

AIRMAIL

JOURNAL
APRIL 2023



Lisa Nano
Local 1781

BREAKTHROUGH AT UNITED

Cover image courtesy of Lisa Nano, Local 1781



13 April 2023

United Negotiations Update

Dear Sisters and Brothers,

On March 29, we informed you that we reached an Agreement in Principle (AIP) with United Airlines on seven contracts covering over 29,000 IAM members at United Airlines. We're happy to inform you that we have transitioned the AIP into a Tentative Agreement (TA) for you to review and vote on.

All changes to the current agreements can be viewed on our website, iam141.org. It is important to note that only changes will appear on the website. If it is not on the website, then the contractual language remains the same as it does today.

All IAM-United grievance committees attended an informational session this week, followed by questions and answers in ORD. IAM District Lodge 141 Officers will also visit each location to explain the tentative agreements and answer questions. Please check the website for what day they will be in your station.

Voting will be conducted electronically by BallotPoint Election Services. You will be sent voting instructions with a Personal Identification Number to the address you have on file with the company. The voting period will commence at 00:01 EDT on April 24, 2023, and last through 18:00 EDT on May 1, 2023.

Please call (888) 608-1411 with questions about voting instructions and electronic voting. Feel free to get in touch with your respective Assistant General Chairperson with questions about specific contract language.

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

JOURNAL



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How do I say this...

Talking Union in the 21st Century

Unions are undergoing a transformation. They are becoming younger, more innovative, and more responsive to the changing needs of workers. They are also updating their vocabulary to reflect their new vision and values. We think this is awesome.

Below are some of the old terms that are being phased out and some of the new terms that are taking their place. If you meet a new coworker with a union background, they might use these words to describe their experience. If you meet someone who has never been in a union before, these words might help you explain what unions are all about in a fresh and appealing way.

*Obliged,
Eric Price*

Shop steward -> Union representative: A union member who serves as a leader at the building or campus level and represents members in discussions or grievances with management.

Grievance -> Formal complaint: A complaint lodged by an employee or the union alleging a violation of one or more terms in the collective bargaining agreement.

Collective bargaining -> Contract Negotiations: An exchange of ideas between unions and management over the terms and conditions of employment, as well as student-centered or community-oriented demands.

Bargaining unit -> Unified workers: A group of employees with a common interest recognized as part of a union and covered by a collective bargaining agreement.

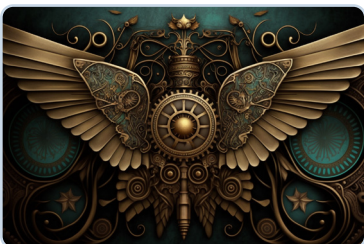
Bargaining agent -> Union representative: A union certified or recognized by the employer as the exclusive representative of all employees in the bargaining unit for purposes of collective bargaining.

Contract -> Agreement: A written document between the union and the employer covering wages, hours, working conditions, benefits, rights of workers and union, and procedures to be followed in settling disputes and grievances.

Card check -> Majority sign-up: A procedure whereby signed authorization cards are checked against a list of employees in a prospective bargaining unit to determine if the union has majority status and can be recognized by the employer without an election.

Arbitration -> Mediation: A process for resolving disputes or bargaining impasses where an outside, neutral third party helps the parties reach a voluntary settlement or decision.

Weingarten Rights -> Right to representation: The right of an employee to have a union representative present during an investigatory interview that may result in disciplinary action.





District President Mike Klemm engaging with United Airlines Union members nationwide, discussing the implications of seven new tentative agreements on their workplaces. These photos are from his visit to LAX.





BREAKTHROUGH

United Airlines and the International Association of Machinists and Aerospace Workers (IAM) union have reached tentative agreements covering seven separate workgroups, including fleet service workers, passenger service workers, storekeepers, central load planners, maintenance instructors, fleet technical instructors, and security officers.

These agreements are intended to provide workplace improvements for covered union members while more comprehensive agreements are negotiated. Union negotiators will begin preparing for new rounds of contract talks in the next few months.

The agreements will provide the highest overall compensation for every covered workgroup and extend outsourcing protections for 17 stations. The deals will extend “no furlough” rules for employees, based on seniority, by twenty years, to June 2019.

The tentative agreements will also include a Ratification bonus for the union, giving members \$110 for each year with the company. If ratified, the union will see job protections and pay to improve immediately on the ratification date. The union will also get a \$45 million Ratification bonus, which will begin going out in the first pay period after ratification.

“The new agreements will provide immediate job protections and pay increases for our mem-



bers,” said Mike Klemm, the IAM Union’s District President who helped lead the negotiations. “The Ratification bonus will give our union a significant boost and recognize our members’ years of service to the company.”

The IAM union has been negotiating with United Airlines since 2019, but talks were put on hold due to the COVID-19 pandemic. Negotiations resumed in December 2022 and concluded earlier this month.

Union Members in good standing will begin ratification votes on all the agreements on April 24 by electronic ballot. The voting period will last until May 1 at 6:00 pm, when all votes will be tallied.

Local committees are holding informational town hall and break room meetings at airports nationwide, explaining how the agreements will impact each workgroup. A list of dates for the sessions has been published online.

If ratified, the agreements will position United Airlines to outcompete other airlines in a tight labor market by increasing lead pay by \$3/hour and boosting wages in some cases to over \$40/hour. They will also insource work at 17 airports nationwide and prevent outsourcing for more employees.

The IAM union’s announcement of the tentative agreements is a welcome development for United Airlines, which has faced uncertainty in

recent years due to labor disputes and financial challenges. With these agreements, United Airlines is positioning itself to remain competitive in the airline industry and retain its workforce in a tight labor market.

The announcement also has implications for other airlines in the industry, particularly those that may be facing negotiations with the Machinists Union in the near future. If ratified, these agreements could set industry standards for compensation and job security, making it more difficult for other airlines to compete for workers in a tight labor market.

FAIR SKIES

The Good Jobs for Good Airports Act will ensure airport workers get the pay, benefits, and labor standards they deserve. It's critical legislation that will improve conditions for hundreds of thousands of largely Black, Brown, and immigrant service workers.

Washington D.C. - A new proposed law called the "Good Jobs for Good Airports Act" aims to ensure airport service workers in the United States receive a living wage and important benefits like health care. The law would help create fair working conditions for airport employees and improve airport safety and security nationwide.

Representative Jesús García from Illinois introduced the law. It would apply to small, medium, and large airports that get money from the federal government or federally authorized fees. By focusing on airports that get federal support, the legislation seeks to ensure taxpayer money is used to promote fair labor practices and keep a well-trained aviation workforce.

Representative García said the legislation ensures that the people who help airports run smoothly are treated fairly and receive the benefits they need to support their families. He emphasized the important role that airport service workers have in keeping airports safe and functioning.

SUPPORT THIS LEGISLATION;

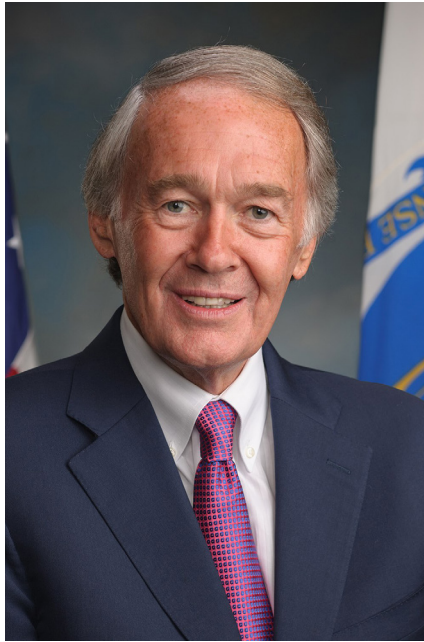
Call the Committee at (202) 225-9446

The law would create a system to balance aviation-sector interests without causing major disruptions for the flying public. Airport sponsors would need to certify every year that they pay their service workers a wage and benefits that follow the law. This certification process would help ensure airports are transparent about their labor practices.

The Secretary of Transportation would be in charge of making sure everyone follows the new rules. This oversight would help maintain fairness among airports and ensure that the benefits of the legislation reach the workers it's meant for.

"Just as airplanes don't fly without pilots, our aviation system would collapse without airport service workers. Unfortunately, airport workers are often overworked and underpaid. This isn't just bad for workers, it's bad for travelers too," stated Senator Ed Markey, a sponsor of the bill.

Earlier this year, airport employees urged airlines to address the low-paying jobs at airports. However, with no response from airline CEOs, airport workers took their demands to their elected representatives.



Senator Ed Markey championing the "Good Jobs for Good Airports Act" to improve wages and benefits for airport service workers nationwide.

"I'm here humbly to ask all of Congress to pass this bill," expressed Ababuti Oloki, a skycap at Boston Logan International Airport.

While some airport service workers have secured better wages and benefits in an increasing number of states, localities, and airport authorities, numerous major airports still lack any minimum standards beyond the minimum wage. An airport service worker in one city might earn \$18/hour for the same job that a worker in another city receives as little as \$8/hour.

"The safety of everyone in the planes depends on us, but we're not respected for the work we do. We make low wages," said Verna Montalvo, a cabin cleaner at Dallas Fort Worth International Airport.

The Good Jobs for Good Airports Act of 2022 intends to establish national wage and benefits standards for airport service workers at major airports receiving federal funds. Its goal is to stabilize air travel and ensure there is sufficient, well-trained staff to maintain a strong, safe, and secure aviation system.

The legislation has gained support from members of the CWA, Unite Here!, Associa-

tion of Flight Attendants-CWA (AFA-CWA), the Transport Workers Union (TWU), the International Brotherhood of Teamsters, the International Association of Machinists and Aerospace Workers (IAM), and the National Conference of Firemen and Oilers (NCFO).

The law would apply to airport grants and terminal programs under the Infrastructure Investment and Jobs Act. Funding for airport infrastructure and terminals would depend on whether the airports follow the labor standards for service workers. This approach encourages airports to adopt fair labor practices to get the funding they need for improvements and expansions.

Labor unions support the proposed law because they've long pushed for better working conditions and wages for airport service workers. Some airport operators also support the legislation, as they see the benefits of having a stable, well-paid workforce for improving airport security and efficiency.

The "Good Jobs for Good Airports Act" has been sent to the Committee on Transportation and Infrastructure for more consideration. The committee will likely examine the bill's details, potential impacts, and any needed changes before it goes to a vote.

If passed, the law would help airport service workers get the minimum wages and benefits they need to support their families and help keep the nation's airports safe and secure.

[Learn more about this legislation](#)





ANOTHER RAGER

Another Disruptive Passenger Causes United Flight to Turn Around Midflight



United Flight 90 traveling from Newark to Tel Aviv returned to Newark shortly after takeoff due to a disruptive passenger who wanted to sit in the crew seats while waiting to use the restroom. When asked to move by a crew member, the man refused and began arguing with flight attendants. Upon arrival back in Newark, law enforcement escorted the man off the plane



A United flight bound for Israel was forced to turn around and return to Newark airport early Sunday morning due to a disruptive passenger. The flight, which had already been delayed by two hours, had only been in the air for three hours before the incident occurred.

According to Local News Outlets, the passenger sat in a seat reserved for flight attendants while waiting to use the bathroom. When asked to move by a crew member, the man refused and began arguing with flight attendants.

Upon arrival back in Newark, law enforcement escorted the man off the plane. United Airlines released a statement saying, "United Flight 90 traveling from Newark to Tel Aviv returned to Newark shortly after takeoff due to a disruptive passenger. Law enforcement met the aircraft and removed the passenger. A new flight was scheduled to depart Sunday evening."

The flight, originally scheduled to depart at 10:55 p.m., left Newark at 12:48 a.m. and arrived at the airport at 6:28 a.m., according to FlightAware.com. Passengers were booked onto a new flight for late Sunday.

In a separate incident on April 11, a passenger on an Alaskan Airlines flight was arrested after threatening to kill a flight attendant. Chloe M. Dasilva, 32, was charged with interfering with flight crew members and attendants.

The incident occurred on a nonstop flight from San Francisco to Chicago. Dasilva became disruptive and threatened a male flight attendant. She was restrained

with zip ties by a flight attendant and two passengers. A mother and her baby moved seats for their safety. The pilot diverted the flight to Kansas City due to concerns for passenger safety. Dasilva appeared in court on Monday, and the FBI is investigating the incident.

In response to the growing number of air rage incidents, unions, including the Machinists Union and other airline workers, have called on the government, airlines, and airports to take stronger measures to reduce the number of unruly passenger incidents. Some of their proposals include banning to-go alcohol sales at airports, sharing internal no-fly lists between airlines so that banned passengers cannot disrupt another flight, and increasing fines and other penalties for disruptive and abusive behavior.

Additionally, U.S. Senate and House members have proposed a new no-fly list for unruly passengers that would allow the Transportation Security Administration to ban people convicted or fined for assaulting or interfering with airline crew members.

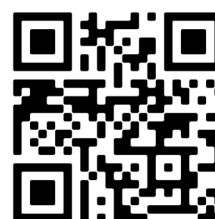
U.S. Senator Jack Reed (D-RI) and U.S. Representatives Eric Swalwell (D-CA) and Brian Fitzpatrick (R-PA) have introduced new bipartisan legislation that could stiffen penalties against offenders convicted of assaulting flight crew aboard an aircraft and place them on a commercial no-fly list.

The proposed legislation, called the Protection from Abusive Passengers Act, is aimed at protecting travelers and frontline

aircrew members from physical abuse that has become more frequent during flights. The lawmakers say the enhanced penalty will serve as a strong deterrent against combative passengers and is needed to improve the safety of frontline aviation crews, attendants, and passengers.

Under the new rules, flight crews would know if a passenger on their plane had assaulted airline workers previously. This proposed legislation would prevent convicted violent passengers from boarding flights on any airline and exclude them from participating in the TSA PreCheck or Customs Global Entry programs.

Over half of surveyed flight attendants have experienced assault or harassment from a disruptive passenger within the last year. This has led to the prevalence of unruly passengers.



Watch Cellphone Video

Air Transport Territory to Attend Labor Meeting in Geneva

This week, IAM Air Transport Territory Chief of Staff Edison Fraser will join key stakeholders for a technical meeting hosted by the International Labour Organization (ILO) in Geneva, Switzerland. The gathering will take place from April 24-28, 2023. It will bring together government officials of ILO member countries, employers, and workers' representatives to discuss a green, sustainable, and inclusive economic recovery for the civil aviation sector.

One of the critical issues to be addressed is assaults on customer service agents. The meeting will also focus on best practices in occupational safety and health and the promotion of good jobs to shape the recovery of the aviation industry beyond the global pandemic. Fraser is one of the United States International Transport Workers' Federation (ITF) representatives.

"The IAM is proud to continue to partner with the ITF and the ILO to better advocate for the interests of our members," said Fraser. "The COVID-19 pandemic severely hit the civil aviation sector. By working closely with our global allies, we can take important steps to recover and move forward."

The IAM has a long history of developing and maintaining relationships with key international players advocating for workers' interests and global justice. "There's still a lot to be done in the aviation sector to have a substantive economic recovery after COVID-19 and working groups like this one provides an opportunity to analyze and strategize," said IAM Air Transport Territory Chief of Staff Edison Fraser.

Occupational safety and health measures ensure all workers have safe and healthy working conditions. The International Labour Organization (ILO) has recently upgraded a safe and healthy working environment to a fundamental principle and right at work. The goal is to create worldwide awareness of the consequences of work-related accidents, injuries, and diseases.

The ILO has adopted several Conventions, Recommendations, and Protocols on occupational safety and health that apply to all branches of economic activity, including transport. These policies aim to prevent occupational accidents by formulating, implementing, and periodically reviewing national occupational safety and health policies.

Aviation is a highly regulated industry where the safety of the plane, aircrew, and passengers is paramount. Numerous aviation medical resources have studied and provided updated information on aviation-related medical concerns such as fatigue, radiation, cabin air quality, vibration, thermal stress, and other safety concerns.

Flying is the safest way to travel. In 2019 there were only 13 accidents involving loss of life, with a total of 268 casualties. This is a significant improvement from the 1970's when there were far fewer flights, but 2,365 passengers lost their lives in airplane accidents.



“The COVID-19 pandemic severely hit the civil aviation sector. By working closely with our global allies, we can take important steps to recover and move forward.”

**SOCIAL JUSTICE
DECENT WORK**

STUDY: MORE WORKERS DEMAND EMPLOYERS PAY AT LEAST \$76K TO START NEW JOB

The Federal Reserve Bank of New York has released the results of a survey that analyzed the experiences of individuals during their job search. The survey had a sample size of over 1,000 respondents and was conducted from October 2020 to March 2021.

Over the last four months, the average full-time wage that people were offered has gone up to \$62,088 from \$59,834 in November 2022. However, people are less satisfied with the amount of money they're getting paid, the non-wage benefits they receive, and their chances of being promoted at their current jobs.

The average "reservation wage," which is the lowest salary that people would accept for a new job, has reached a record high of \$75,811. This increase is mainly because older people over the age of 45 and those who have attended college are asking for more money.

If people are expecting to get a job offer, the average expected yearly salary has decreased to \$58,710 from \$61,187 in November 2022. This means people are expecting less money than before. For those who are already employed, the chance of them finding a new employer in the next four months has increased

to 12.5%, while the likelihood of them becoming unemployed has risen to 2.5%. Men and people who did not attend college are primarily responsible for the increase in unemployment expectations.

The results show that the time needed to find a job and perceived job availability varies significantly across different demographic groups and income levels.

Individuals with a high school degree or less are taking longer to find a new job than those with a college degree or higher.

Individuals with a high school degree or less typically needed ten weeks to find a new job, compared to 6 weeks for those with a college degree or higher. Higher levels of education may lead to greater job opportunities and a quicker job search.

The survey also found that women reported longer job search durations than men, with a median duration of 8 weeks for women compared to 6 weeks for men.

Additionally, job search duration was even longer for Black and Hispanic respondents compared to white respondents. Black and Hispanic job seekers had a median of 9 weeks and eight weeks, respectively, to find a job. By comparison, white respondents



"Job seekers at a recent job fair, where many are demanding starting salaries of at least \$70k."



Knowing your worth, something kids nowadays are learning to do.

only needed 6 weeks.

Another interesting finding of the survey is that people with higher incomes tended to think there were more job openings than those who earned less.

People with an annual household income of less than \$50,000 were less likely to think there were good job opportunities available. Only 31% of these people reported that job availability was good or very good. In contrast, people who made \$100,000 or more annually were more likely to think there were good job opportunities available. 59% of these people reported that job availability was good or very good. These findings suggest that income inequality may be a factor in how people view job availability.

The survey also asked respondents about their wage expectations when starting a new job. On average, respondents expected a wage of \$20.80 per hour. However, wage expectations varied across different demographic groups and income levels.

Women expected to be paid less than men, with an expected wage of \$19.20 per hour compared to \$22.30 per hour for men.

Additionally, individuals with a high school degree or less expected a lower wage than those with a college degree or higher, with an expected wage of \$16.80 per hour compared to \$23.20 per hour for those with a college degree or higher. These findings suggest that certain demographic groups

and education levels may face wage disparities when starting a new job.

The survey results highlight the importance of understanding the experiences of individuals during their job search. The findings suggest that certain demographic groups and income levels may face additional barriers to employment and may have different perceptions of job availability and wage expectations. This information can be used to inform policies that aim to address income inequality and reduce barriers to employment.

To address the longer job search durations experienced by individuals with a high school degree or less, policymakers may consider investing in education and training programs to provide these individuals with the skills needed to compete in the job market. Additionally, policies that aim to reduce discrimination based on gender and race may help to reduce the disparities in job search duration and wage expectations experienced by specific demographic groups.

Legislation could also include increasing the minimum wage or providing tax credits to low-income individuals to help them make ends meet.

RATIFICATION TOWN HALLS

Preparing to Vote

Town Hall Meetings on the Cusp of a Historic Contract Ratification at United

27 APRIL

A gathering of Machinists Union Members filed into a Town Hall Meeting to discuss seven new contractual agreements with United Airlines.

At more than 50 airports around the nation, Machinists Union members have been gathering in airport Ready Rooms, Local Lodges, and other locations to discuss the ratification of seven new agreements that will cover about 30,000 employees at the carrier.

The Agreements will add new wage scales that will make it easier for United to attract new hires and increase the number of Lead agents. They will also introduce new language to protect agents at 17 stations that might have otherwise been subject to outsourcing.

Following the return of air travel after the pandemic, United has repeatedly been forced to resort to huge bonuses to draw in workers interested in working for the airline. Stenberg told the assembly that United hoped higher starting wages would help reduce the need for large bonuses to attract new employees.

The new agreements will also introduce minimum levels of full-time workers, a first for the airline.

During the height of the pandemic, CEO Scott Kirby attempted to furlough thousands of employees to part-time status. "It's important to remember that," said Joe Bartz at the Chicago meeting. "We took him

to court to stop that plan, and we protected full-time status for our members. But, if we hadn't made him back down, there's no guarantee that he wouldn't have been able to legally do that," he continued. "These new agreements will make sure that he can never try to do that again," he said.

While the new agreements protect full-time positions, Erik Stenberg stressed that no part-timers would be forced to go full-time. Stenberg, who led the meeting and is an Assistant General Chair, and Bartz, reassured part-timers that their status was also protected.

Stenberg and Bartz were among the group of Union Negotiators who helped forge the new agreements.

The Chicago meeting comes as the voting period for the Agreements is drawing to a close following a 7-day voting window. The Ratification Vote will end on May 1, with results expected to be announced within 24 hours, barring any unforeseen developments.

In the first quarter of 2023, United Airlines reported a pre-tax loss of \$256 million. However, the company increased its total operating revenue by 51.1% compared to the same period in 2022 and its total revenue per available seat mile (TRASM) by 22.5%. The airline has also been increasing its capacity in recent months, with a 22.4% year-on-

year increase in Q1 and an expected 18.5% increase in Q2 compared to Q2 2022.

According to Bartz, the Union and Company will return to full "Section 6" negotiations, where the two sides will litigate every word of all seven contracts. Typically, Union Negotiations in the Airline industry take anywhere from two to four years to complete. Any workgroups that vote down their agreement will have to wait until the Section 6 talks wrap up to lock in new wages and job protections.

"For the first time ever, every single ramp and Customer service airport cannot be outsourced under any circumstances," Bartz told the union members.

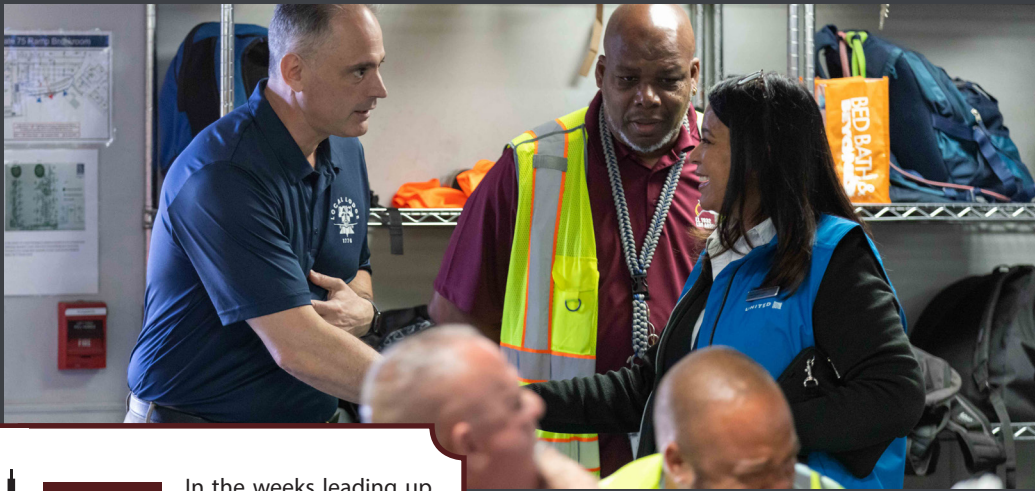
"You will be the highest paid in your work classification in the industry, Bartz told the group. "No matter what. We will get back to work, protect all our stations, and Kirby will never be able to cut us to part-time."

"For the past five months, we've been laser focused on wages and job security," he continued. "We were in a position where we had to go forward, and you guys are going to tell us how well we did."

"For the first time ever, every single ramp and Customer service airport cannot be outsourced under any circumstances," AGC Joe Bartz told the union members.



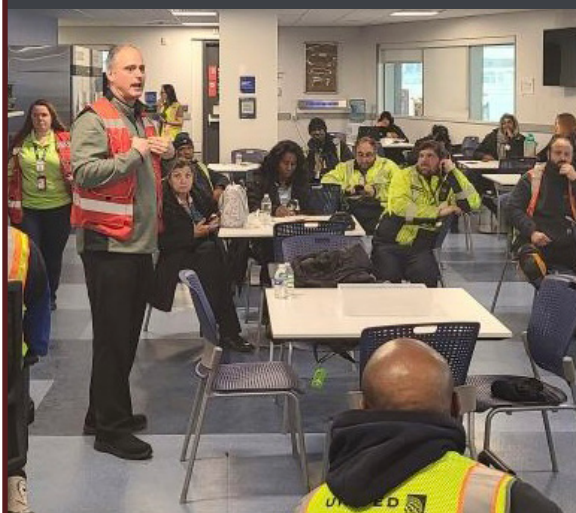
Dist. 141 Machinists Union



In the weeks leading up to May 1st, Assistant General Chairs, Committee Members, and Negotiators traveled across the country to educate United Airlines workers about the Tentative Agreements that would transform airport workplaces. These agreements were the result of months of negotiations between United Airlines and the Union representing its workers.

As the date for the ratification vote approached, ready rooms at airports across the country were filled with United Airlines workers eager to learn more about the agreements. The Union's efforts to inform its members extended beyond in-person meetings. Social media was used to share information about the agreements, with negotiators posting videos and participating in podcast interviews to help Union Members understand what was at stake.

Thanks to these efforts, United Airlines workers were well-informed when they cast their votes on May 1st. The future of airport workplaces at United Airlines is now in the hands of its workers, who have made an informed decision about their working conditions.





POLITICAL ATTACK

FLORIDA BILL GIVES POLITICIANS POWER TO DISBAND UNIONS

Lawmakers in the Florida House have advanced a bill that would decertify teachers' unions if they fall below a 60% membership rate within their workplaces.

The bill has already cleared the State Senate, and now it is headed to Governor Ron DeSantis, who is expected to sign it into law.

The law requires that 60% of workers in a given bargaining unit be dues-paying union members. If the union falls below that threshold, the state could move to force the union to recertify.

Progressive lawmakers and labor groups have criticized the legislation as a political move to weaken teachers' unions and other labor organizations that typically support the Democratic Party. The bill would make it more difficult for unions representing government employees to collect dues. The law would also allow the state to decertify them and revoke union/ employer agreements.

Lawmakers added a clause to the bill that would exempt labor organizations that typically support Republican candidates, such as police unions and Corrections Officers.

Similar legislation was introduced in the Florida Senate last month, overcoming objections from both Republicans and Democrats.

The legislation cuts off automatic paycheck deductions for union dues. Unions pay to negotiate and enforce collective bargaining agreements with the funding. While the law

would still allow unions to set up new methods to collect dues, the workarounds would represent new funding obstacles for public sector unions that have fallen out of favor with Tallahassee politicians.

Most worryingly, the bill, titled S.B. 256, will give political elites in Florida the power to disband many unions unilaterally.

The law requires that 60% of workers in a given bargaining unit be dues-paying union members. If the union falls below that threshold, the state could move to force the union to recertify. Unions that cannot meet the 60% standard will be forced to re-organize their workplaces and potentially lose their collective bargaining agreements. Nullified agreements could give the state near-limitless power to slash teacher pay and other benefits that may be part of those agreements.

Up to two-thirds of teachers' unions in Florida could face decertification, which would hinder their ability to negotiate for salary and benefits on behalf of critical staff such as teachers, guidance counselors, and special education instructors.

The bill would also force time-consuming and expensive yearly audits, which could cripple many sanitation workers' unions with very few members.

Andrew Spar, President of the Florida Education Association, vowed that the new law would not silence union members. "Today the Florida House passed SB 256, a bill written by Gov DeSantis, which aims to silence workers in Florida," he said in a post. "We speak out, so just like Disney and others, we are a target of the Gov. We will not be silenced."

"If Gov. DeSantis thinks he will silence us, he's dead wrong," he continued.

Teachers in Florida are among the worst-paid in the United States. According to a recent study published by the National Education Association, the state ranks an abysmal 48th in the nation for teacher pay.

The state is losing teaching staff to neighboring states, such as Alabama, which ranks 33 in teacher pay. And, Georgia, which pays its teachers enough to earn a 21st place ranking.

Helping Hands

April

IAMAW District 141



APRIL HELPING HANDS: ALCOHOL AWARENESS MONTH

EAP Peers:

April is alcohol awareness month. The National Institute of Health (NIH) is a great resource for information about substance use disorders. I encourage all of you to take a look at their web site: niaaa.nih.gov. Most of the information is free and downloadable.

This has been a rough winter. The workloads have all increased, there are pressures on you and all of our co-workers. Some are handling the pressure and stress well, some are not doing as well. Thank goodness you all are there – to help when the pressures and stresses become too much. Even a kind word can make a difference under those circumstances. Simply listening to someone has a big impact.

Thank you for being there – for helping others. It is important work.

Bryan,
Bryan Hutchinson, M.S.

Bryan Hutchinson, M.S.
EAP Director
bhutchinson@iam141.org
Cell: 303-229-5117

How Can We Help You?

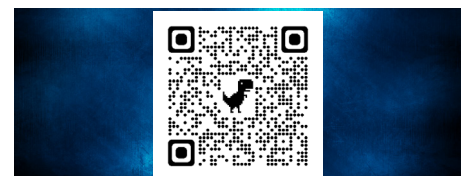
The District 141 Employee Assistance Program can quickly and confidentially connect you to counselling, crisis intervention, and other wellbeing services.

The Machinists and Aerospace Union partners with hundreds of deeply caring and trained professionals who can help guide you through a wide range of challenges.

EAP services are free, confidential and compassionate.



National Institute on Alcohol Abuse and Alcoholism





HELPING HANDS



April is Alcohol Awareness Month

(excerpts from niaaa.nih.gov)

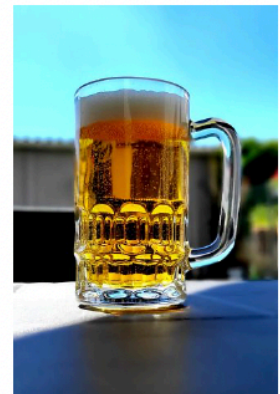
Signs of an Alcohol Problem



Alcohol use disorder (AUD) is a medical condition that doctors diagnose when a patient's drinking causes distress or harm. The condition can range from mild to severe and is diagnosed if you answer "yes" to two or more of the following questions.

In the past year, have you:

- Had times when you ended up drinking **more, or longer** than you intended?
- More than once wanted to **cut down or stop drinking**, or tried to, but couldn't?
- Spent a **lot of time** drinking? Or being sick or getting over the aftereffects?
- Experienced **craving**—a strong need, or urge, to drink?
- Found that drinking—or being sick from drinking—often **interfered with taking care of your home or family?** Or caused **job** troubles? Or **school** problems?
- Continued to drink even though it was causing **trouble** with your **family or friends?**
- **Given up or cut back** on **activities** that were important or interesting to you, or gave you pleasure, in order to drink?
- More than once gotten into situations while or after drinking that **increased your chances of getting hurt** (such as driving, swimming, using machinery, walking in a dangerous area, or having unsafe sex)?
- Continued to drink even though it was making you feel **depressed or anxious** or adding to **another health problem?** Or after having had a **memory blackout?**
- Had to **drink much more** than you once did to **get the effect** you want? Or found that your **usual number** of drinks had **much less effect** than before?
- Found that when the effects of alcohol were wearing off, you **had withdrawal symptoms**, such as trouble sleeping, shakiness, irritability, anxiety, depression, restlessness, nausea, or sweating? Or sensed things that were not there?



If you have any of these symptoms, your drinking may already be a cause for concern. The more symptoms you have, the more urgent the need for change. Your EAP (Employee Assistance Program) representative can help determine if your symptoms indicate if AUD is present. For an online assessment of your drinking pattern, go to RethinkingDrinking.niaaa.nih.gov.

Types of Treatment

Behavioral Treatments

Behavioral treatments are aimed at changing drinking behavior through counseling. They are led by health professionals and supported by studies showing they can be beneficial.

Medications

Three medications are currently approved in the United States to help people stop or reduce their drinking and prevent relapse. They are prescribed by a primary care physician or other health professional and may be used alone or in combination with counseling.

Mutual-Support Groups

Alcoholics Anonymous (AA) and other 12-step programs provide peer support for people quitting or cutting back on their drinking. Combined with treatment led by health professionals, mutual-support groups can offer a valuable added layer of support.

For anyone thinking about treatment, talking to a primary care physician is an important first step—he or she can be a good source for treatment referrals and medications. A primary care physician can also:

- Evaluate a patient’s drinking pattern.
- Help craft a treatment plan.
- Evaluate overall health.
- Assess if medications for alcohol may be appropriate.



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.

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.



IAM EAP Airline Chairmen United Airlines

Tony Rodriguez, 303-525-3334
E-mail: iameaptony@gmail.com

American Airlines

Chris Davis: 704-572-4859,
E-mail: chrisx1959@yahoo.com

District 141 Specific EAP Training

EAP III and EAP IV

EAP III and IV training specific to District 141 EAP peers will be held this fall.

EAP III September 2023

EAP IV November 2023

Contact your Local Lodge President or Secretary Treasurer to get approval to participate on this important training.

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MANDO

Get a Donation for Your Event

District 141 offers yearly donations to help you fund your Community Service Event!

Contact the IMAW District 141 Community Service Department for more information.

iam141.org/community-service





IAM Strength on Display at 2023 North American Transportation Conference

Las Vegas, NV – On April 2, transportation workers and industry leaders convened in Las Vegas for the 2023 North American Transportation Conference to address the ongoing challenges workers face in the sector.



The Conference brought together notable speakers, including Edison Fraser, Chief of Staff for the Machinists Union; Richie Johnsen, General Vice President of the Machinists Union; Sarah Nelson, head of the Association of Flight Attendants (AFA); and Department of Transportation Secretary Pete Buttigieg.

One of the key issues discussed during the Conference was the alarming trend of approximately one railroad derailment per day in the United States. Experts called for an end to the practice of precision and just-in-time rail scheduling, which they argued has contributed to increased risks and the potential for accidents.

Labor advances were also a major topic, with conference attendees focusing on improving transportation-sector working conditions and addressing worker grievances. The recent Agreement in Principle for seven contracts at United Airlines, covering more than 32,000 front-line workers, was presented as a positive development in this area. Conference attendees enthusiastically decided to ratify the Agreements in Principle at United Airlines while addressing ongoing contract talks at the company.



The Conference's atmosphere was described as hardworking and sometimes raucous, with participants actively engaged in discussions and debates on the various issues facing transportation workers. The Conference served as a platform for industry leaders, union representatives, and workers to come together and collaborate on solutions to the sector's pressing concerns.

The 2023 North American Transportation Conference succeeded in shedding light on the critical issues facing transportation workers today. The event has paved the way for further collaboration and action to address these challenges and improve the lives of those working in the industry.

Johnsen led the 2023 North American Transportation Conference. These influential figures played a significant role in facilitating discussions and fostering collaboration among transportation industry stakeholders. Their leadership contributed to the conference's success, ensuring that critical issues like air rage incidents and the safety of airline workers were brought to the forefront and addressed by critical



Transportation Secretary Pete Buttigieg addresses the concerning rise of air rage incidents at the Conference.



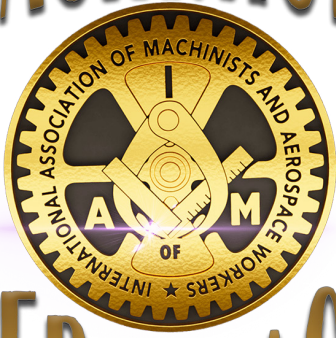


The conference of transportation workers was a large gathering of hundreds of essential workers from various industries, including airline workers and railroad workers. These workers play a crucial role in keeping North America moving, and the conference provided an opportunity for them to come together and discuss important issues facing their industries.

In total, the front line workers represented at the conference numbered into the millions. These workers are the backbone of the transportation industry, and their voices and concerns were at the forefront of the discussions at the conference.

One issue that was discussed at the conference was the ongoing battle for railroad workers to gain sick time and personal time off. Despite the essential role that these workers play in keeping goods and people moving across the continent, many of them still lack basic benefits such as paid sick leave and personal time off. The conference provided an opportunity for these workers to come together and advocate for their rights and for better working conditions.

MACHINISTS



AEROSPACE UNION

Johnsen led the 2023 North American Transportation Conference. These influential figures played a significant role in facilitating discussions and fostering collaboration among transportation industry stakeholders. Their leadership contributed to the conference's success, ensuring that critical issues like air rage incidents and the safety of airline workers were brought to the forefront and addressed by critical decision-makers like Secretary Buttigieg.

Machinists Union Political Activists were supportive of Secretary Buttigieg's comments.

"The work the DOT and Justice department have done to help reduce violence against airline workers is a huge benefit to all of us, said Rich Jakubowski, a legislative chairman from Chicago. "If the administration is able to get the FAA reauthorization signed this year our members and the flying public will continue to see positive safety improvements."

In response to a question about the recent attacks on airline workers by disgruntled passengers, Secretary of Transportation Pete Buttigieg outlined the Department of Transportation's (DOT) efforts to combat air rage during the 2023 North American Transportation Conference. Nina Caldwell, Vice President at Machinists Union District 142, posed the question.

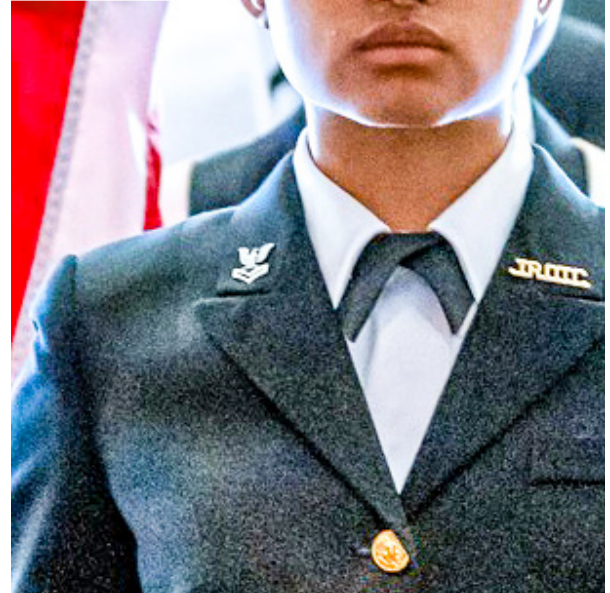
The Secretary highlighted the progress made so far, stating, "We're seeing results; we're down about 80% from the record highs in 2021, but even one of these incidents is too many." He emphasized that the DOT will not rest in addressing this issue and will stand with the industry every step of the way.



Honor squad members stand at attention, commemorating the opening of the transportation conference with a solemn and respectful ceremony.

The Machinists Union, a prominent force in the defense sector, proudly stands as one of the largest unions representing the dedicated workers who keep our nation secure.

The Machinists Union tirelessly advocates for veterans, championing their rights and working to improve their access to quality employment opportunities and essential resources.



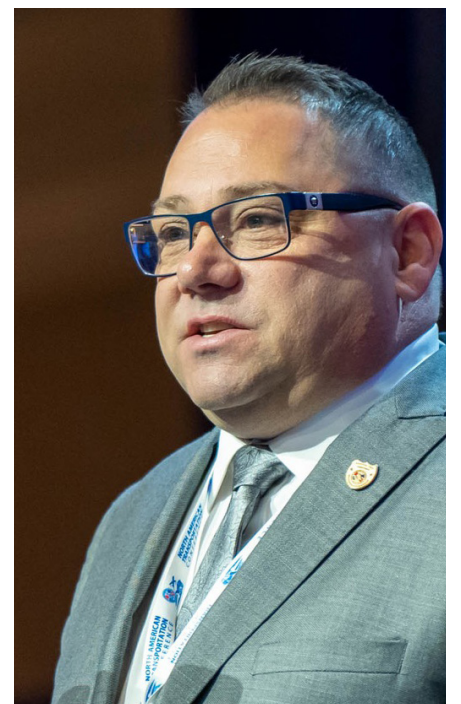
The IAM Veterans Services Program is dedicated to ensuring that veteran members and their families are cared for and given adequate support. The program helps veterans correctly apply for VA benefits and compensation and offers aid in education, employment, home loans, life insurance, pension, health care, and burial benefits. Visit GoIAM.org today to learn more about how the Machinists Union can help you access the benefits you deserve.





NORTH AMERICAN TRANSPORTATION CONFERENCE

LAS VEGAS, NV ♦ 2023





The North American Civil Aviation Sector safely and quickly moves more than two million people a day to destinations around the world. Commercial airline workers are responsible for creating nearly 2% of the total Gross Domestic Product in the United States, and create the foundations for more than 2.6 million direct-hire jobs, and an estimated 6 million additional jobs rely on the immediate services provided by airline workers.

And, no group is more dominant in North American commercial aviation than the Machinists and Aerospace Union.





Notable Speakers

National Mediation Board
General Counsel
Kate Dowling

IAM Canadian Territory
Airline Coordinator
Keith Aiken

IAM General Counsel
Carla Siegel

IAM Associate Counsel
Connie Vallas

Guide Dogs of America/
Tender Loving Canines
Russ Glitten



IAM Women's and Human
Rights Director
Julie Fritchen

William W. Winpinsinger
Education & Technology
Center Mary McHugh

IAM Veteran Services
Coordinator
Rich Evans



IAM Communications
Director
Jonathan Battaglia



IAM Canadian Territory
Women's & Human Rights
and Research Director
Ivana Saula

TCU/IAM Training Services
Department Executive
Director
David Kollwe

Once again, a unified workplace brings it home

A union contract can significantly increase wages for workers. By coming together as a unified group, employees have more bargaining power and can negotiate for better wages and working conditions.

An individual employee cannot hope to match the results union negotiations can bring by stepping into the manager's office and requesting the kinds of benefits a unified workplace can achieve.

Union contracts can also have a ripple effect throughout an entire industry. When one employer agrees to a Union contract, other employers in the same sector will feel pressure to offer similar compensation if they want to stay competitive.

Job Security is job one for Union Members.

What would you do if you were to lose your job this afternoon? Do you have a house payment or rent due in the next few weeks? What about a car note or a cable bill? Would you have the money to go without a job for a few months while re-entering the job market? And, once you land a new job, can you count on the same paychecks you get now?

This question is why job security is so vital to Union members. Once wages reach the level that we can afford to raise a family, buy a home, and participate in the American Dream, they get much harder to replace. The uncomfortable fact is that most of us would respond to unexpected unemployment by finding a job behind a cash register or wait station. A noble but underpaid profession would not be able to offer our families the standard of living that we hope to provide. Few of us have the current, up-to-date skill sets or contacts needed to replace a \$36-an-hour wage in time to make our next house note.

To be sure, many airline workers would have little problem replacing a line on a gate or ramp with an equally lucrative position at another company. But, for most of us, unemployment would mean near-certain economic ruin.

The stiffened job protections may be missed in the recent Agreements at United, which cover nearly 30,000 working people at the airline. But they shouldn't be. These job protections are meaningful and should be seen as absolutely paramount.

These protections do even more than prevent more of us from clocking into a new job at near-minimum wages. They also prevent highly seniorized agents from being forced into new stations, where they compete for prized lines and days off. This means these protections matter to every agent at United.

But, more importantly, protecting our jobs is the right thing to do. That's why job security was at the top of the list when thousands of Union Members were polled on what workplace priorities were most critical. And that's why Union Negotiators focused so heavily on bringing improvements to these protections home. And it's why the new agreements are helping to take the American Labor Movement forward.



The recent agreements at United offer work protections and benefits - and overall compensation - far beyond those found at non-union workplaces that do not need to compete with Unified workers.





Agreement in Principle

Between The IMAW & United Airlines



Summary of Key Changes

Insourcing, Protecting Full-Time Opportunities, Improved Job Security, and Industry-Best Wages

The new Agreement in Principle insources fleet work at MIA, ATL, RDU, COS, and SLC.

The Agreement in Principle vastly improves job security with guaranteed employment for those hired on or before June 3, 2019. Restores part-time limits, which protects full-time opportunities. Even with the new full-time protections, no part-time worker will be forced into a full-time position.

Bringing Back MIA, ATL, COS, RDU, SLC

The company will insource work at MIA, ATL, COS, RDU, SLC. Once insourced, these stations will be covered under the Agreement's Section 2-A-1 **and cannot be outsourced**.

Job Scope

The following 9 stations listed in Letter Of Agreement (9) will become part of 2-A-1 Scope on Date of Ratification **and cannot be outsourced**: BIL, IND, KOA, LIH, OGG, RNO, SAT, SJC, TUL

Express Work at DEN (Below the Wing) and FIS work at IAD will gain 2-A-1 status protection on the Date of Ratification, **and also cannot be outsourced**.

Protecting Full-Time opportunities

There are currently 9660 full-time fleet service positions systemwide. To maintain a 48% part-time cap throughout the system, the Company must maintain the 9660 full-time jobs. If they fall below the 9660 headcount then that cap reverts back to the date of signing percentage of 40%.

Guaranteed Employment: 6/3/2019

The new agreement provides guaranteed employment for any employee hired on or before June 3, 2019. Any employee hired after that date retains the right to exercise their seniority to maintain employment on the system during a reduction in force.

Ratification Payment

The Union has negotiated a \$45 million dollar Ratification Payment to be paid out within 30 days of ratification.

Lead Seniority and Testing

A Lead test will be created and agreed upon by both the Company and Union. To pass the test, a score of 70% or higher is needed. Those who pass will join a Lead Pool, and new Lead vacancies will be filled from this pool based on seniority. This process won't change current Seniority practices and will only apply to new vacancies after the Date of Ratification (DOR). Current Leads don't need to take the test, and temporary upgrades aren't required to take the test for short-term positions. When offering temporary or daily upgrades, the company will first offer them to the Lead Pool by seniority.

Two-Year Contract Extension

This will extend the current agreement by two years, starting from the Date of Ratification, allowing us to open full negotiations 12 months prior to the amendable date.

Increased Uniform Allotment

The uniform allotment will increase to 330 points per year, an increase of 130 per year and may be used towards your MAP Device / Scanner insurance.

Seniority	Current Rate	Date of Ratification	DOR+1 Year	DOR+ 2 Years
1 Year or less	\$15.33	\$18.51	\$19.07	\$19.64
1 -2 years	\$16.27	\$19.15	\$19.72	\$20.31
2-3 years	\$17.14	\$20.05	\$20.66	\$21.28
3 - 4 years	\$18.27	\$20.88	\$21.51	\$22.15
4 - 5 years	\$19.64	\$22.00	\$22.66	\$23.34
5 -6 years	\$21.19	\$23.65	\$24.36	\$25.09
6 - 7 years	\$22.84	\$24.78	\$25.52	\$26.29
7 - 8 years	\$24.38	\$25.90	\$26.68	\$27.48
8 - 9 years	\$25.81	\$27.36	\$28.18	\$29.02
9 - 10 years	\$27.63	\$29.29	\$30.17	\$31.07
10 - 11 years	\$31.00	\$35.03	\$36.08	\$37.16
11 + years	\$33.30	\$35.65	\$36.72	\$37.82

PLUS

Lead and Move Team Premiums will increase by 72% to \$3.00



FLEET SERVICE



Agreement in Principle

Between The IMAW & United Airlines



Summary of Key Changes

Fleet Tech Instructors

Seniority	Current	Date of Ratification	+1 Year	+ 2 Years
Less than 1 year	\$5,556.00	\$5,889.36	\$6,066.04	\$6,248.02
1 - 2 Years	\$5,594.00	\$5,929.64	\$6,107.53	\$6,290.76
2 - 3 Years	\$5,933.00	\$6,288.98	\$6,477.65	\$6,671.98
3 - 4 Years	\$6,202.00	\$6,574.12	\$6,771.34	\$6,974.48
4 - 5 Years	\$6,472.00	\$6,860.32	\$7,066.13	\$7,278.11
5 - 6 Years	\$6,740.00	\$7,144.40	\$7,358.73	\$7,579.49
6 - 7 Years	\$7,010.00	\$7,430.60	\$7,653.52	\$7,883.12
7 - 8 Years	\$7,276.00	\$7,712.56	\$7,943.94	\$8,182.25
8 - 9 Years	\$7,544.00	\$7,996.64	\$8,236.54	\$8,483.64
9 years or more	\$9,644.00	\$11,476.36	\$11,820.65	\$12,175.27

Ratification Payment

The Union has negotiated a \$45 million dollar Ratification Payment to be paid out within 30 days of ratification.

Two-Year Contract Extension

This will extend the current agreement by two years, starting from the Date of Ratification, allowing us to open full negotiations 12 months prior to the amendable date.

Job Security

EPI / EPS Job Protections LOA remains in full effect

Profit Sharing

Effective on the date of ratification, FTI & Related Employees will participate in the company's profit sharing program.

Fleet Training Specialist

Seniority	Current	Date of Ratification	+ 1 Year	+ 2 Years
Less than 1 year	\$6,350.00	\$6,731.00	\$6,932.93	\$7,140.92
1 - 2 Years	\$6,388.00	\$6,771.28	\$6,974.42	\$7,183.65
2 - 3 Years	\$6,727.00	\$7,130.62	\$7,344.54	\$7,564.87
3 - 4 Years	\$6,996.00	\$7,415.76	\$7,638.23	\$7,867.38
4 - 5 Years	\$7,266.00	\$7,701.96	\$7,933.02	\$8,171.01
5 - 6 Years	\$7,534.00	\$7,986.04	\$8,225.62	\$8,472.39
6 - 7 Years	\$7,804.00	\$8,272.24	\$8,520.41	\$8,776.02
7 - 8 Years	\$8,070.00	\$8,554.20	\$8,810.83	\$9,075.15
8 - 9 Years	\$8,338.00	\$8,838.28	\$9,103.43	\$9,376.53
9 years or more	\$11,232.00	\$12,916.80	\$13,304.30	\$13,703.43



FTI & RELATED



Agreement in Principle

Between The IAMAW & United Airlines



Summary of Key Changes

Developer

Seniority	Current	Date of Ratification	+ 1 year	+ 2 years
Less than 1 year	\$6,126.00	\$6,493.56	\$6,688.37	\$6,889.02
1 - 2 years	\$6,431.00	\$6,816.86	\$7,021.37	\$7,232.01
2 - 3 years	\$7,006.00	\$7,426.36	\$7,649.15	\$7,878.63
3 - 4 years	\$7,311.00	\$7,749.66	\$7,982.15	\$8,221.61
4 - 5 years	\$7,612.00	\$8,068.72	\$8,310.78	\$8,560.11
5 - 6 years	\$7,915.00	\$8,389.90	\$8,641.60	\$8,900.84
6 - 7 years	\$8,219.00	\$8,712.14	\$8,973.50	\$9,242.71
7 - 8 years	\$8,520.00	\$9,031.20	\$9,302.14	\$9,581.20
8 - 9 years	\$8,825.00	\$9,354.50	\$9,635.14	\$9,924.19
9 +	\$10,505.00	\$12,290.85	\$12,659.58	\$13,039.36

Guaranteed Employment: 6/3/2019

The new agreement provides guaranteed employment for any employee with a bid seniority of 6/3/19 or earlier. Any employee with a bid seniority after that date retains the right to exercise their seniority to maintain employment on the system during a reduction in force.

Work Identified in 2-A-1-C of the FTI and Related Agreement will be extended to 12/31/26.

The Multimedia Designer Classification will merge into the Flight Training Program Developer Classification.

Emergency Procedure Specialist

Seniority	Current	Date of Ratification	+ 1 Year	+ 2 Years
Less than 1 year	\$5,888.00	\$6,241.28	\$6,428.52	\$6,621.37
1 - 2 years	\$6,170.00	\$6,540.20	\$6,736.41	\$6,938.50
2 - 3 years	\$6,669.00	\$7,069.14	\$7,281.21	\$7,499.65
3 - 4 years	\$6,935.00	\$7,351.10	\$7,571.63	\$7,798.78
4 - 5 years	\$7,202.00	\$7,634.12	\$7,863.14	\$8,099.04
5 - 6 years	\$7,468.00	\$7,916.08	\$8,153.56	\$8,398.17
6 - 7 years	\$7,735.00	\$8,199.10	\$8,445.07	\$8,698.43
7 - 8 years	\$7,999.00	\$8,478.94	\$8,733.31	\$8,995.31
8 - 9 years	\$8,263.00	\$8,758.78	\$9,021.54	\$9,292.19
9 +	\$10,500.00	\$11,240.25	\$11,577.46	\$11,924.78

Emergency Procedure Instructor

Seniority	Current	Date of Ratification	+ 1 Year	+ 2 Years
Less than 1 year	\$5,111.00	\$5,417.66	\$5,580.19	\$5,747.60
1 - 2 years	\$5,376.00	\$5,698.56	\$5,869.52	\$6,045.60
2 - 3 years	\$5,875.00	\$6,227.50	\$6,414.33	\$6,606.75
3 - 4 years	\$6,141.00	\$6,509.46	\$6,704.74	\$6,905.89
4 - 5 years	\$6,408.00	\$6,792.48	\$6,996.25	\$7,206.14
5 - 6 years	\$6,674.00	\$7,074.44	\$7,286.67	\$7,505.27
6 - 7 years	\$6,941.00	\$7,357.46	\$7,578.18	\$7,805.53
7 - 8 years	\$7,205.00	\$7,637.30	\$7,866.42	\$8,102.41
8 - 9 years	\$7,469.00	\$7,917.14	\$8,154.65	\$8,399.29
9 +	\$8,912.00	\$9,540.30	\$9,826.50	\$10,121.30



FTI & RELATED



Agreement in Principle

Between The IMAW & United Airlines



Summary of Key Changes

Insourcing, 401(k) Match, Improved Job Security, and Industry-Best Wages

The Agreement In Principle vastly improves job security with guaranteed employment for those with a bid seniority on or before June 3, 2019.

Two-Year Contract Extension

This will extend the current agreement by two years, starting from the Date of Ratification, allowing us to open full negotiations 12 months prior to the amendable date.

Ratification Payment

The Union has negotiated a \$45 million dollar Ratification Payment to be paid out within 30 days of ratification.

Insourcing Work

A Letter of Agreement has been formalized and added to the Agreement insourcing work at MCO and TPA.

Industry Leading Pay

Guaranteed Employment: 6/3/2019

The new agreement provides guaranteed employment for any employee with a bid seniority of 6/3/19 or earlier. Any employee with a bid seniority after that date retains the right to exercise their seniority to maintain employment on the system during a reduction in force.

401 (k) Match

Maintenance Instructors will gain the opportunity to participate in the 401 (k) match program.

Seniority	Current	Date of Ratification	+ 1 Year	+2 Years
Hourly Rate	\$54.80	\$63.50	\$65.41	\$67.37
Monthly Rate	\$9,498.67	\$11,007.05	\$11,337.27	\$11,677.38



MAINTENANCE INSTRUCTORS



Agreement in Principle

Between The IAMAW & United Airlines



Summary of Key Changes

Insourcing, Protecting Full-Time Opportunities, Improved Job Security, and Industry-Best Wages

The new Agreement in Principle insources Passenger Service Work at MIA and COS.

The AIP vastly improves job security with guaranteed employment for those hired on or before June 3, 2019. Introduces part-time limits, which protects full-time opportunities. Even with the new full-time protections, no part-time worker will be forced into a full-time position.

Protecting Full-Time opportunities

There are currently 6275 full-time employees covered under the PCE Agreement system-wide, which includes Reservations. To maintain a 58% part-time cap throughout the system, the company must maintain the 6275 full-time jobs. If they fall below the 6275 headcount, that cap reverts back to the Date of Signing percentage of 48%.

Two-Year Contract Extension

This will extend the current agreement by two years, starting from the Date of Ratification, allowing us to open full negotiations 12 months prior to the amendable date.

Ratification Payment

The Union has negotiated a \$45 million dollar Ratification Payment to be paid out within 30 days of ratification.

Guaranteed Employment: 6/3/2019

The new agreement provides guaranteed employment for any employee hired on or before June 3, 2019. Any employee hired after that date retains the right to exercise their seniority to maintain employment on the system during a reduction in force.

Commitment to Hire

The company will hire an additional 350 Contact Center agents in 2023. For the first time, it will be contractually-mandated that IAM Members will perform 50% of the total calls, plus Customer Care Cases onshore, which includes the following specialty desks: CEO, WAS, VIP, GSE, GPW, and RPC.

Lead Testing

A lead test will be created and agreed upon by both the company and union. To pass the test, a score of 70% or higher is needed. Those who pass will join a lead pool, and new lead vacancies will be filled from this pool based on seniority.

Seniority	Current	Date of Ratification	DOR + 1 Year	DOR + 2 Years
Less than 1 year	\$15.18	\$18.51	\$19.06	\$19.64
1 - 2 years	\$16.11	\$18.81	\$19.37	\$19.96
2 - 3 years	\$16.97	\$19.47	\$20.05	\$20.66
3 - 4 years	\$18.09	\$20.35	\$20.96	\$21.59
4 - 5 years	\$19.44	\$21.45	\$22.09	\$22.76
5 - 6 years	\$20.98	\$23.10	\$23.79	\$24.51
6 - 7 years	\$22.61	\$24.25	\$24.98	\$25.73
7 - 8 years	\$24.14	\$25.59	\$26.36	\$27.15
8 - 9 years	\$25.55	\$27.08	\$27.89	\$28.73
9 - 10 years	\$27.35	\$28.99	\$29.86	\$30.76
10 - 11 years	\$30.69	\$34.56	\$35.60	\$36.66
11 + years	\$32.97	\$35.29	\$36.35	\$37.44

PLUS

Remote Reservation monthly Stipend Increase to \$90

PLUS

Lead Pay Increases by 72% to \$3.00

PLUS

Specialty Pay Increase to \$1.50 per hour.



RESERVATIONS



Agreement in Principle

Between The IAMAW & United Airlines



Summary of Key Changes

Protecting Full-Time Opportunities, Improved Job Security, and Industry-Best Wages

The Agreement in Principle vastly improves job security with guaranteed employment for those hired on or before June 3, 2019. Restores part-time limits, which protects full-time opportunities. Even with the new full-time protections, no part-time worker will be forced into a full-time position.

Guaranteed Employment: 6/3/2019

The new agreement provides guaranteed employment for any employee hired on or before June 3, 2019. Any employee hired after that date retains the right to exercise their seniority to maintain employment on the system during a reduction in force.

Ratification Payment

The Union has negotiated a \$45 million dollar Ratification Payment to be paid out within 30 days of ratification.

Increased Uniform Allotment

The uniform allotment will increase to 330 points per year, an increase of 130.

Lead Seniority and Testing

A Lead test will be created and agreed upon by both the Company and Union. To pass the test, a score of 70% or higher is needed. Those who pass will join a Lead Pool, and new Lead vacancies will be filled from this pool based on seniority. This process won't change current Seniority practices and will only apply to new vacancies after the Date of Ratification (DOR). Current Leads don't need to take the test, and temporary upgrades aren't required to take the test for short-term positions. When offering temporary or daily upgrades, the company will first offer them to the Lead Pool by seniority.

Two-Year Contract Extension

This will extend the current agreement by two years, starting from the Date of Ratification, allowing us to open full negotiations 12 months prior to the amendable date.

Seniority	Current Rate	Date of Ratification	DOR+1 Year	DOR+ 2 Years
1 Year or less	\$15.33	\$18.51	\$19.07	\$19.64
1 -2 years	\$16.27	\$19.15	\$19.72	\$20.31
2-3 years	\$17.14	\$20.05	\$20.66	\$21.28
3 - 4 years	\$18.27	\$20.88	\$21.51	\$22.15
4 - 5 years	\$19.64	\$22.00	\$22.66	\$23.34
5 -6 years	\$21.19	\$23.65	\$24.36	\$25.09
6 - 7 years	\$22.84	\$24.78	\$25.52	\$26.29
7 - 8 years	\$24.38	\$25.90	\$26.68	\$27.48
8 - 9 years	\$25.81	\$27.36	\$28.18	\$29.02
9 - 10 years	\$27.63	\$29.29	\$30.17	\$31.07
10 - 11 years	\$31.00	\$35.03	\$36.08	\$37.16
11 + years	\$33.30	\$35.65	\$36.72	\$37.82

PLUS

All Stores employees will receive \$1.35 Skill Pay per hour for all hours worked.

PLUS

Lead pay will increase by 72% to \$3.00



STOREKEEPERS





MEDIATION AT AMERICAN

Can mediation break the Contract Negotiation Deadlock for AA Flight Attendants?

On March 3rd, American Airlines' flight attendants union and company managers requested mediation from the National Mediation Board, hoping to resolve an ongoing contract negotiation standoff. The Association of Professional Flight Attendants has been negotiating a new contract since December 2019.

Julie Hedrick, president of the National Association of Professional Flight Attendants, said the union was eager to come to a resolution.

"We are entering a critical period in our bargaining of a new contract," Hedrick said. "We have had productive discussions at the bargaining table...and are prepared to work with the National Mediation Board to bring these negotiations to a close and secure a contract with much needed improvements for 25,000 American Airlines Flight Attendants."

The APFA's national communications chair, Paul Hartshorn, Jr., said they want to secure better pay and work-life balance for the union's members.

He said that flight attendants are back to flying the same hours as before COVID but with a reduced workforce.

"Staffing was reduced, flight attendants are working more flights per day, working longer hours per day," Hartshorn said.

In the last quarter, American Airlines reported a net income of \$127 million. For the full year, its 2022 net income was \$803 million.

The Association of Professional Flight Attendants includes more than 23,000 members at American.

Paul Hartshorn, Jr., the APFA's national communications chair, explained that flight attendants are working more flights and longer hours per day due to reduced staffing and are seeking better pay and work-life balance.

On average, union contracts in the airline industry can take several years to negotiate. Factors such as industry conditions, economic stability, and collective bargaining agreements can impact the length of negotiations.

The negotiation process can involve multiple rounds of proposals and counterproposals. It may also involve the assistance of a federal mediator, as is the case with American and Southwest's flight attendant unions.

The behavior of executives at American Airlines is the latest of many such examples of management taking a high-handed stance against their workers.

Over the past year, airline industry workers, including cabin crew, pilots, ground handlers, and air traffic controllers, have faced increasingly contentious and deliberately provocative company executives.

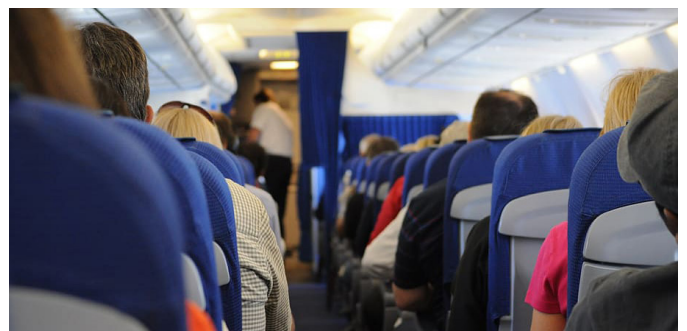
Recently, pilots at FedEx have begun openly discussing the possibility of a strike action at the shipping company.

On February 17th, the leaders of the pilot's union at FedEx unanimously passed a resolution that authorizes Captain Chris Norman, the FedEx ALPA Chair, to call for a vote on whether to authorize a strike. This decision has received support from ALPA President Captain Jason Ambrosi.

Before a strike can happen, the National Mediation Board (NMB) would need to release both parties from mediation. Following this, a 30-day cooling-off period would need to take place, after which both parties would be free to exercise self-help, which may include a strike by the union or a lockout by the company.

FedEx pilots have been trying to reason with company executives since May 2021, to no avail.

The Southwest Airlines flight attendants union, TWU Local 556, also requested a federal mediator this past summer. Southwest's pilots



have threatened to vote to strike in May while American Airlines is still negotiating with its pilots' union.

Seven separate workgroups at United Airlines, including pilots, gate and ground agents, trainers, load planners, and security guards, have also seen contract talks stall over management refusals to match new industry standards for pay, job security, and other benefits that have become normal for airline work.

The Machinists Union is part of a coalition of unions at United Airlines, including the Association of Professional Flight Attendants, Air Line Pilots Association, and the International Brotherhood of Teamsters.

American Airlines' flight attendants union and company managers requested mediation from the National Mediation Board to resolve an ongoing contract negotiation standoff.

The Association of Professional Flight Attendants has been negotiating a new contract since December 2019.

The union is eager to come to a resolution and secure a contract with much-needed improvements for 25,000 American Airlines Flight Attendants.

Flight attendants are back to flying the same hours as before COVID but with a reduced workforce and are seeking better pay and work-life balance.



Honor a Fallen Member with a Personalized Brick at the IAM Workers' Memorial

Each year, April 28 is recognized as Workers' Memorial Day, a day for us to commemorate the thousands of workers killed, injured, or sickened on the job. Your local can memorialize a fallen member with a personalized brick placed at the IAM Workers Memorial at the William W. Winpisinger Education and Technology Center in Hollywood, MD.

The deadline to submit personalized bricks is Wednesday, March 1, 2023.



RADICAL



HISTORY

MACHINISTS DIST.141

