



142 OBSERVER

Fall 2015

Official Publication of IAMAW District Lodge 142

Special report: Convention 2015



Official Notice: Nominations of Election for District Lodge 142 Officers on pages 6-8.

Also in this issue:

- President's Report: meeting challenges
- Robert Roach, Jr. retires
- Dora Cervantes elected General Secretary-Treasurer

Observer sweeps first place in IAM journalism awards

The District Lodge 142 *Observer* won first-place awards for General Excellence, Best Layout & Design and Best Feature in the 2014 IAM Communications Department Contest. "Congratulations to all the winners of the 2014 Newsletter and Website

Contest," IAM International President Tom Buffenbarger said. "We thank all our lodge web stewards, editors and communicators for faithfully maintaining their websites and newsletters. Consistently staying in touch with our members is critical, and we appreciate all that you do."

Address Service Requested

Air Transport District Lodge 142
400 N. E. 32nd St.
Kansas City, MO 64116-2983



Secretary-Treasurer's Report

By Ian Anderman

Social media on the job – be careful!

It sometimes seems as though social media has taken over our lives.

We yak about how far we walked today. We post memes with questionable quotes attributed to famous people. We share pictures of our dinner.

It's all fun, right?

Usually, except for those times when the results are disastrous.

For example, when you're at work.

If your carrier has a policy that prohibits using cell phones or other personal devices, you could be disciplined for even checking a text at work.

Play it safe by turning off your phone when you get to work. Put it in your locker, if you have one. You can check your phone safely during meal and rest breaks.

You may not think that one second to check a text or snap a photo would cause a problem, but members have been disciplined for just glancing at their phones while on the job.

Some policies against using cell phones are meant to protect employees from danger. After all, members of our

union often work with enormous machines, either on the ground or in the air.

'Facebook got me fired!'

Even when you're not on the clock, you could get into trouble using social media to vent about problems at work.

Use common sense when discussing your job through social media. Don't bad-mouth your manager or co-workers online. Don't accuse anyone publicly of illegal or immoral behavior and certainly don't suggest they should be physically harmed or should harm themselves.

When you call in sick, it's crucial that you do not tweet or upload photos from a party or ballgame. If you go out for dinner and cocktails after your shift, don't post photos of yourself or your co-workers enjoying alcoholic beverages in their work uniforms.

Cell phones and social media can be great tools that enhance our modern lives. But, like many good things, they need to be used responsibly — especially when your job is on the line.



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of Machinists and
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AFL-CIO

Editor-in-Chief
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EAP Report

By Paul Shultz, EAP Chair

Water safety series: Part II

Last issue, we looked into the dangers of boating under the influence and the effects alcohol can have on a boater, or passengers of boaters. This issue, we will look into the ramifications of Boating Under the Influence (BUI) and how to avoid it.

Enforcement and penalties

The Coast Guard and every state have stringent penalties for violating BUI laws. Penalties can include large fines, suspension or revocation of boat operator privileges, and jail terms.

The Coast Guard and the states cooperate fully in enforcement in order to remove impaired boat operators from the waters.

In waters that are overseen solely by the states, the states have the authority to enforce their own BUI statutes. In state waters that are also subject to U.S. jurisdiction, there is concurrent jurisdiction. That means if a boater is apprehended under federal law in these waters, the Coast Guard will (unless precluded by state law)



request that state law enforcement officers take the intoxicated boater into custody.

When the Coast Guard determines that an operator is impaired, the voyage may be terminated. The vessel will be brought to mooring by the Coast Guard or by a competent and un-intoxicated person on board the recreational vessel.

Depending on the circumstances, the Coast Guard may arrest the operator, detain the operator until sober, or turn the operator over to state or local authorities

Tips for Avoiding BUI

Boating, fishing and other water sports are fun in their own right. Alco-

Please see page 11



President's Report

By Dave Supplee

State of our District: Meeting the challenges

Our work is never done at IAM District Lodge 142. We're always working toward a better life for each and every member.

In the past two years we've concluded agreements with more than 10 carriers, including Alaska COPS, Allied Aviation, British Airways, Southwest and US Airways (now American).

We're now in negotiations with Allied Aviation, Bahamasair, Express-Jet, Hawaiian Mechanic and Related, PAE and US Airways (American) in the AA Transition Agreement, to name a few.

Additionally, we have the ongoing responsibilities of administering 49 contracts currently in effect and representing approximately 19,000 members at job sites throughout our jurisdiction.

We're actively organizing, too.

Recently, Horizon expanded its ground handling numbers, and the workers there — both above and below the wing — have reached out to us. We are working on collecting enough cards to file to obtain bargaining rights for these employees.

After a long campaign to collect the required number of cards from the Flight Attendants at Delta Airlines, we filed with more than 60 percent of the employees signing cards. Delta was able to persuade the NMB to scrutinize those cards for proper signatures. After seeing the measures Delta was taking to fight this organizing drive, it was decided to withdraw our submission.

In the past two years we've concluded agreements with more than 10 carriers.

Now we are back on this campaign and the cards are coming in. We have taken several measures to ensure the new cards can be verified, so we don't expect to face that issue again.

While support from the ramp at Delta was not as strong initially, seeing the Flight Attendants getting to the point of possibly voting on representation gave this group a big push. We are hopeful we will break the 50 percent barrier soon and this group will join our union by the time our next convention meets in 2017.

In other developments, we were contacted by the Eastern Territory concerning the FedEx Mechanics who approached the IAM to help organize their group. After finding this group is scattered across over 100 stations, it



THANK YOU, EVERYONE, FOR YOUR HARD WORK AT THIS YEAR'S CONVENTION!

became clear to us that this was something the IAM's Transportation Department could handle more efficiently.

Here's where we are at two of our largest carriers:

Southwest Airlines

An agreement was ratified by the membership at the end of 2014. It includes wage increases across the board, signing bonuses, performance bonuses and profit-sharing. Strong job protection language was added, too.

Many of the outstanding grievances were addressed in negotiations, but we still have a few that are scheduled for arbitration.

We are now having issues with Return to Work language and transitional duty assignments. If we are unable to resolve these issues with the company, we will file grievances and arbitrate to get settlements.

Earlier this year, we filed authorization cards from more than 75 percent of the SOS employees. After an investigation, the National Mediation Board granted the IAM bargaining rights for this group without requiring a vote by the members. We are currently in negotiations with the company to get the SOS group its first contract.

US Airways (American)

Since our last convention in 2013, our US Airways Mechanic and

Related members were in mediated negotiations. With little movement by the company, it took the personal involvement of the chair of the National Mediation Board to get US Airways to move and successfully conclude the negotiations. The resulting ratified agreement provided between 9 and 15.7 percent base wage increases over 14 months across all classifications

We serve the interests of the strong and proud members of the IAM, and we look forward to tackling any new challenges that come our way.

and increased A&P license premium by \$1.

The merger between US Airways and American is now complete and US Airways no longer exists — it is integrated into American Airlines.

On May 19, 2015, the NMB certified the TWU/IAM Alliance as the bargaining unit for almost all ground workers at the new American Airlines.

We picked up some new classifications and, as a result, more the 30,000 employees will be unionized under the TWU/IAM Alliance.

We are currently in the process of preparing with our partners at the TWU for negotiating a joint collective bargaining agreement with the new American Airlines. Meetings have taken place between the TWU and the IAM and we are making great progress on reconciling the differences between the US Airways contract and the American contract.

The two unions are working very well together. We understand we are both fighting for the same thing — the best contract for our members, since our members are the ones who made this merger possible.

The company states it will be the biggest airline in the world and we believe our members deserve nothing less than the industry-leading agreement. We all have made major sacrifices for the carrier and it is our turn to reap those benefits.

The industry is always changing, with new technologies, mergers, takeovers and more, and your union is always there to keep up with the changes for the sole purpose of bettering the lives of each and every member of this District Lodge.

Your union is in the game for you and serves the interests of the strong and proud members of the IAM.



From top: District Lodge 142 President Dave Supplee; DL 142 Secretary-Treasurer Ian Anderman; IAM Transportation Secretary Sito Pantoja.



CONVENTION 2015

District Lodge 142 delegates plan for the future at biennial convention

Following a string of successful organizing drives and contract ratifications, hundreds of delegates gathered in Tempe, Ariz., for District Lodge 142's convention, Sept. 22-24.

Leaders and rank-and-file members assembled at the biennial event to chart the District's course for the future.

The delegates voted on changes in the bylaws and met in committees to discuss how to address issues relating to flight and ground safety, communications, education, legislation and more.

District Lodge 142 President and General Directing Chair Dave Supplee and Secretary-Treasurer Ian Anderman launched the proceedings by welcoming the attendees. They also introduced IAM General Secretary-Treasurer Dora Cervantes, who described her extensive work with DL 142 before joining the staff of the International Union.

"I learned a lot of skills from the General Chairs I've served with," Cervantes said. "Many years ago I asked a question about my contract and that put me on the path to the position I have now."

Cervantes praised DL 142 for "being at the forefront of promoting women" in the IAM and for securing the best contracts for members.

"I'm grateful to everyone here," she said. "There is a wealth of talent in this room and it continues to be an honor working with you."

In her new role as "the steward of our money," Cervantes looks for ways to keep the IAM financially strong, which includes maintaining and growing the membership. She said she is fighting to protect customer service call centers and warns members to "be careful what they wish for" when it comes to self check-in terminals, because they threaten union jobs.

Continued success

IAM General Vice President for Transportation Sito Pantoja

praised the work done by DL 142 in many areas, from the US Airways negotiating committee ("we need to make sure everyone knows how good that contract language is") to successful organizing efforts and fighting for workers' rights in Washington, D.C.

"You have more members lobbying Congress than many other unions combined," he said.

He also pledged to negotiate the strongest contract possible for the new American Airlines and thanked the members and leadership of the district for their hard work.

"I can't thank you enough," Pantoja said. "You do such a great job."

IAM Airline Coordinator Tim Klima praised DL 142's many accomplishments since its last convention in 2013, including contracts with Air Lingus, Air Canada, Southwest, British Air, Allied, Atlantic Aviation and many more.

"Your officers played a role in some 36 agreements in the past two years," he said.

Klima detailed the many or-

'Your officers played a role in some 36 agreements in the past two years.'



IAM General Secretary
Dora Cervantes



Hasan Soloman
MNPL



Tim Klima
Airline Coordinator



Dale Hartford
Guide Dogs of America



Legal Counsel
Joe Guerrieri



DL 142 Communicator
Rachel Ackerman



Paul Raymond
NGP



Keith Anderko
Union Plus



GC Jim Samuel

ganizing campaigns currently engaged by the district for workers at Jet Blue, Southwest Flight Attendants, Horizon Fleet and Passenger Service and others. He also applauded the “remarkable work” performed by the lodge’s safety committees.

“This district lodge is a leader in many regards,” he said. “There are things that happen behind the scenes that we take for granted.”

He urged the members in attendance to “find a mentor or be a mentor” to train the union leaders of the future.

Hasan Solomon, director of the IAM’s Machinists Non-Partisan Political League (MNPL), spoke about the many ways the IAM is fighting for workers’ concerns in the nation’s capital.

From improved safety guidelines to protecting pensions to maintaining benefit plans, the union’s leadership is working on the members’ behalf every day, he said.

Solomon pledged to continue opposing efforts to privatize air traffic control stations and allow knives on flights. He also vowed to secure harsher penalties for passengers who assault flight attendants and find solutions for outsourced labor driving down wages for mechanics.

“Seventy percent of aircraft maintenance is outsourced today,” he said. “We want a level playing field to compete with these firms.”

He also emphasized the need to repeal parts of the Affordable Care Act that penalize large bene-

fit plans like the one enjoyed by DL 142 members.

Benefits for members

Paul Raymond of National Group Protection (NGP) outlined the supplemental benefit plans available to members. Nearly 13,000 policies for DL 142 members are served by NGP, including life, disability, accident and cancer insurance.

“You’ve really been a leader and way ahead of the curve in getting behind these supplemental plans,” he said.

Employee Assistance Program (EAP) Director Paul Shultz informed the audience about several new certifications he and the EAP team received recently at the William W. Winpisinger Education & Technology Center in Maryland. The training behind these certifications will serve membership needing help for mental health, drug or alcohol abuse or other issues.

“We must and we will do a better job about reaching out to our members,” he said. “Take my number, (704) 907-3563, and post it at your workplace so any member can call me if they need help.”

Shultz said the district is always looking for volunteers at each of the local lodges to act as EAP contacts for members. The letters of appreciation that members and their families often send to EAP representatives makes it a fulfilling position, he added.

DL 142 Counsel Joe Guerrieri detailed some of the arbitration cases his firm has worked on with

members, as well as his role in assisting the District with bargaining new contracts.

“It’s time for these companies to share the wealth with the workers whose sweat equity helped them acquire it,” he said.

Guerrieri praised the union’s record of standing up for members, no matter the cost, whenever they face unjust punishment. He also urged members to speak out against the anti-union rhetoric spoken by some of the current presidential candidates.

“The IAM will never surrender our right to fight for the dignity of every member,” he said.

General Chair Ann Liu congratulated this year’s DL 142 scholarship winners, including \$2,500 first prize winner Gianna Llewellyn, who attends Fairfield University where she studies business, and \$1,000 recipient Stephanie Spolar, who majors in aerospace engineering at Embry-Riddle Aeronautical University.

General Chair Jim Samuels discussed the significance of the grievance and arbitration process and how members need to be more aware of both the process and the details of completing the different forms. One member who filed a grievance and was success-

ful in arbitration was recently awarded nearly \$100,000 in back pay.

“This is super important and it starts with you,” Samuels told the assembly. “We’re out here fighting for the members.”

Dale Hartford of Guide Dogs

‘The IAM will never surrender our right to fight for the dignity of every member.’

of America spoke about his organization — which the IAM helped launch more than 60 years ago — and introduced a video detailing how the dogs are raised, trained and paired with individuals in need.

“That’s your school,” Hartford told the convention. “You can be proud of the work they do for you.”

Keith Anderko from the Union Plus program educated the audience about the many perks and discounts available to members, from cash-back incentives when buying a home to the IAM credit card to pet insurance.

“Members don’t always see the work we’re doing every day in arbitration and at the bargaining table,” he said. “But it’s easy for them to recognize the value of the Union Plus benefits and discounts.

Please see page 8

Notice of Nominations and Election for District Lodge 142 Officers

Attention: District Lodge 142 Brothers and Sisters, Pursuant to a voluntary compliance agreement between the United States Department of Labor- Office of Labor-Management Standards (OLMS) and the International Association of Machinists (IAM) District Lodge 142, an election will be conducted for District Lodge 142 offices as stated within this notice. The DL142 Officer Nominations, Endorsement and Election process is outlined below:

Candidate Eligibility

Candidates nominated must be:

- A member of the IAMAW for not less than 1 year prior to the time of nomination
- Must have attended 50% of the regular meetings of their respective local lodges during the 12-month period ending the date of the close of nominations***
- Must have been working in the trade as defined in Article II, Section 4 of the GL Constitution, for 6 months prior to the close of nominations (August 2015)
- Also, candidates for the Vice President positions must be from the carrier they represent

***PLEASE NOTE- For this supervised election only: To determine candidate eligibility with respect to the meeting attendance requirement, nominees will be given credit for attending any meetings that they may have missed between March 2015 and February 4, 2016, for any of the below stated reasons. Nominees will be given credit retroactively for attending any such meetings, even if they did not invoke excuse provisions previously.

Creditable Reasons for Missed Membership Meetings

- * Members with work conflicts, including members on employer travel assignment
- * Members who reside in outlying districts more than 25 miles from the meeting location
- * Members who were prevented because of illness
- * Members who were on leave qualifying under Federal, State or Territorial family leave laws
- * Members on vacation
- * Members on official IAM business approved by LL, DL or GL
- * Members on reserve military leave
- * Members who for some other legitimate and serious reason, were prevented from attending

Nominees seeking credit for missed membership meetings should submit their request, in writing, to the DL 142 Secretary-Treasurer (Ian Anderman, 400 NE 32nd Street, Kansas City, MO 64116) by February 4,

2016. The request should include the nominee's name, book number, local lodge number, date of the missed meeting, and reason for missing the meeting (as stated above).

Any member interested in running for a DL 142 officer position is encouraged to check with their Local Lodge Recording Secretary in advance of the February 4, 2016 nomination meeting to determine whether they have satisfied the meeting attendance requirement or whether they should seek credit for missed meetings.

Local Lodge Nominations

A special nomination meeting will be held by each Local Lodge on February 5, 2016 from 6:00 am - 8:00 am and from 6:00 pm - 8:00 pm for the following District Lodge 142 Officers. (See Attached Nomination Locations on page 7)

(1) President-Directing General Chair	(2 Year Term)
(1) Secretary-Treasurer	(4 Year Term)
(1) Vice President-ExpressJet Flight Attendants	(2 Year Term)
(1) Vice President-Southwest Airlines	(2 Year Term)
(1) Vice President - Foreign Flag	(4 Year Term)
(1) Vice President - Alaska Airlines	(4 Year Term)
(1) Vice President - Air Wisconsin Airlines	(4 Year Term)
(1) Trustee	(2 Year Term)
(1) Trustee	(4 Year Term)
(3) General Chairs – At Large	(2 Year Term)
(1) General Chair – At Large	(4 Year Term)
(1) General Chair – ExpressJet Airlines	(2 Year Term)
(1) General Chair – Southwest Airlines	(2 Year Term)
(1) General Chair - Southwest Airlines	(4 Year Term)
(3) General Chairs – US Airways	(2 Year Term)
(1) General Chairperson - Air Wisconsin Airlines	(4 Year Term)
(1) General Chairperson - Alaska Airlines	(4 Year Term)

A valid nomination must have the nominator's name, Local Lodge, and book number and the candidates' names, Local Lodge, book numbers, position and length of term. The nominee and nominator must be in good standing. For this supervised election, a nominee/nominator will be considered in good standing provided that his/her dues or initiation fees are paid at least through October 2015 or thereafter. No nominee may be a candidate for more than one office. Self-nominations are allowed. No seconds are needed for nominations.

Nominations by Mail

Only those members such as flight attendants and at-home reservation agents who work more than 150 miles from their scheduled Local Lodge nomination meeting location or members who are scheduled to work their regular shift during nomination meeting

hours, or travel for work on the nomination meeting date can nominate a candidate by mail.

Written nominations must be submitted by mail and must include the following information or the nomination may not be accepted:

- The nominator's printed or typed name, IAM book number, and Local Lodge number
- The nominee's printed or typed name, IAM book number, Local Lodge number, position and length of term for which they are being nominated for

Qualified members must send nominations by mail to:

Air Transport District Lodge 142
PO Box 7387
N. Kansas City, MO 64116

The deadline to submit written nominations to the District Lodge Secretary Treasurer for those eligible to nominate by mail, is the Thursday preceding the first Friday in February of the election year – February 4th, 2016 by 4:30pm Central Time. Hand delivery of written nomination is not permitted.

Local Lodge Endorsement Vote

The nomination endorsement vote (if necessary) will be held, by secret ballot, on March 4, 2016, from 6:00 am – 8:00 am and from 6:00 pm – 8:00 pm. (See Attached Endorsement Locations)

Nomination Endorsement by Mail

District Lodge 142 will handle the requests for nomination endorsement by mail. Only those members such as flight attendants and at-home reservation agents who work more than 150 miles from their scheduled Local Lodge nomination meeting location or members who are scheduled to work their regular shift during

the endorsement meeting hours, or travel for work on the endorsement vote meeting date can vote by mail on endorsements.

Qualifying requests for Nomination Endorsement Ballots should be mailed to the address below and must be received by February 23rd, 2016, at 4:30pm Central Time.

Air Transport District Lodge 142
PO Box 12532
N. Kansas City, MO 64116

Qualifying requests for Nomination Endorsement Ballots will be mailed a ballot with instructions, as they are received and verified.

(please see page 8)

District Lodge 142 2016 Officer Mail-In Nomination Form

I, _____ (print your name,)

Card # _____, from Local Lodge # _____

nominate the following candidate: _____ (nominee name),

Card # _____ (nominee card #), Local Lodge # _____ (nominee Local Lodge #)

for the following position: _____ (officer position for nomination) for a _____-year term.

Signed _____

Dated _____

This form must be received no later than February 4, 2016 at 4:30 p.m.

[NOTE: Only those members such as flight attendants, at-home reservation agents who work more than 150 miles from their scheduled Local Lodge nomination meeting location or members who are scheduled to work their regular shift during nomination meeting hours or travel for work on the nomination date can nominate by mail on endorsements.

Please return this form so that it is received by mail to the address stated below no later than February 4th, 2016 @ 4:30pm. Mail this form to:
Air Transport District Lodge 142
PO Box 7387
N. Kansas City, MO 64116

Request for Nomination Endorsement Absentee Ballot for the 2016 District Lodge 142 Officers Election

I _____ (print name)

Address _____ City _____ State _____ ZIP _____ Local Lodge # _____

IAMAW Book number _____ am hereby requesting an Absentee Ballot requesting an Absentee Ballot for the Nomination Endorsement Election due to the following reason(s).

(*Must state reason for request in order to have your request considered)

[Only those members such as flight attendants, at-home reservation agents who work more than 150 miles from their scheduled Local Lodge nomination meeting location or members who are scheduled to work their regular shift during the endorsement election meeting hours or travel for work on the endorsement vote meeting date can vote by mail on endorsements.]

I certify that the above request is accurate.

Signed _____ Date _____

Please complete and return this request form to District Lodge 142 at:
Air Transport District Lodge 142
PO Box 12532
N. Kansas City, MO 64116

This form must be received no later than February 23, 2016 at 4:30 p.m.

Request for Absentee Ballot for the 2016 District Lodge 142 Officers Election

I _____ (print name)

Address _____ City _____ State _____ ZIP _____ Local Lodge # _____

IAMAW Book number _____ am hereby requesting an Absentee Ballot for the election due to the following reason(s):

*Absentee ballot packages can be mailed to post office boxes, but requesting members must provide their complete home address if the reason for the request is that they live more than 25 miles from their Local Lodge polling location. Any member who resides on a Hawaiian island other than Oahu is eligible to request and vote an absentee ballot (since they reside more than 25 miles from the Honolulu (Oahu) polling site.)

I certify that the above request is accurate.

Signed _____ Date _____

Check those that apply:

- _____ I reside in outlying districts more than twenty-five (25) miles from my designated balloting place. *
- _____ I am confined because of verified illness.
- _____ I will be on leave qualifying under Federal, State or Territorial Family Leave Laws.
- _____ I will be on vacation (valid for active members only).
- _____ I will be on official IAM business approved by L.L., D.L. or G.L.
- _____ I will be on employer travel assignment.
- _____ I will be on reserve military leave.
- _____ I am a member of Local 1979 who resides on any island other than Oahu.

Requesting members must complete and return this ballot request form to:
Air Transport District Lodge 142 PO Box 12532
N. Kansas City, MO 64116

This form must be received no later than May 11, 2016 at 4:30 p.m.

Local Lodge	Nomination, Endorsement and Election site	Address	City	State	Zip
75	Communications Workers of America Union Hall	3775 Genesee Street	Cheektowaga	NY	14225
141	Detroit Air Transport Local Lodge 141	24522 Michigan Avenue	Dearborn	MI	48124
325	NLR Community Center	2700 Willow Street	North Little Rock	AR	72114
368	Tigertail Lake Center Broward Community College	580 Gulfstream Way	Dania Beach	FL	33166
511	VFW Post #5626	249 N. 6th Ave	Beech Grove	IN	46107
561	Hy-Vee Club Room	5330 NW 64th Street	Kansas City	MO	64151
601	APDEA	500 W. International Airport Rd. Ste C	Anchorage	AK	99518
731	IAM Local Lodge 731 Union Hall	277 Tallulah Ave	Jacksonville	FL	32208
804	Standard Club	643 Laurel Street	Covington	KY	41011
845	IAMAW Local Lodge 845	1057 Whitney Ranch Drive Ste 200	Henderson	NV	89014
846	Cargo Bldg F, Suite 1400	1001 Air Cargo Drive	Baltimore	MD	21240
949	District 9 Machinists Building	12365 St. Charles Rock Road	Bridgeton	MO	63044
1018	Cassidy's	75-02 31st Avenue	Jackson Heights	NY	11370
1044	Carpenter's Building	650 Ridge Road	Pittsburgh	PA	15205
1287	Union Labor Center	2261 S. Redwood Road	Salt Lake City	UT	84119
1322	IAM Meeting Hall	133-40 131st Street	South Ozone Park	NY	11420
1445	Embassy Suites Newark Airport	95 Glimcher Realty Way	Elizabeth	NJ	7201
1487	Local Lodge 1487	50 West Oakton Street	Des Plaines	IL	60018
1635	IAM Local Lodge 1635	315 Pine Street SE	Albuquerque	NM	87106
1725	IAMAW Victory Lodge 1725	3727 Rose Lake Drive Ste 103	Charlotte	NC	28217
1726	Frank Celona Bldg	830 Saratoga Street	East Boston	MA	02128
1731	Local Lodge 1731	669 North Rocky River Drive	Berea	OH	44017
1759	Capital Air Lodge 1759	1037 Sterling Road #103	Herndon	VA	20170
1776	Obie O'Brien Liberty Bell Lodge 1776	251 Jansen Avenue	Essington	PA	19029
1781	Air Transport Employees	1511 Rollins Road	Burlingame	CA	94010
1782	Machinists Union Air Transport Employees LL 1781	1511 Rollins Road	Burlingame	CA	94010
1833	Metro Office Parkway	7851 Metro Parkway, Room #114	Bloomington	MN	55425
*1885	*Nomination and Endorsement site: Portland Airport	7000 NE Airport Way	Portland	OR	97218
*1885	*Election Site: Embassy Suites Hotel	7900 NE 82nd Ave	Portland	OR	97220
1886	Rocky Mountain Aircraft Lodge 1886	5621 Bowen Court	Commerce City	CO	80022
1894	Local Lodge 1894	133-40 131st Street	South Ozone Park	NY	11420
1932	IAMAW Local Lodge 1932	12109 Hawthorne Blvd	Hawthorne	CA	90250
1976	IAMAW LL 1976 Union Hall	228 Moon Clinton Road	Moon Township	PA	15108
1979	Machinists Hall	1934 Hau Street	Honolulu	HI	96819
2198	Local Lodge 2198	8118 Park Place Blvd, Ste 100	Houston	TX	77017
2202	The Shores	19530 Int'l Blvd #103	SeaTac	WA	98188
2210	IAMAW Local Lodge 2210	9502 Computer Drive	San Antonio	TX	78229
2319	Econo Lodge Airport	4732 N. Dale Mabry Hwy, Tampa Bay Room	Tampa	FL	33614
2339A	Atlanta Air Center	3401 Norman Berry Drive, Ste 111	Atlanta	GA	30344
2339H	Ramada	6115 Will Clayton Pkwy	Humble	TX	77338
2339 N	Embassy Suites	95 Glimcher Realty Way	Elizabeth	NJ	7201
2339O	Best Western O'Hare	10300 W. Higgins Road	Rosemont	IL	60018
2444	IAMAW Local Lodge 2444	897 Peters Creek Pkwy #103	Winston Salem	NC	27103
2508	Residence Inn	7024 Augusta National Dr.	Orlando	FL	32822
2559	Sky Harbor Lodge 2559	2737 W. Baseline Road, Ste 22	Tempe	AZ	85283
2575	Best Western Milwaukee Airport	5105 S. Howell Avenue	Milwaukee	WI	53207
2665	Airport Center	3401 Norman Berry Drive, Ste 142	Atlanta	GA	30344
2765	IAM Machinists Hall	5150 Kearny Mesa Road	San Diego	CA	92111
2909	Towne Place Suites, OKC Airport	4601 SW 15th Street	Oklahoma City	OK	73128

Notice of Nominations and Election for District Lodge 142 Officers

(Continued from page 6)

Voted absentee endorsement ballots must be received in the mail by the District Lodge Secretary Treasurer, by Friday March 4, 2016 by 4:30 pm at the address indicated in the ballot instructions. Local Lodge endorsements will be determined by a plurality of votes for each contested District Lodge office. In the event of a tie in a Local Lodge nomination endorsement vote, the candidate who receives that Local Lodge's endorsement will be decided by a coin flip, in accordance with the 2015 General Rules for Electing Officers in Machinists District Lodge 142.

Election Notice

Local Lodges will conduct the District Lodge Officer election on June 10, 2016 from 6:00 am – 6:00 pm. (See Attached Election Locations on page 7) In order to have his or her ballot counted, a regular dues paying member must be shown on a Local Lodge voter eligibility list as having a dues paid through the date of March 2016 or later. Anyone identified on a Local Lodge voter eligibility list as a Life or Exempt member are eligible to vote. Any voter who does not appear on a Local Lodge voter eligibility list will be instructed to vote a challenged ballot. Members in good standing, voting at the Local Lodge polling site must present valid photo ID, such as a state driver license, company ID, military ID, passport, etc.

Absentee Ballot Process

District Lodge 142 will handle the requests for absentee ballots. All requests must be made in writing, by the requesting member and delivered by mail to the District Secretary Treasurer. The following provisions apply:

1. The written request for an absentee ballot must be received by the District Lodge Secretary Treasurer no later than 30 days before the election – May 11, 2016.

2. The request must contain the members full, current address.
3. The requesting member must sign the request.
4. If the records of the Lodge indicate that the applicant is eligible to vote in the election, the District Lodge Secretary Treasurer shall immediately mail the absentee ballot once ballots have been printed.
5. If, in the judgment of the District Secretary Treasurer, the member is not entitled to vote by absentee ballot, the member will be so notified, in writing, as soon as possible but no more than 10 days after receipt of the request for an absentee ballot.

Requests for absentee ballot must be mailed to District Lodge 142 by May 11, 2016 at 4:30 pm Central Time to the following address:

IAMAW District Lodge 142
Attn: Election Tellers
P.O. Box 12532
N. Kansas City, MO 64116

Members can utilize the enclosed Absentee Ballot Request Form on page 7 or clearly provide the following information in a written request:

- Purpose of request: June 2016 District Lodge 142 Officer Election
- Requestor's name, street address, city, state and zip code. (PO Boxes are NOT accepted)
- Requestor's signature
- Requestor's Local Lodge number
- Requestor's Company/Airline, Department and IAM book number
- The request must indicate which of the following absentee ballot eligibility requirements have been met:
 1. Members who resides in outlying districts more than twenty-five (25) miles from the designated balloting place

2. Members who are confined because of verified illness
3. Members on leave qualifying under Federal, State or Territorial Family Leave Laws
4. Members on vacation (does not apply to retired members)
5. Members on official IAM business approved by L.L., D.L. or G.L.
6. Members on employer travel assignment
7. Members on reserve military leave
8. Members of Local 1979 who reside on any island other than Oahu

Absentee ballot requests that are received after May 11, 2016, 4:30 pm Central Time will not be accepted. Requests for a replacement ballot package must also be received no later than May 11th, 2016, to be processed. **Voted** absentee ballots will be due back to the address listed on the ballot instructions by June 10, 2016 at 4:30pm Central Time.

Any member in good standing may protest the supervised election for valid cause. Such protest should be made directly to the OLMS Election Supervisor, Katie Serrano, in writing at any time before, during, or within 10 days after the election to, U.S. Department of Labor- OLMS, 1222 Spruce Street, Room 9.109E, St. Louis, Missouri 63103, or by fax to (314) 539-2626.

In closing, if you have any questions please contact your Local Lodge Recording Secretary or myself at (816) 452-6646 or (505) 453-7294. If you are unsure of your Local Lodge number, you can find it following your name on the label on the front page of this newspaper.

Fraternally Yours,

Ian Anderman
IAMAW, District 142
Secretary Treasurer

DL 142 delegates plan for the future

Continued from page 5

“Union Plus is just one more tool you have in your organizing toolkit.”

Strategies for the future

Rachel Ackerman from the Communications Committee gave an update on the District's new website, iamdl142.org. Members can visit the page to join the DL 142 email list for news updates and download pdfs for posting on union bulletin boards. They also can visit the new DL 142 Facebook page for another fast way to receive and share information.

Ian Anderman and John Bidoglio, co-chairs of the Education Committee, talked about the training opportunities available at the William W. Winpisinger Center and the importance of mentoring members to be the union activists of the future.

The Flight Safety Committee reported on the importance of protecting flight crews through legislation and at the District Lodge level. DL 142 will spend a great deal of time, money and resources to protect the workers it represents, he said.

“We will represent a member to the fullest extent,” Committee Member John Hall said.

The committee also discussed the need for Flight Attendants to receive appropriate attention to deal with post-traumatic and critical incident stress following fires or other flight safety situations.

“Members need to be given time to debrief and talk about the situation before going right back to work,” committee member Stephanie Stark said.

“We have a rapid response team ready to take care of above- and below-the-wing personnel. If you are going through something, give us a call — you are not alone.”

The committee detailed the ASAP program designed to bring safety issues to the forefront by focusing on solving the root causes of issues rather than on disciplining members.

Members can visit the District's new website, iamdl142.org, to sign up for the email list and download pdfs to post on union bulletin boards.

Ron Miller from the Ground Safety Committee told attendees about the new training procedures and protective equipment used by the District, including several ongoing programs such as one to detect lightning storms and provide adequate warning to work crews.

“Our mission is to make sure that each and every member goes home safe,” he said.

At the close of the 2015 convention, the delegates left feeling energized and with the framework of a solid plan to meet the challenges of the airline industry in 2016 and beyond.



A special message to Spanish-speaking members about this year's convention from **Monica Pasillas** (Express Jet, Local Lodge 23390):

En mi opinión, unos de los retos más grandes que enfrentamos en nuestro distrito es la falta de participación de nuestros miembros. No podemos permanecer sentados con las manos cruzadas si queremos un futuro mejor. Lo que compartiré con nuestros miembros es la importancia de estar bien informados sobre los temas que nos afectan diariamente en el movimiento laboral. Miembros informados nos resalta en unidad y solidaridad.

In my opinion, one of the biggest challenges we face is the lack of participation from our members. We cannot continue to sit back and do nothing if we want a better future. What I will share with the membership is the importance of being well informed regarding the daily issues that affect the labor movement. Educated members give us unity and solidarity.

INQUIRING PHOTOGRAPHER

What are you bringing home to your members from the 2015 convention?



Mary Shank
Express Jet, Local Lodge 2339H

“I’m going to encourage them to get more involved in our union. We need to have a bigger voice and to make that voice heard.”



Elaine Temple-Roy
Alaska Airlines, Local Lodge 1932

“I will help members take full advantage of the district’s website and encourage them to share information with each other.”



Dennis Rogers
Southwest Airlines, Local Lodge 1287

“We can improve communication. If members have better access to information, they’ll have a better understanding of the union.”



Lorry Maletsky
Express Jet, Local Lodge 2339N

“I will ask members to attend union meetings so they can see where their dues go and better understand the work being done.”



Kealai Holland
Southwest Airlines, Local Lodge 2559

“I will tell members about all of the ways the union is working to make airline travel safer for both passengers and members.”



Brad Craver
US Airways, Local Lodge 1776

“It’s important to mentor new hires so they know what is happening. Everyone benefits from learning about the union.”



Ernie Fritz
American Airlines, Local Lodge 1976

“I will give my members an update on the IAM/TWU agreement and tell them more about safety programs like ASAP.”



Mike Watkins
US Airways, Local Lodge 1776

“I will encourage members to keep improving. We can improve our communication with each other to present a united front.”



Lollie Beecher
Southwest Airlines, Local Lodge 2198

“I will tell members about the hard work of our leaders. Sito Pantoja and Dave Supplee both have been making good choices.”

More comments from delegates to follow in the next issue!

SCENES FROM THE CONVENTION



First-time delegates assemble for a group photo.

Suicide awareness and prevention: EAP can help

Tis the season to be jolly, right? Not for everyone, unfortunately. For some of us, the holidays are a reminder of loved ones who are no longer around to share the season. Some people have no loved ones at all, or even friends, to help them get through a damp, dark and cold time of year.

Depression, seasonal or otherwise, isn't a sitcom joke or something to "just get over." It is a medical condition that affects the ability of people to function properly and enjoy their lives.

Many people feel depressed from time to time. It is part of human nature. But clinical depression is a real disease with recognizable symptoms.

Those symptoms include profound feelings of sadness, emptiness, worthlessness or irritability, loss of interest in established pleasurable activities, changes in weight, appetite or sleep patterns, inability to concentrate, fatigue, physical aches, restlessness and morbid and suicidal thoughts.

Suicide is an especially devastating phenomenon that cuts off all chances of recovery and puts an end to a human being's potential for growth and achievement. More than that, it brings long-term suffering, guilt and grief to one's friends and family.

Unlike many other leading causes of death, suicide continues to claim more lives each year. More than 41,000 Americans took their own lives in 2013, the most recent year for which full data are available. Suicide is the country's 10th leading cause of death.

Clinical depression

Conditions that increase an individual's susceptibility include clinical depression, bipolar disorder, anxiety disorders, substance abuse and serious or chronic health conditions. Aggravating factors can include harassment, bullying, relationship problems, divorce, job loss or the death of a loved one.

A suicidal person may not ask for help, but that doesn't mean help isn't wanted. Most suicidal people don't want to die — they just want to stop hurting.

Suicide prevention starts with recognizing the warning signs and taking them seriously.

The most noticeable signs include talking about suicide, having no reason to live, being a burden to others, feeling trapped or having unbearable pain.

Other signs include increased use of alcohol or drugs, acting recklessly, withdrawing from normal activities, isolating one's self from family and friends, sleeping too much or too little, visiting or calling people to say goodbye, and giving away prized possessions.



If you think a friend or family member is considering suicide, you might be afraid to bring up the subject. But talking openly about suicidal thoughts and feelings can save a life.

If you're unsure whether someone is suicidal, the best way to find out is to ask. You can't make a person suicidal by showing you care. In fact, giving a suicidal person the opportunity to express his or her feelings can provide relief from loneliness and pent-up negative feelings.

Respond quickly in a crisis

If a friend or family member tells you he or she is thinking about death or suicide, it's important to evaluate the immediate danger. Those at the highest risk for committing suicide in the near future have a specific suicide plan, the means to carry out the plan, a time set for doing it and an intention to do it.

The following questions can help you assess the immediate risk for suicide:

- "Do you have a suicide plan?" (Use the word "suicide." Don't use euphemisms.)

- "Do you have what you need to carry out your plan (pills, gun, etc.)?"
- "Do you know when you would do it?"
- "Do you intend to commit suicide?"

Offer help and support

If a friend or family member is suicidal, the best way to help is offering an empathetic, listening ear. Let your loved one know he or she is not alone and you care.

Don't take responsibility, however, for making your loved one well. You can offer support, but he or she has to make a personal commitment to recovery.

It takes a lot of courage to help someone who is suicidal. Witnessing a loved one dealing with thoughts about ending his or her life can stir up many difficult emotions.

As you're helping a suicidal person, don't forget to take care of yourself. Find someone you trust — a friend, family member, clergy member or counselor — to talk to about your feelings and get support of your own.

If you or someone in your family is dealing with symptoms of depression or signs of suicide, a union benefit available to help. It is called the Employee Assistance Program (EAP).

Your local IAM EAP committee person is ready to assist you. If you don't know who that person is, you can always contact me on my cell phone at (704) 907-3563 or by email at pm.shultz@att.net.

EAP counselors put you in touch with professionals who are able to diagnose and treat symptoms of depression. The service is completely confidential.

With proper assistance, many suicides can be prevented. Even in the saddest seasons of the year.

— Paul Shultz, EAP Director

National Suicide Prevention Lifeline:
(800) 273-8255

Water safety series, Part II

Continued from page 2

hol can turn a great day on the water into the tragedy of a lifetime.

Consider these alternatives to using alcohol while afloat:

- Take along a variety of cool drinks, such as sodas, water, iced tea, lemonade or non-alcoholic beer.
- Bring plenty of food and snacks.
- Wear clothes that will help keep you and your passengers cool.
- Plan to limit your trip to a reasonable time to avoid fatigue. Remember that it's common to become tired more quickly on the water.
- If you want to make alcohol part of your day's entertainment, plan to

have a party ashore at the dock, in a picnic area, at a boating club, or in your backyard. Choose a location where you'll have time between the fun and getting back into your car or boat.

- If you dock somewhere for lunch or dinner and drink alcohol with your meal, wait a reasonable time (estimated at a minimum of an hour per drink) before operating your boat.
- Having no alcohol while aboard is the safest way to enjoy the water — intoxicated passengers are also at risk of injury and falls overboard.
- Spread the word on the dangers of BUI. Many recreational boaters forget

that a boat is a vehicle — and that safe operation is a legal and personal responsibility.

Alcohol: the fun killer

It's a fact, alcohol and water do not mix! Unfortunately, many people ignore this and each year about 3,000 of them are wrong — dead wrong! More than half of all the people who drown had consumed alcohol prior to their accident.

- Being intoxicated is not necessary for alcohol to be a threat to your safety. Just one beer will impair your balance, vision, judgement and reaction time, thus making you a potential danger to yourself and others.

• Research shows that four hours of boating, along with exposure to noise, vibration, sun, glare and wind, produces fatigue that makes you act as if you were legally intoxicated. If you combine alcohol consumption with this boating fatigue condition, it intensifies the effects and increases your accident risk.

So remember, don't include alcohol in your outing if you plan to have fun in, on or near the water.

For help with substance abuse or any personal problem contact your local IAM / EAP coordinator, or contact Paul Shultz, director, District Lodge 142 EAP, (704) 907-3563 cell.

Robert Roach, Jr. retires after 40-year union career

Dora Cervantes becomes IAM's General Secretary-Treasurer

IAM General Secretary-Treasurer Robert Roach, Jr. announced his retirement in August, concluding a successful 40 years in service to the union. IAM General Vice President Dora Cervantes has been named as his successor.

Robert Roach, Jr. began his career in 1975 as a ramp serviceman for TWA, swiftly earning a reputation for activism on behalf of his union brothers and sisters in the air transportation industry.

He was briefly a member of Local Lodge 1056 in New York and was elected shop steward soon after transferring to Local Lodge 1445 in Newark, N.J. He served as the local lodge's Grievance Committee chair for 13 years.

District Lodge 142 elected him General Chair in 1992. He rose further through the ranks of the IAM in the 1990s, first as Grand Lodge Representative and then, starting in 1999, as General Vice President heading the IAM's Transportation Department.

As GVP, Robert Roach, Jr. spoke often before Congress on matters affecting workers in the air transportation industry.

In 2012, he became General Secretary-Treasurer and was responsible for directing the finances of the International Union. He also co-chaired the IAM National Pension Fund and Health and Benefit Trust Fund.

He is now the new President of the Alliance for Retired Americans, a national organization that advocates for the rights and well-being of more than 4.4 million retirees and their families.

Dora Cervantes steps up

New IAM General Secretary-Treasurer Dora Cervantes is no stranger to District Lodge 142, either. She became a member of Local Lodge 2198 in 1989 and served as an Organizer and General Chair for the District.

In 2005, Cervantes became Grand Lodge Representative and served in that capacity until 2012, when she became assistant to Secretary-Treasurer Robert Roach, Jr. She joined the IAM Executive Council a year later and became the first Hispanic woman to serve as General Vice President.

Cervantes broke another barrier this August when she became the IAM's first female General Secretary-Treasurer.

"It's a great pleasure to see our good sister and good friend, Dora Cervantes, fill such an important role in our union," DL 142 President Dave Supplee said. "We're excited to see where she will lead us."



Robert Roach Jr. addresses delegates at the 2013 DL 142 Biennial Convention.

IAM DLs 142 and 141 reach tentative agreements with Hawaiian Airlines

The International Association of Machinists and Aerospace Workers (IAM) Districts 142 and 141 recently announced tentative agreements with Hawaiian Airlines that cover the carrier's 2,200 Mechanic and Related, Clerical, Office, Stores, Fleet and Passenger Service employees.

"These agreements provide our members the wages and benefits they deserve," said David Supplee and Mike Klemm, presidents and directing general chairs for IAM Districts 142 and 141.

"We want to thank the negotiating committees for their long hours and their commitment on behalf of the membership," they said.

The IAM negotiating committees are unanimously recommending ratification of the agreements by the membership.

The proposed five-year contracts provide pay raises retroactively from Oct. 1, 2015. They also enhance job security, hold the line on health care costs for employees and secure profit sharing and incentive programs.

Highlights and details of the Mechanic and Related Agreement can be viewed at the District 142 website at www.iamdl142.org. Highlights of the Clerical, Office, Stores, Fleet and Passenger Service Agreement can be viewed at the District 141 website at www.iam141.org.

Negotiations between IAM and Hawaiian Airlines have been under way since December 2013.

"The membership can be proud to share in the success of this growing airline with collective bargaining agreements that reward their hard work," Supplee and Klemm said.

Full details of the agreements and a ratification schedule will be available soon on the District 142 and District 141 websites.

The staff and officers of District Lodge 142 wish you and yours the best of holiday seasons and strength & solidarity in the New Year!

