so you know what is available within this resource. There are a lot of great links to help find treatment and help vet treatment resources. The second page highlights informed questions to ask when considering treatment and questions to explore with a treatment resource you are considering.

Thank you for helping your co-workers and anyone who is in need of your services. It is important work you are all doing!

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



SAMSHA Resources

(Substance Abuse and Mental Health Services Agencies)

The Substance Use and Mental Health Services Agency is a rich source for treatment information. Here is a list of resources found in the "findtreatment.com" section of the SAMSHA web page. Click on the link for each resource.

Help Resources

[988 Suicide & Crisis Lifeline](#)

Free and confidential support for people in distress, 24/7.

[Call or text 988](#)

[National Helpline](#)

Treatment referral and information, 24/7.

[1-800-662-HELP \(4357\)](#)

[Disaster Distress Helpline](#)

Immediate crisis counseling related to disasters, 24/7.

[1-800-985-5990](#)

Treatment Options

Learn about finding [quality treatment](#), the different types of treatment, and what to expect when starting treatment.

Understanding Addiction

[Addiction](#) is a chronic disease that changes the brain and alters decision-making.

Understanding Mental Health

About half of people with a substance use disorder also experience serious [mental illness](#).

Video Tutorials

Visit our [playlist](#) for instructional videos on various aspects of using FindTreatment.gov.

- [FindTreatment.gov Overview](#)
 - [View in a Map](#)
 - [Print Search Results](#)
 - [Download Search Results](#)

Your EAP Representative listed below can help you if you are experiencing a mental health or substance use issue. Contact them for a free and confidential consultation.

Calling For Help

(from findtreatment.com)

What should I know before I call?

When you call, facility staff will ask questions about yourself. You can ask questions too. It's important to make sure the services and facility are a good fit for you.

This is a confidential call. Answering the questions honestly is important, and you won't be reported to law enforcement for talking about using illegal drugs.

If a facility can't see you within 48 hours, try another one. A sign of quality care is being able to be seen quickly. Many programs offer walk-in care, or interim care if only a waitlist is available.

Questions you want to ask

When can I get an appointment?

How much will treatment cost? Do you accept my insurance?

What do I need to bring? What should I not bring?

How do I get to the facility? Is there public transportation? Can you pick me up?

Consider asking questions that are important for you and your situation:

Is the facility smoke-free or is smoking allowed?

Are there childcare options available?

What types of medications am I allowed to take while in treatment?

What kind of family contact is allowed, and when?

Questions you may be asked

If you're calling for yourself or someone else.

Which drugs or alcohol have you been using, for how long, and how much.

Current health conditions and medications, including prescription medications you're currently taking.

What financial resources are you working with (insurance, money from a loved one, etc.?)

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

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



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

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

FindTreatment.gov

FindTreatment.gov is the most comprehensive resource for persons seeking treatment for mental and substance use disorders in the United States and its territories. SAMHSA makes every effort to ensure that the information provided on FindTreatment.gov is correct and up to date.

SAMHSA representatives Agency for substance use (SSA) are responsible for updating the status and location information for substance use and mental health facilities in their jurisdictions.



Community Counts

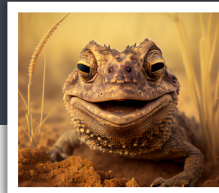
This page is proudly sponsored by IAMAW District 141 Community Service Department.

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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.



Go Red

FIGHTING HEART DISEASE TOGETHER: WOMEN UNITE AT LOCAL 1487 IN CHICAGO

Heart disease is a devastating threat to women in the United States, claiming the lives of a staggering 314,186 women in 2020 alone – accounting for one out of every four female deaths. On Wednesday, February 8, the Local 1487 Women’s Committee of Chicago hosted a landmark event to raise awareness of the impact of heart disease on women.

The “Go Red” luncheon brought together a diverse group of reservations, customer and fleet service agents, and other airline workers dressed in their best red attire. The women shared deeply moving personal stories of their encounters with cardiovascular disease and learned how to attain CPR certification. Attendees were also treated to a mime flag tribute dance performed by Christine Byrd and Charlene Allen. A red wine-tasting table was sponsored by Coopers Hawk, a notable local winery and restaurant in the Chicago area. And a range of heart-healthy food options was on offer. April Walker, one of the lead organizers helping to put the event together, reminded the gathering to “Remember your numbers!” before a raffle drawing. “Not just your raffle numbers!” she said to laughter.

Over healthy and delicious food options, the women learned about the symptoms of heart disease and the steps they can take to protect themselves.

The atmosphere was boisterous and cheerful, as the women were empowered with the knowledge and inspiration to take charge of their health and wellness.

The American Heart Association reports that nearly half of all women, 44%, live with some form of cardiovascular disease. Despite this, most women remain unaware of the dangers of heart disease and the gender-specific risks created by life stages such as pregnancy and menopause.

According to the American Heart Association (AHA), the lack of understanding surrounding heart disease in women can be attributed to a significant gap in research and outreach. Much



of the literature and outreach efforts regarding heart disease are geared toward men, leaving women underrepresented and their specific needs ignored.

Data released by the AHA shows that nearly 70% of postgraduate medical students report minimal to no training on gender-specific medical treatment. Only 42% of cardiologists feel adequately prepared to assess cardiovascular issues specific to women.

This lack of representation can have devastating consequences. Candice Schafer, Senior Development Director of Chicago's Go Red for Women, explains that heart disease presents differently in women than in men. "A lot of women are turned away from hospitals when they are actually in cardiac distress," she says. "In women, a heart attack presents very differently. It shows up as fatigue or sometimes a headache." These symptoms can go on for days, making it essential for doctors to recognize the signs of cardiac distress in women.

However, there is cause for optimism. According to Shaeffer, 80% of cardiac health can be improved through lifestyle choices. By raising awareness and improving the representation of women in research and outreach efforts, women can take control of their heart health and reduce their risk of heart disease.

"The disparity in representation and understanding of heart disease in women is a significant issue that needs to be addressed," said Shaeffer. "Through increased awareness and better representation in research and outreach efforts, women can take charge of their heart health and reduce their risk of heart disease."







